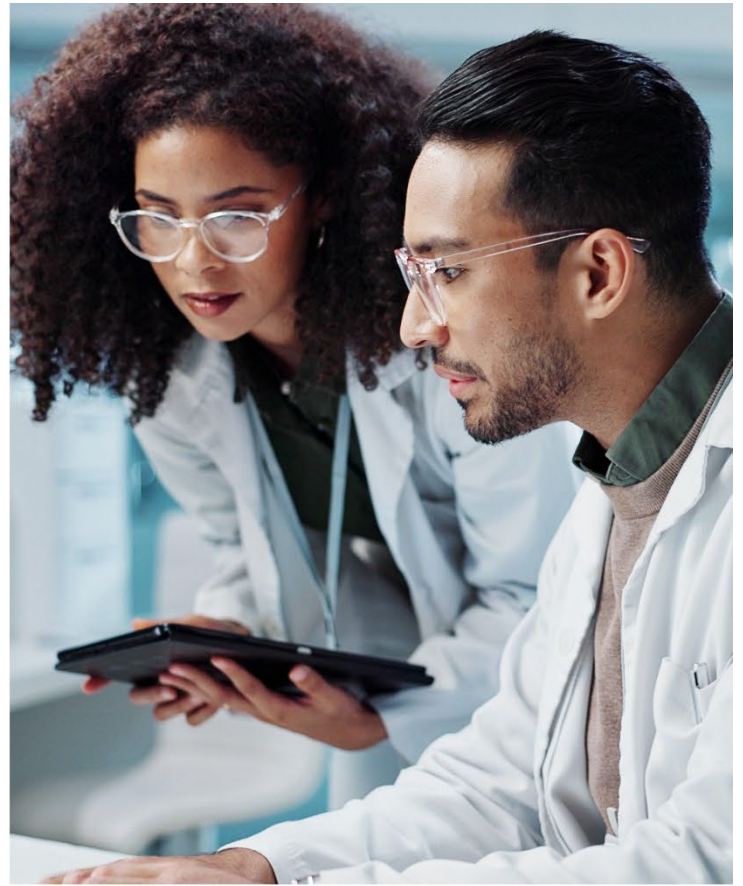
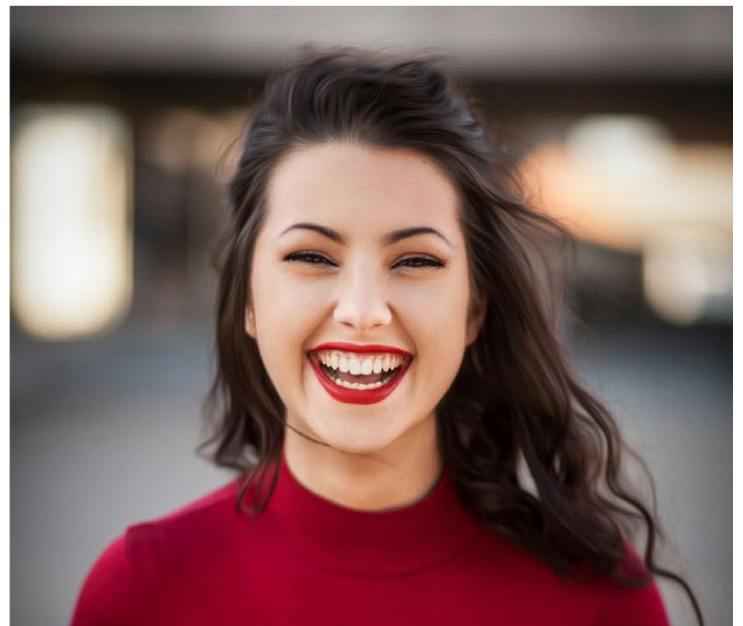




BRITISH
COLUMBIA

British Columbia Provincial Nominee Program

Statistical Report
and Year in Review
2025



BC Provincial Nominee Program

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Website: <https://www.welcomebc.ca/pnp>

The central office of the BC Provincial Nominee Program is located on the territory of the Squamish, Musqueam, and Tsleil-Waututh peoples, who have been stewards of this area for many generations.

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Introduction

In 2001, the Province of British Columbia created the British Columbia Provincial Nominee Program (BC PNP) to strategically select and nominate a limited number of prospective immigrants for permanent residence status in Canada. Provincial nominees can apply to Immigration, Refugees and Citizenship Canada (IRCC) for permanent resident status for themselves and their dependants. The BC PNP differs from federal-only immigration pathways in that it is the only tool that is entirely focused on meeting British Columbia's specific economic needs and priorities.

Initially, the BC PNP was limited to nominating internationally trained registered nurses but soon expanded to include many other occupations that were demanded by the B.C. economy. Since its creation, the BC PNP has been responsible for selecting and nominating more than 93,000 international workers and entrepreneurs who have made British Columbia their new home. Almost 67,000 of those nominations have taken place within the last decade (2016-2025). All told, when accompanying family members are considered, more than 155,000 new British Columbians have become permanent residents because of the BC PNP since 2001.

The BC PNP achieves results that are among the best for a program of its type, and that are equivalent to or better than other provincial and federal pathways. One important sign of this success is that the median income of B.C.'s provincial nominees now exceeds all other federal and provincial economic streams. For example, among permanent residents who were admitted in 2022¹, BC nominees had a median income in 2023 that was \$13,600 higher than provincial nominees across the entire country. According to recent Statistics Canada data, British Columbia is also successful at retaining its provincial nominees. One year after becoming permanent residents, 97% of them continue to live in the province, and 92% continue to do so after five years.

In 2017, the BC PNP began to produce an annual statistical report to share key program statistical results. Starting with the 2022 edition, the report was expanded into the BC PNP Statistical Report and Year in Review, which provides an overview of key program statistics, performance measures, and information about the program's activities.

Like other recent editions, the 2025 edition is organized in a way that each program component (Entrepreneur Immigration and Skills Immigration) has its own section, using an explanatory narrative to highlight their unique characteristics.

¹ 2022 is the most recent cohort of permanent residents for which there is salary data available.

2025: Year in Review

2025 was a challenging year for Provincial Nominee Programs, as the federal government reduced immigration levels for the country overall as well as allocations for individual provinces. British Columbia's allocation was reduced to only 4,000 (50% of the 8,000 it was allocated in 2024).

An additional complication specific to British Columbia was a surge of applications in late 2024 from students applying before the closure of the International Post-Graduate (IPG) stream. As a result, the BC PNP began the year with an inventory of approximately 5,200 applications, a number that was already greater than the year's entire allocation.

For the BC PNP, this situation meant it was necessary to manage its application inventory in a manner that would still allow space for new applications from some of the most urgently needed workers (e.g. healthcare professionals). As a result, IPG applications were placed on hold for an extended period, and new application intake was restricted to healthcare professionals and a limited number of high economic impact workers (those earning high salaries and/or scoring high in the BC PNP expression of interest registration system). No other existing priority occupations received new opportunities to apply but those who had already applied continued to be nominated.

Later in the year, the federal government released some additional allocation to British Columbia, bringing the total for 2025 to 6,214. This increase allowed the BC PNP to clear much of its application inventory.

Despite the challenges of 2025, the BC PNP performed well across several important metrics. Almost 90% of nominees were already living and working in British Columbia, so the program helped transition temporary residents to permanent residents, supporting the federal government's broader goal of reducing the temporary resident population. In addition, despite the much lower allocation, the number of healthcare professionals (e.g. physicians, nurses) nominated in 2025 who are working for a public health authority rose to 1,241 – an 84% increase over the 675 nominated in 2024.

Healthcare recruitment was a major theme for British Columbia in 2025, and the BC PNP actively took part in international recruitment activities to attract qualified healthcare professionals to work and settle in the province. These efforts were particularly focused on the United States and the United Kingdom, and they had the effect of significantly boosting the numbers of healthcare nominees from those countries.

In the case of the United Kingdom, there was a 139% increase in the number of physician nominees and a 17% increase in the number of registered nurse nominees. And from the United States, there was a 290% increase in the number of physician nominees and a 208% increase in the number of registered nurse nominees. When nurse practitioners are also included, BC's targeted recruitment efforts helped lead to the nomination of 335 of these three types of highly skilled professionals from just these two countries alone.

The BC PNP also had another strong year supporting immigration to areas outside of Metro Vancouver, with 38% of its nominees in 2025 living and working in those regional areas.

The BC PNP continues to prioritize program integrity and anti-fraud measures. New policies and processes are continually implemented to mitigate, detect, and deter fraud. The BC PNP participates in the annual Fraud Prevention Month campaign every March and has provided fraud awareness quizzes and fraud information in multiple languages. By the end of 2025, the BC PNP's Anti-Fraud and Investigations Unit had conducted more than 2,000 case reviews or investigations and had responded with appropriate actions when fraud or misrepresentation was detected.

**38% of workers nominated
in 2025 are based in regional
communities**



Program Overview

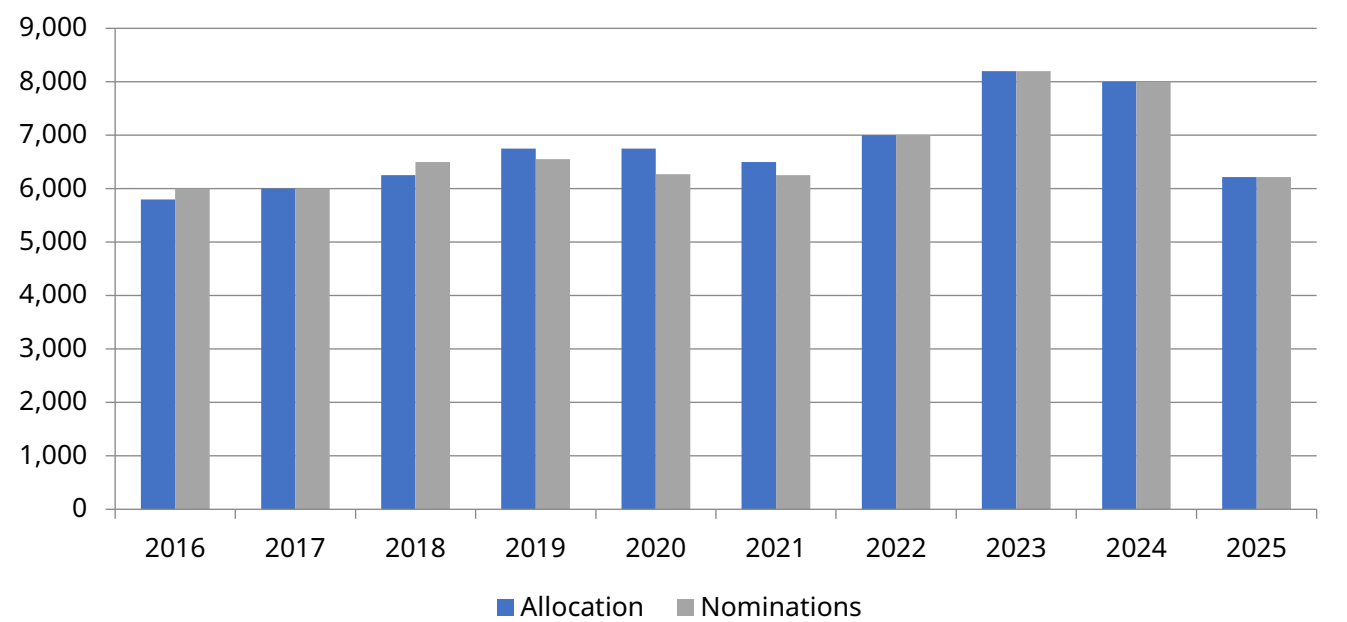
The BC PNP is the Province’s only tool to directly select economic immigrants who will live in B.C. and create economic benefit by working in a job or operating a business. It is governed by the [Canada-British Columbia Immigration Agreement \(CBCIA\)](#) and the [Provincial Immigration Programs Act](#).

Allocations

Each year, IRCC considers requests from provinces and territories that have a nominee program and allocates a specific number of nominations to each jurisdiction. For 2025, B.C. received and fully used an allocation of 6,214 nominations.

As the chart below indicates, the program generally uses its entire nomination allocation, with the most notable exceptions during the COVID-19 pandemic period (2020 and 2021).

Table: BC PNP Allocations and Nominations, 2016-25



Two Program Components: Skills and Entrepreneur Immigration

The BC PNP has two main components, each of which takes a unique approach to select immigrants who have the skills and experience needed to contribute to B.C.’s economic development and growth.

Skills Immigration (SI) is for workers with the skills, experience, and qualifications needed in B.C.

Entrepreneur Immigration (EI) is for experienced entrepreneurs who intend to establish or purchase and actively manage an eligible business in the province.

SI typically accounts for about 99% of BC PNP nominees. The CBCIA allows up to 5% of the program’s nominations to be used for EI. The table below shows the nominations under each program component over the past four years.

Total BC PNP Nominations				
Program Component	2022	2023	2024	2025
Skills Immigration (SI)	6,966	8,168	7,972	6,195
Entrepreneur Immigration (EI)	34	32	28	19
Total	7,000	8,200	8,000	6,214

Strategic Objectives

The program realigned its priorities to support the Province’s broader strategic goals, despite the allocation cut.

The BC PNP helped strengthen health care and the services people rely on by selecting workers in key sectors that British Columbians need, such as healthcare, childcare, and veterinary care.

The program prioritized workers who were having an immediate, high economic impact on the BC economy, including many of the highest paid and highest skilled workers who had expressed an interest in applying to the BC PNP.

The BC PNP also selected nominees who will encourage regional development by settling in communities outside of major urban centres, and it selected innovators and experts who will transfer knowledge and skills to British Columbians.

The BC PNP works to support an economy that is diverse, inclusive, sustainable, and affordable

Key Performance Measures

The BC PNP continues to develop and refine key performance measures so that the program's contribution to the economic development of British Columbia can be more easily quantified, understood, and reported publicly. Over the past four years, reporting was introduced to provide information about BC PNP nominee wages, regional nominations, and nominations in priority occupations in healthcare and early childhood education. As in last year's report, these objectives are highlighted and discussed.

The BC PNP supports [Look West: Jobs and Prosperity for a Stronger BC and Canada](#), as well as [StrongerBC: Future Ready Action Plan](#), which aims to ensure that British Columbia has the skilled labour it needs for the future. The program is also supporting the [StrongerBC: Good Lives in Strong Communities](#) strategy to ensure rural, interior and coastal communities can attract and retain needed talent into their region. Regional and occupational key performance measures in this section are a vital tool for encouraging strategically important skilled workers to stay in British Columbia over the long run.

For some performance measures, specific quantitative targets continue to be in development for future reporting.

Performance Objective 1: Wages

Objective	Performance Measures	Baseline	BC PNP 2025 Data	Target (2026)
The BC PNP selects nominees who are self-sufficient and who help increase wages in their sectors for all workers	Median wage of Skills Immigration (SI) nominees compared to median wage of British Columbians	Median wage for all B.C. workers (\$32.49/hour in 2025)	Median wage for BC PNP SI nominees in 2025: \$41.42/hour	Within reasonable range of the median wage for individual British Columbians

Discussion:

The median wage of the BC PNP's SI nominees in 2025 was \$12.42 per hour higher than the previous year, and \$8.93 above the overall median wage for British Columbia. This move toward significantly higher wages was largely caused by a shift in the balance between the program's prioritized occupations. In 2024, there was a temporary intensification of the prioritization of early childhood educators (a lower paid occupation) to meet an acute gap in labour supply. Nominations for that occupation rose to 1,279 in 2024 and then fell to 409 in 2025. There was also greater prioritization in 2025 of highly paid healthcare occupations such as physicians and nurses. As in previous years, over 99% of 2025's SI nominees with a job offer had an hourly wage rate higher than the provincial minimum wage in that year.

Performance Objective 2: Regional Nominations

Objective	Performance Measures	Baseline	BC PNP 2025 Data	Target (2026)
The PNP selects nominee families who settle into affordable communities outside B.C.'s major urban centres	Skills Immigration (SI) nominees who are settling outside of Metro Vancouver	21% of SI nominees outside of Metro Vancouver (2020 level)	38% of the BC PNP's SI nominees in 2025 were outside Metro Vancouver	At least 35% of SI nominees outside of Metro Vancouver
	Entrepreneur Immigration (EI) nominees who are settling outside of Metro Vancouver	71% of EI nominees outside of Metro Vancouver (2020 level)	100% of the BC PNP's EI nominees in 2025 were outside Metro Vancouver	At least 60% of EI nominees outside of Metro Vancouver

Discussion:

The BC PNP continues to support economic development needs of rural and regional communities by aiming to have at least 35% of its nominees settling outside of Metro Vancouver (“regional nominees”). Skills Immigration registrants get points if they will be working outside of the Metro Vancouver Regional District (MVRD). They receive additional points if they have experience working or studying in B.C. outside of the MVRD, as an incentive to retain workers who have an existing familiarity with or roots in the regions. In 2025, the BC PNP surpassed its SI regional target of 35%, as 38% of SI nominees were based outside of the MVRD. This proportion is a modest decrease from 2024 because the BC PNP nominated an unusually large number of International Post Graduate applicants, which tend to be mostly concentrated in the MVRD.

In Entrepreneur Immigration, the innovative Regional stream (initially launched as a pilot in 2019) directly involves communities in attracting, referring to the BC PNP, and welcoming entrepreneurs and their families to settle in smaller communities. It benefits both communities and immigrants by encouraging immigrant entrepreneurs to start businesses identified as important to the communities’ economic development strategies. The target of having 60% of EI nominees outside of Metro Vancouver includes nominees in both the Regional stream and the EI Base stream. The BC PNP’s targeted support of entrepreneurship in the regions was particularly successful in 2025, with all nominations going to the owner/operators of businesses outside Metro Vancouver.

Performance Objective 3: Essential Services

Objective	Performance Measures	Baseline	BC PNP 2025 Data	Target (2026)
The PNP selects nominees who help deliver essential services with identified shortages	Nominees who are essential service workers in health care and early childhood education	172 nominees in healthcare occupations (2021 level)	1,435 nominees in prioritized healthcare occupations	Between 1,620 and 2,015
		90 nominees in early childhood education (2021 level)	409 early childhood educator nominees	Between 360 and 440

Discussion:

Since the BC PNP started to prioritize care economy occupations in March 2022, specifically in the health and childcare sectors, the numbers of nominees working in these areas has increased significantly. These occupations, which provide important services that British Columbians count

on, continued to be priorities for the BC PNP in 2025 even though the program faced operational constraints due to its reduced allocation.

While the overall allocation cut resulted in a reduction in early childhood educator nominations and healthcare professionals in the broader health sector, the BC PNP took action to protect core health services by refocusing its limited nominations on healthcare professionals working for the province’s health authorities, which increased from 675 to 1241, or 27% of the BC PNP’s allocation in 2025.

The BC PNP’s efforts to prioritize the occupations that are needed most in British Columbia are continuing to evolve. More information on prioritization is available in the section on Strategic Initiatives and Program Priorities on page 18.

409 nominees working in early childhood education in 2025



To attract and retain international workers to fill critical labour market needs in B.C.

SKILLS IMMIGRATION

Skills Immigration (SI)

Skills Immigration contributes to economic development across British Columbia by strategically selecting prospective immigrants to help address labour market needs that cannot be reliably supplied by the domestic workforce. In 2025, it had two streams that were accepting applications throughout the year:

- Skilled Worker
- Health Authority

There were also three additional streams that were either not accepting new applications or that were officially closed. However, the program continued to process applications that had already been submitted.

- Entry-Level and Semi-Skilled (ELSS) – inactive but not officially closed until April 2026
- International Graduate (IG) – closed before the end of 2024
- International Post-Graduate (IPG) – closed in early January 2025

Each stream is designed to retain workers with different skills and experience.

The Skilled Worker stream is for experienced workers in a professional, management, technical, trade or other skilled occupation. The Health Authority stream is focused specifically on workers employed by the province's public health authorities. The Entry-Level and Semi-Skilled stream was designed to retain workers in specific occupations in tourism, hospitality, and food processing. The International Graduate and Post-Graduate streams were designed to retain international students who wished to live, work and economically establish in British Columbia.

Except for ELSS, all streams have an **Express Entry BC (EEBC)** option. Applicants who use the EEBC option must meet criteria of both the BC PNP and the federal Express Entry streams to benefit from faster processing of their federal permanent residency application.

The Registration Pool and Invitations to Apply (ITAs)

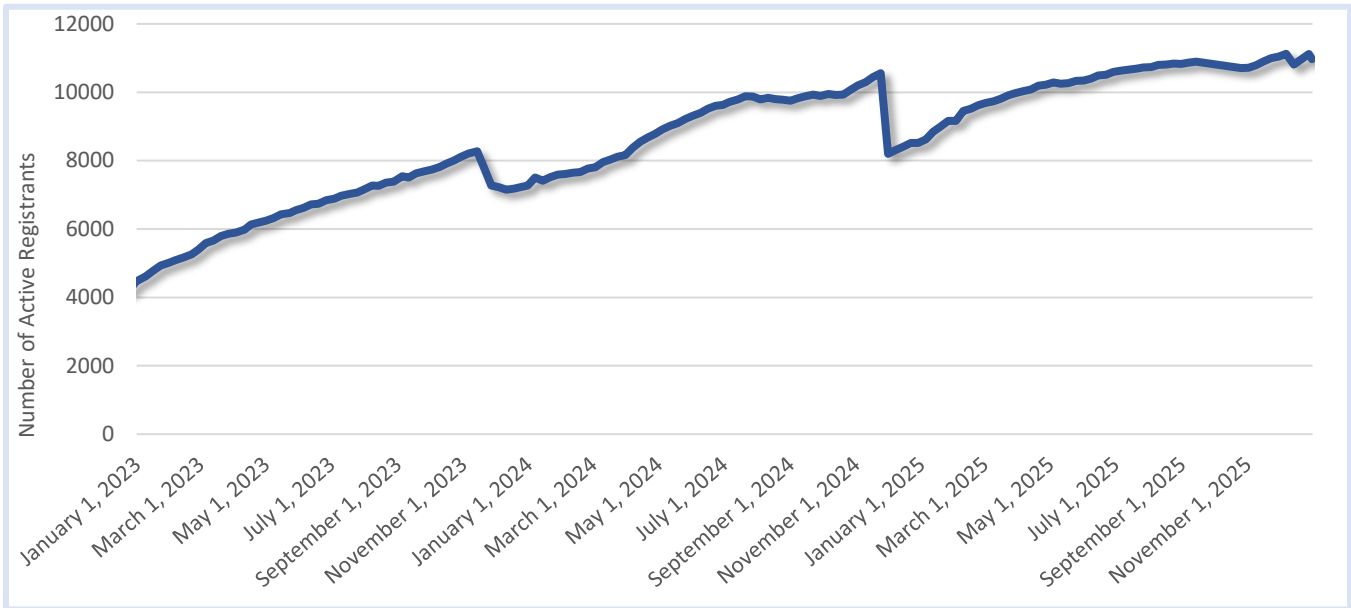
The BC PNP uses an online, points-based expression of interest system to manage application intake for the Skilled Worker, IG and ELSS streams. This system helps strategically select registrants who are a strong fit with program criteria and issues ITAs to fully utilize the allocation received from the federal government.

Prospective applicants express their interest in the BC PNP by completing a no-fee registration that establishes a point score based on five main factors:

- Level of education
- Experience
- Proficiency in Canada’s official languages
- Hourly wage being offered to them by a B.C. employer
- Job location

After a registration is received, it is automatically scored and placed in the registration pool.

Chart: Number of active registrations in Skills Immigration pool, 2023-25*



* The notable drop in registrations in November 2024 was due to the closure of the part of the pool associated with the International Graduate stream, which stopped accepting registrations at that time.

Registrations may remain active in the pool for up to one year. Registrants may choose to withdraw voluntarily at any time. To proceed to the application stage, a registrant must receive an [invitation to apply \(ITA\)](#). The BC PNP periodically issues ITAs to the highest scoring active registrations. Invitations may also be targeted to select occupations, or to support provincial priorities. Recipients of ITAs have 30 days to apply and pay their application fee.

The minimum score necessary to receive an invitation fluctuates and is determined by factors that include BC PNP processing capacity, the size of the registration pool, scores of other registrations, and the number of nominations allocated to B.C. by the federal government.



*The number of 2025 ITAs converted to applications is different from the number of applications received in 2025 in streams that require registration. This difference is caused by the fact that some late 2024 ITAs became applications in early 2025, and some late 2025 ITAs became applications in early 2026. Note that not all SI applications require a registration (the Health Authority and the now-closed International Post-Graduate streams do not), so the number of applications that result from ITAs is always smaller than the number of total applications in any given time period. All the numbers above refer exclusively to ITAs that were issued during the 2025 calendar year and to applications that resulted from them.

Skills Immigration Decisions

The number of nominee application decisions completed in any given year is the most direct statistical indicator of the volume of work done under the BC PNP Skills Immigration streams. Applications received is a less reliable indicator of volume because they may or may not be processed in the same year that they were submitted.

In 2025, the BC PNP made 6,553 decisions on applications to the SI streams. This is a 25.4% decrease from the 8,784 decisions made on SI applications in 2024. 6,195 out of the 6,553 decisions in 2025 resulted in a nomination – an approval rate of 94.5%.

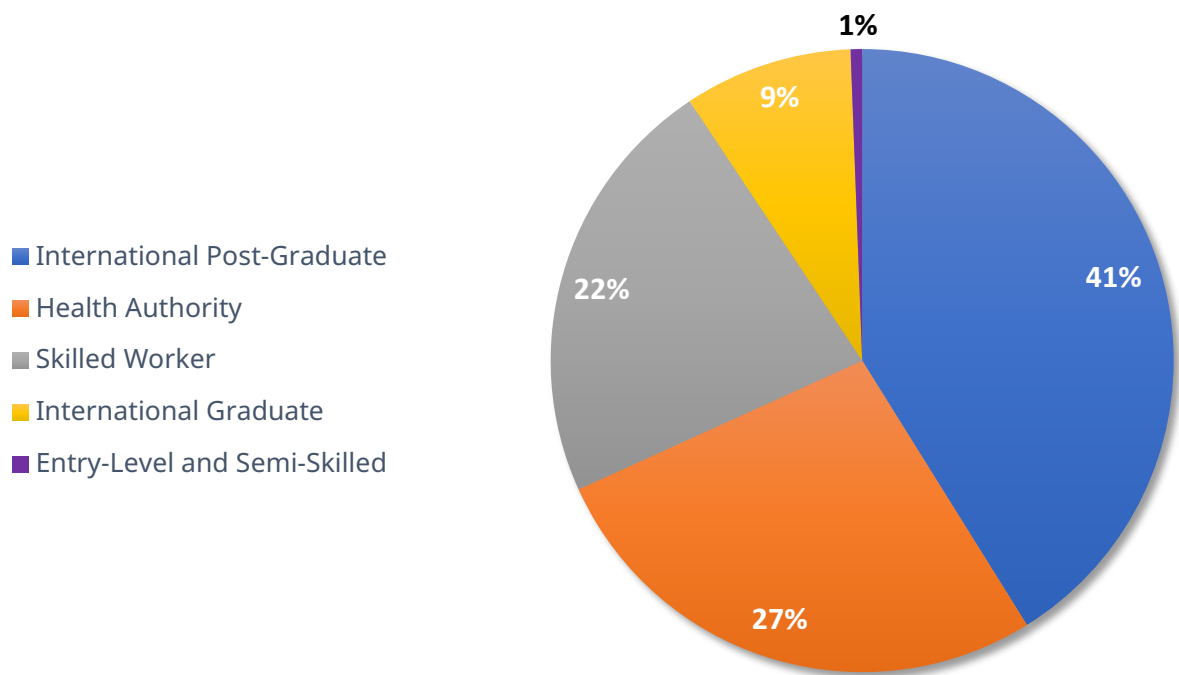
This high approval rate reflects the effectiveness of the BC PNP’s program design and intake management system when it comes to identifying and inviting applications from qualified candidates who are an excellent fit for B.C.’s economic needs.

Nominations

As explained in the section on allocations, IRCC allocates a specific number of nominations to B.C. each year. Typically, the BC PNP uses about 99% of this allocation for its SI streams. In 2025, B.C. received a final allocation of 6,214 and used 6,195 of them for SI.

The following chart and table show the overall share of nominations for each stream, as well as a more detailed breakdown.

Chart: Skills Immigration Nominees in 2025 by Stream



Total Skills Immigration Nominations			
Stream	2023	2024	2025
Skilled Worker	996	656	284
Entry Level and Semi-Skilled (ELSS)	425	223	37
International Graduate	369	521	193
International Post-Graduate	1,055	1,001	1,991
Health Authority	473	1,430	1,176
EEBC - Skilled Worker	2,800	2,162	1,106
EEBC - International Graduate	1,140	1,097	349
EEBC - International Post-Graduate	664	487	557
EEBC - Health Authority	246	395	502
SI Total	8,168	7,972	6,195

In 2025, 22% of SI nominations were under the Skilled Worker stream, 27% were under the Health Authority stream, and 50% of nominations were under the International Graduate and International Post-Graduate streams. 59% of all SI nominees were in streams that required them to have a job and be filling a gap in the labour market. These figures are an unusual departure from previous years because of the increased prioritization of health care occupations, as well as a surge in applications in the student streams before they closed.

Strategic Initiatives and Program Priorities

In recent years, the BC PNP has increasingly prioritized strategically important, high demand occupations.

In 2017, the BC PNP introduced the Tech Pilot, which was designed to help meet the labour market needs of B.C.'s tech industry. The Pilot introduced a "concierge" service for tech employers and targeted draws for workers in specific tech-focused occupations. In May 2021, the BC PNP announced that it would indefinitely continue these measures for priority technology occupations. This initiative was very successful, as the BC PNP nominated 13,868 workers in technology occupations between 2017 and 2025.

Priority Technology Nominations			
	2023	2024	2025
Nominees	2,490	1,302	607
% of SI Nominees	30.4%	16.3%	9.8%

Building on the effectiveness of prioritizing the technology sector, in 2022 the program began to expand strategic targeting to support workforce needs in other sectors of the province’s economy, resulting in reduced specific targeting of technology occupations. However, many technology workers have been included in High Economic Impact (HEI) draws, a new form of prioritization introduced in 2025. These draws are focused on workers who earn high salaries and/or receive high scores in their expression of interest registrations.

In recent years, health care has become one of the most important priority areas for the BC PNP. The following table shows how many SI nominees work in health occupations, with a breakdown that shows how many are employed by one of B.C.’s health authorities and how many work for the broader healthcare system. Continued prioritization led to a 84% increase in the annual number of clinical health occupation nominees working for the province’s health authorities from 2024 to 2025. The program also produced strong results in terms of nominating core, front-line clinicians in 2025, including 218 physicians and 652 registered nurses and nurse practitioners.

Clinical Health Occupation Nominations			
	2023	2024	2025
Working for a Health Authority	376	641	1,180
Working for Other Employers	403	698	194
Total Nominees	779	1,339	1,374
% of SI Nominees	9.5%	16.8%	22.2%

Note that these figures do not reflect all nominees working in the healthcare sector. Some nominees in the Health Authority stream this year work for a health authority in occupations such as food service workers and cleaners.

From 2024 to 2025, SI nominees in other prioritized occupations decreased significantly because of the overall decrease in the program’s allocation.

Other Priority Nominations			
	2023	2024	2025
Childcare	842	1,279	409
Veterinary Care	41	48	25
Construction*	64	496	266

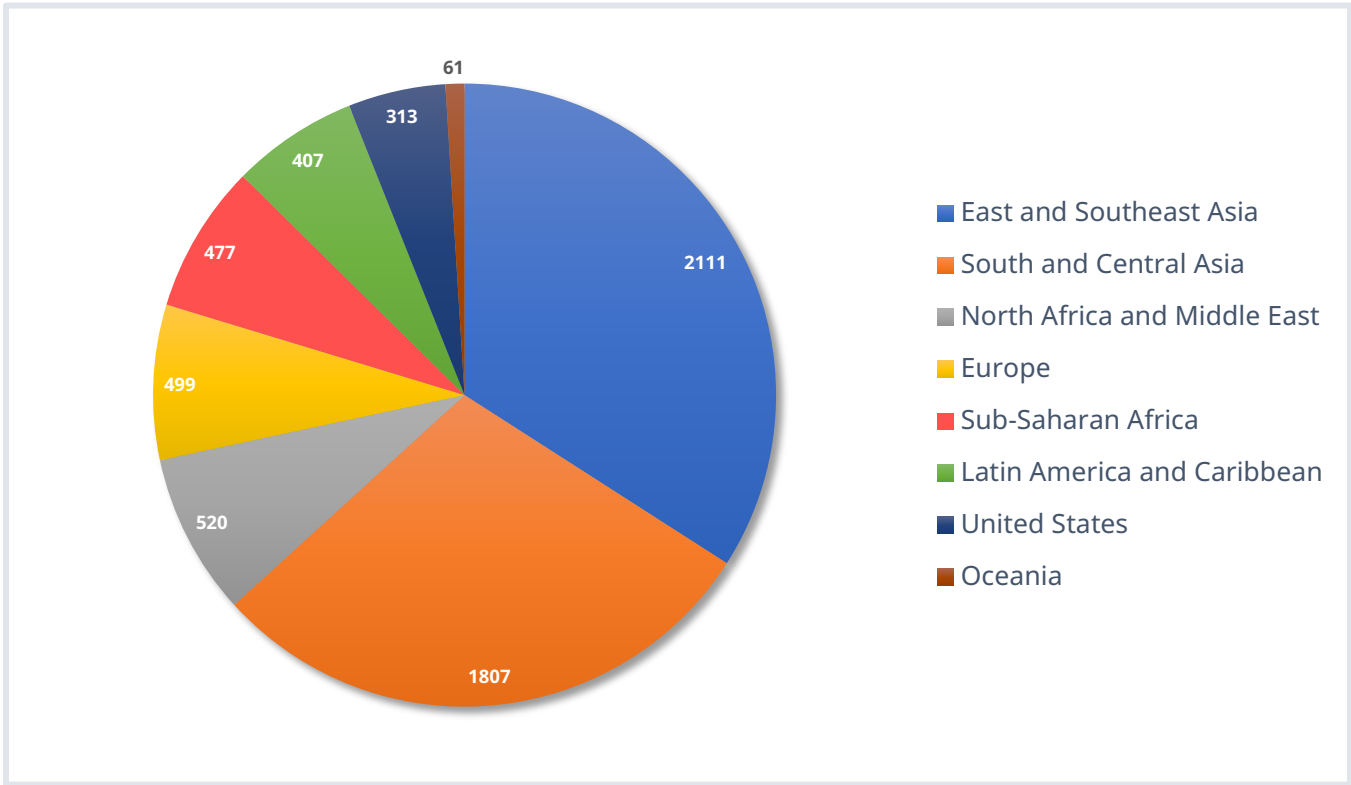
*Prioritization began in November 2023

More information on results of program priorities can be found in the key performance measures section of this report.

Geographical Origins of Nominees

Many nominees in the SI streams come from countries in Asia. 63.2% of 2025 nominees came from either South/Central Asia or from East/Southeast Asia. Other regions that contributed significant numbers of nominees include North Africa and Middle East (8.4%), Europe (8.1%) and Sub-Saharan Africa (7.7%).

Chart: Geographical Origins of 2025 Skills Immigration Nominees



Top Five Individual Source Countries for the SI Streams		
2023	2024	2025
India	India	India
China	China	China
Iran	Philippines	Iran
Philippines	Iran	Philippines
Brazil	Nigeria	United States

Occupations

In 2025, several factors caused some major shifts in the distribution of SI nominees among the major occupational categories, although some of these changes are expected to be short term. Toward the end of the year, the program received an unusually large surge of International Post-Graduate stream applications because that stream was scheduled to close. As a result, IPG stream nominees were the largest group in 2025 and most remaining IPG applicants were processed in this year.

Health continued to build on its 2023 and 2024 gains from targeted prioritization measures and became the second largest occupational category in 2025, increasing to 20.2% of SI nominees.* However, most other occupational categories experienced declines that were caused in part by the overall decrease in the program's allocation.

Occupational Category of SI Nominees	2023	2024	2025
No listed occupation (IPG stream nominees)	21.0%	18.7%	41.1%
Health	7.2%	12.1%	20.2%
Education, law and social/community/government services	15.0%	23.5%	12.1%
Natural and applied sciences and related	29.1%	16.3%	10.5%
Business, finance and administration	7.7%	8.0%	5.3%
Trades, transport and equipment operators and related	2.9%	7.4%	5.3%
Sales and service	11.0%	12.0%	4.0%
Legislators and senior management	2.1%	0.4%	0.6%
Art, culture, recreation and sport	3.3%	1.2%	0.6%
Manufacturing and utilities	0.3%	0.3%	0.2%
Natural resources, agriculture and related production	0.2%	0.1%	0.1%

*Note that the figure presented here for health differs from healthcare occupation figures presented elsewhere. The reason for the difference is that the BC PNP definition for healthcare occupations includes a slightly different mix of occupations than the categories that are built into the NOC system, which is the basis of the breakdown presented in this section.

Regional Distribution

This section provides both tables and charts that describe the distribution of Skills Immigration nominees across the province in 2025.

The primary destination for SI nominees is the Mainland/Southwest development region, which received 65% of them in 2025. Most of that group (or 62% of all SI nominees) went to the Metro Vancouver Regional District. Within that district, the City of Vancouver continued to have the greatest number of nominees, with a 27% share of all SI nominees.

As in 2024, outside of the Mainland/Southwest region, most SI nominees settled in either the Vancouver Island/Coast region (including cities such as Victoria and Nanaimo) or the Thompson/Okanagan region (including Kamloops and Kelowna). The overall shares of the seven development regions outside of the Mainland/Southwest region did not change significantly from 2024 to 2025. The share of Metro Vancouver was increased somewhat in 2025 because of the unusually high number of International Post-Graduate nominees, who were most likely to live there because of the high concentration of universities in that region.

The table below shows the numbers of nominees across development regions. Because of the smaller numbers in some regions, the northern development regions have been presented together, as has Thompson/Okanagan and Kootenay.

Table: 2025 SI Nominees by Development Region

Development Region	ELSS	Health	IG	IPG	SW	Total	%
North: Cariboo/Nechako/North Coast/Northeast	9	273	61	39	75	457	7.4%
Mainland/Southwest	7	870	111	2207	823	4018	64.9%
Southeast: Thompson/Okanagan and Kootenay	6	254	196	99	201	756	12.2%
Vancouver Island/Coast	15	281	174	203	291	964	15.6%
Total	37	1678	542	2548	1390	6195	100.0%
%	0.6%	27.1%	8.7%	41.1%	22.4%	100.0%	

The next three charts provide a detailed breakdown of nominees by development region, and of those in the Mainland/Southwest region and the Metro Vancouver Regional District.

Chart: 2025 Skills Immigration Nominees by Development Region

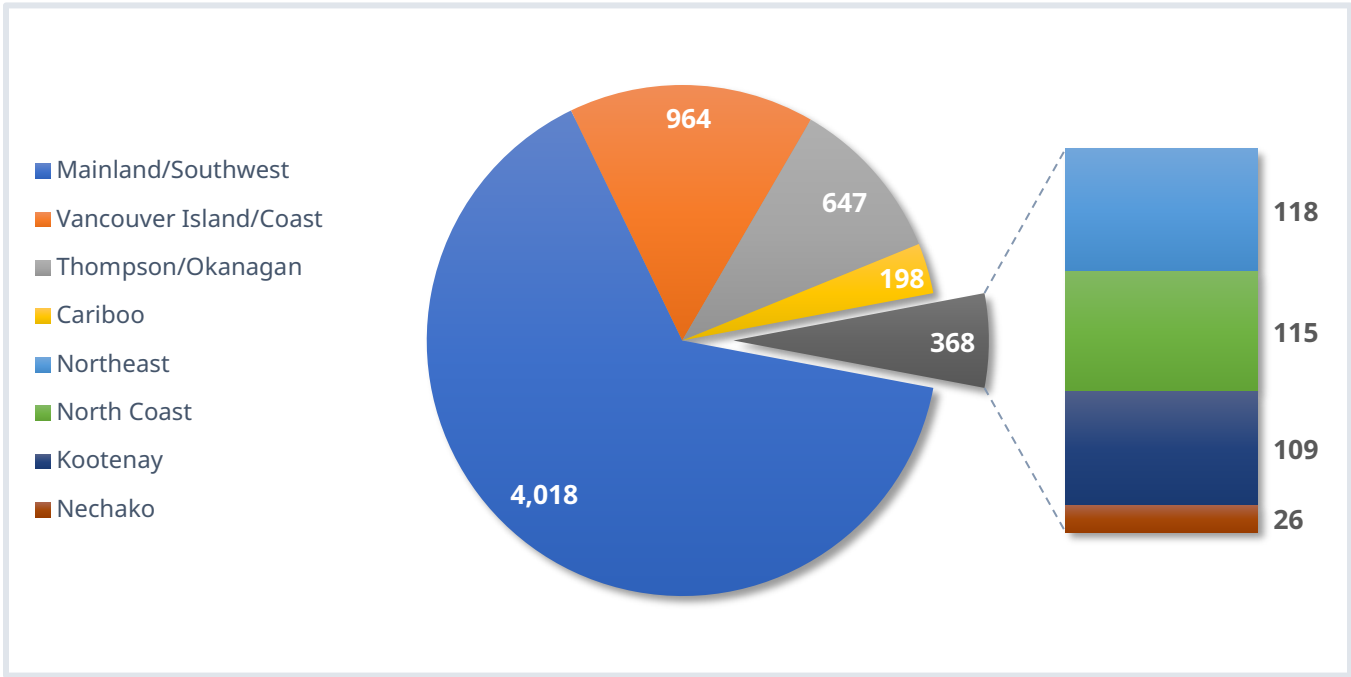


Chart: 2025 Skills Immigration Nominees per Regional District in the Mainland/Southwest Development Region

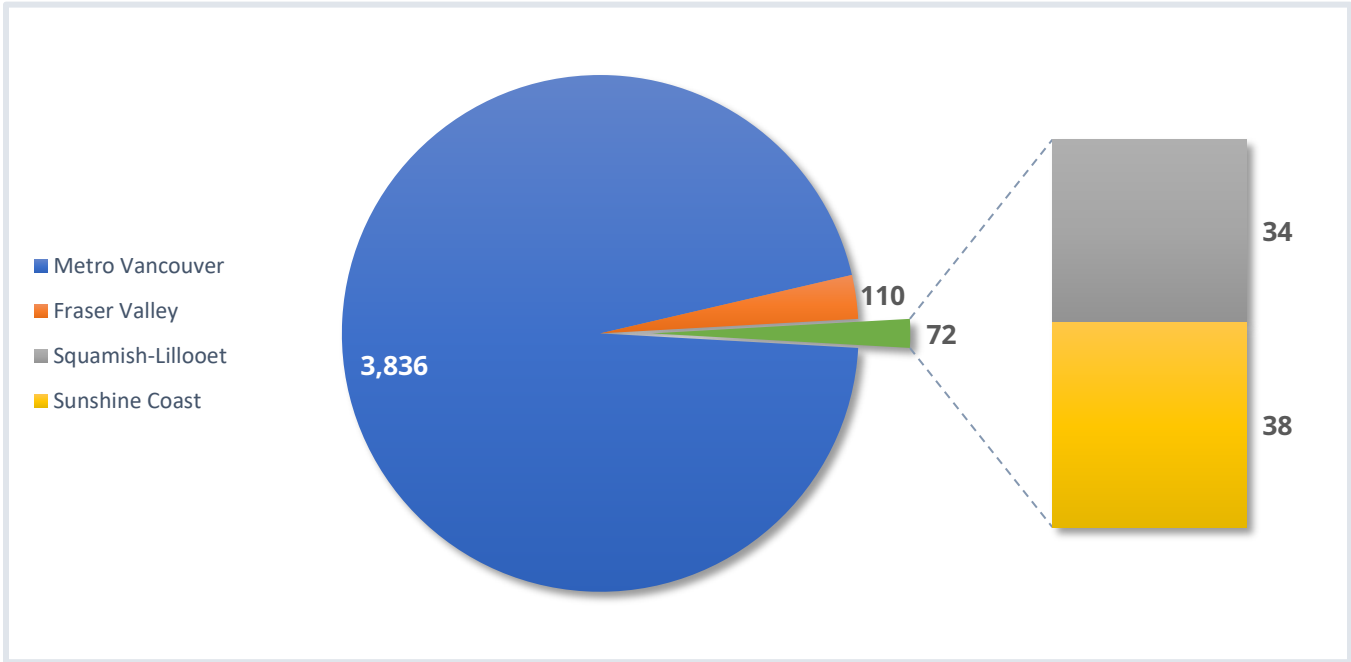
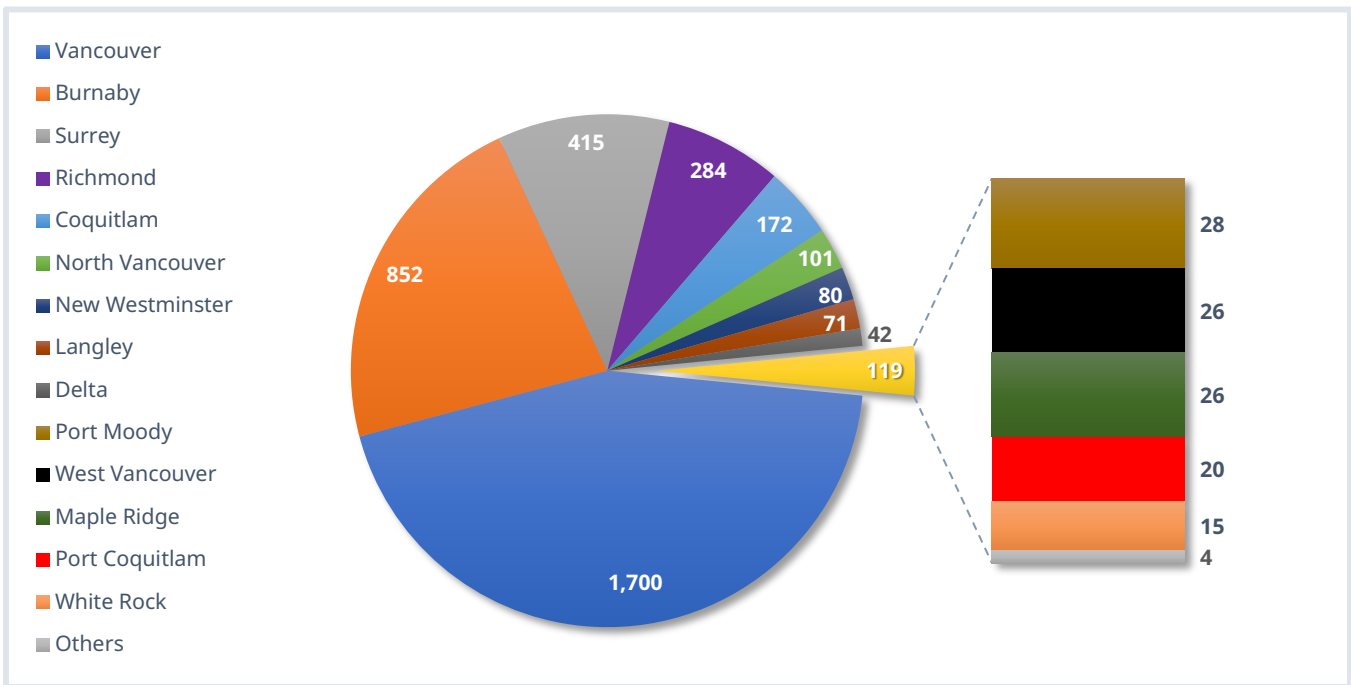


Chart: 2025 Metro Vancouver Regional District Skills Immigration Nominees by Municipality



Salary

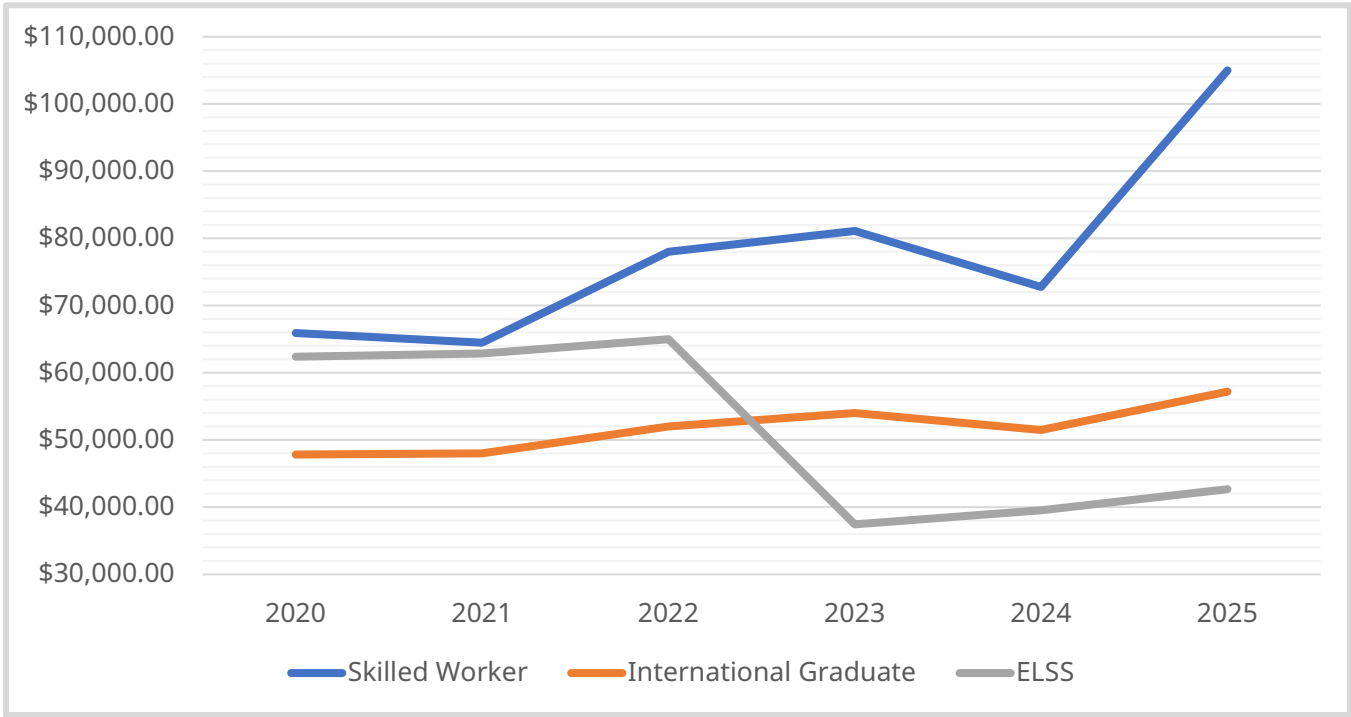
Salary information about 2025 SI nominees can be seen in the table below.² While both average and median salary data is included, the median data gives the most accurate reflection of typical salaries in each category.

Stream of Nominee	Average 2025 Salary	Median 2025 Salary
Skilled Worker	\$125,251	\$105,000
International Graduate	\$60,699	\$57,200
Entry Level and Semi-Skilled	\$44,722	\$42,685
Health Authority	\$115,243	\$80,769
All Streams (except IPG)	\$110,236	\$80,769

² For salary calculations, International Post-Graduates have been excluded because no job offer is required and the BC PNP therefore does not receive salary information from all nominees in that stream. Average salaries are determined by dividing the sum of all the salaries by the total number of salary earners. Median salary data is found by identifying the middle number in the sequence of salary numbers when it is ordered from lowest to highest (or vice versa).

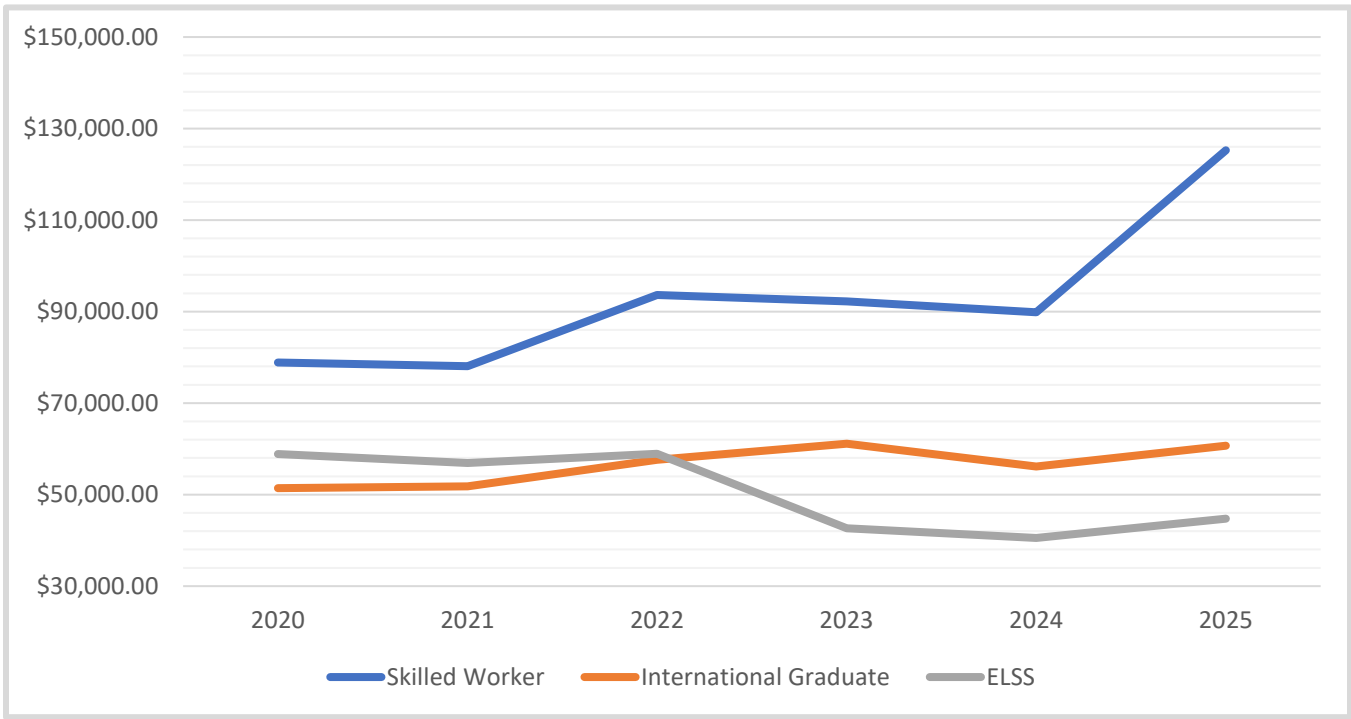
As the next two charts illustrate, there were increases in salaries across all streams in 2025, but especially in the Skilled Worker stream. This change was caused by the introduction of High Economic Impact (HEI) draws, which partly focused on inviting highly skilled applicants who earned high salaries.

Chart: Median Salaries in Major Skills Immigration Streams, 2020-25

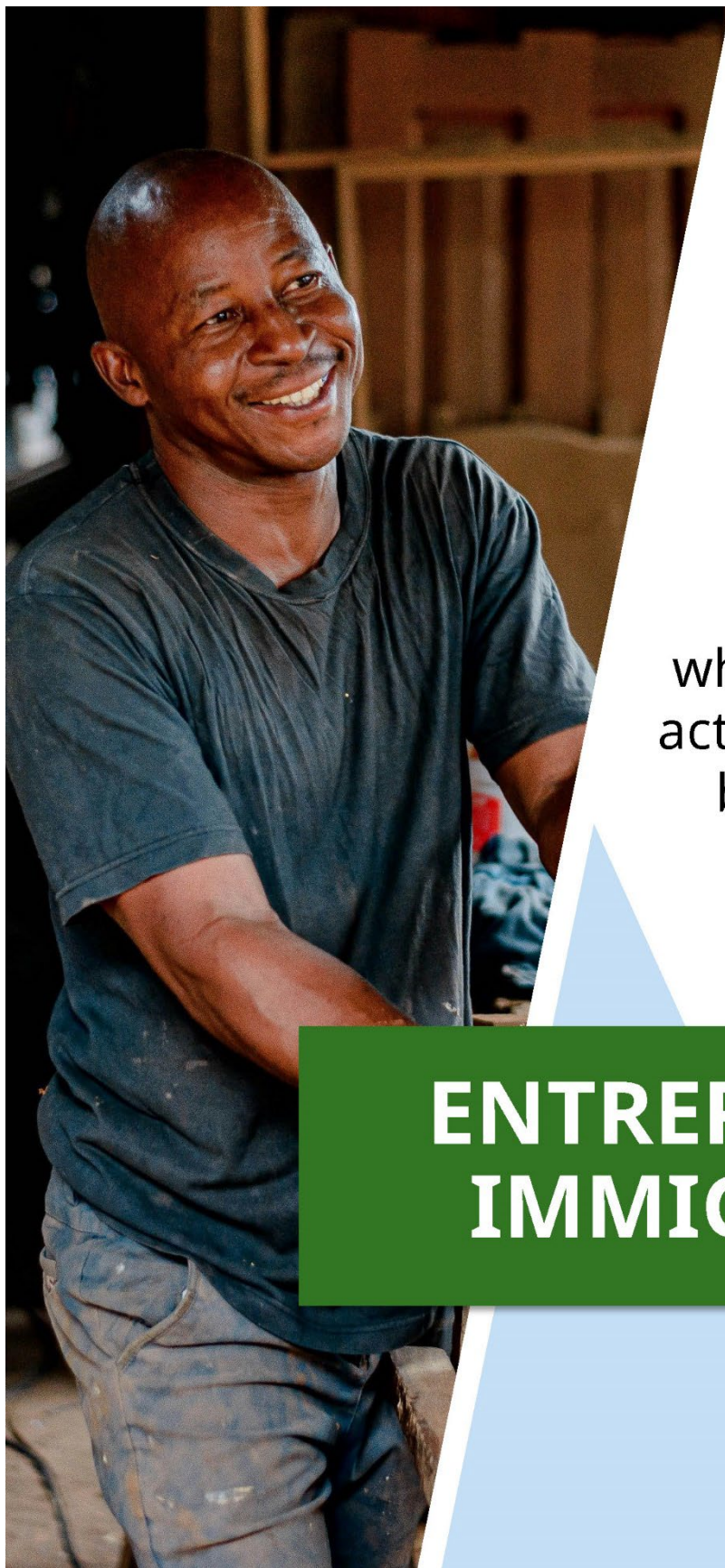


**Skilled Worker nominees
had a median salary of
\$105,000 in 2025**

Chart: Average Salaries in Major Skills Immigration Streams, 2020-25



The Health Authority stream is not included in these multi-year charts because it has only existed in its current form since March 2022.



To attract
experienced
entrepreneurs
who will own and
actively manage a
business in B.C.

ENTREPRENEUR IMMIGRATION

Entrepreneur Immigration (EI)

Entrepreneur Immigration is designed to target experienced entrepreneurs who can support innovation, diversification, and the economic development and labour market needs of regional communities. It has three streams:

- Base
- Regional
- Strategic Projects

Over the 10-year period from 2016 to 2025, EI nominees established 394 new businesses, created 1,306 jobs, and invested \$186 million in the British Columbia economy.

The EI selection process has several steps. If an entrepreneur's business proposal is approved, the Province supports their application for a federal work permit that allows them and their dependants to come to B.C. as a temporary resident to implement their business plan. The entrepreneur then has up to 20 months to establish their business and become eligible for nomination.

The Base stream allows international entrepreneurs to propose a new business or purchase an existing business anywhere in British Columbia.

The Regional stream is limited to smaller communities that are not located within 30 km of a major centre (a city with a population of 75,000 or more). Unlike the Base stream, which does not directly involve communities, the Regional stream is delivered in collaboration with participating communities, with an applicant selection process that supports their specific economic development needs.

The Strategic Projects stream is designed for international corporations that have identified strategic investment opportunities in B.C. to establish operations that are integral to the growth and expansion of their core business. It enables the corporations to permanently transfer key staff with specialized corporate knowledge and expertise to their operation in British Columbia. The number of prospective applicants who meet the criteria for this stream is small, so their statistics are only captured in the aggregate totals for the EI streams.

Registration, Qualification, and ITAs

All EI streams require entrepreneurs to begin by submitting a registration. Qualified registrants may remain in the pool for up to six months. Periodically, invitations to apply (ITAs) are issued to the highest scoring registrations. The program conducts separate draws with distinct minimum scores for each stream.

EI Base registrations submitted in 2025:



Registration for the Base stream is open to any interested entrepreneurs who meet the criteria for the stream.

In 2025, 55% of registrants in this stream were assessed as qualified and entered the pool. This percentage is similar to the 49% that were assessed as qualified in 2024. The number of registrations was significantly higher in 2025, up 71% from 112 registrations received in 2024. These numbers demonstrate that there is growing interest in the EI side of the program, likely, in part, because of reduced opportunities for entrepreneurs in federal-only streams.

EI Regional registrations submitted in 2025:



To register for EI Regional, an entrepreneur must have a referral from one of the [participating communities](#). In 2025, the BC PNP received 11 registrations for the Regional stream. Most (82%) of these registrants received an ITA.

Application Intake

EI Applications	2023	2024	2025
EI-Base	32	34	56
EI-Regional	12*	8	9
Key Staff	0	0	0
Total	44	42	65

*The Regional stream operated as the Regional Pilot stream until April 2024

There are three different types of EI applications, each of which is listed separately in the table above. In 2025, overall application volume was similar to that of previous years.

Key Staff applications are for key personnel who are attached to a Strategic Projects application, or to an EI-Base application that registered prior to January 29, 2020. Since that date, the EI-Base stream has not allowed applicants to include additional key staff in their applications.



**EI nominees in 2025
created 42 new jobs
and invested almost
\$5 million**

Work Permit Stage Processing

If approved by the Province, entrepreneur applicants receive a work permit support letter from the BC PNP that they can submit as part of their federal work permit application. They also sign a performance agreement customized to their business proposal that outlines the terms that must be met (such as residency, investment amounts, jobs to be created, etc.) when they come to operate a business in British Columbia. Entrepreneurs are expected to arrive in their B.C. community within 12 months of signing their performance agreements and then have up to 20 months to establish their businesses before they become eligible for nomination.

Entrepreneurs Approved at the Work Permit Stage			
Year	2023	2024	2025
Work Permit Stage Approvals	31	34	39

Of the 39 entrepreneurs approved at the work permit stage in 2025:

- 32 were for entrepreneurs in the Base stream
- 7 were for entrepreneurs in the Regional Pilot

Nomination Stage

In 2025, the BC PNP nominated 19 entrepreneurs for permanent residency through its EI streams, which is moderate reduction from the 28 nominees in 2024. Most of them applied through the Base stream. The Regional stream was launched as a pilot in March 2019. The BC PNP made its first nominations of Regional Pilot applicants in late 2021 and has nominated a total of 29 entrepreneurs through the Pilot up to the end of 2025.

EI Nominations			
Year	2023	2024	2025
Nominees	32	28	19

The 19 nominated entrepreneurs in the BC PNP's 2025 cohort created 42 new jobs in British Columbia and contributed almost \$5 million in total personal investment.

Because of the small number of EI nominees, it is not possible to provide complete breakdowns of data on the geographical origins of entrepreneurs or their destinations in British Columbia. However, the following highlights can be shared:

- Iran was the most common country of origin in 2025 with more than a quarter of nominees, a proportion that was significantly increased from the year before.
- 68% of 2025 nominees came from one of these four countries: Iran, Nigeria, Vietnam, and India.
- EI nominees were exclusively located outside Metro Vancouver in 2025. This result is not expected to be a trend. Rather, it was caused by a statistical anomaly in the form of an unusually large cluster of non-Vancouver candidates submitting their final reports around the same time. It is expected that Metro Vancouver Entrepreneur nominations will increase in 2026.
- The Okanagan-Similkameen and Squamish-Lillooet development regions had a strong presence in 2025, with 42% of nominees based in one of those two regions.

BC Provincial Nominee Program

PNPInfo@gov.bc.ca

Website: www.WelcomeBC.ca/PNP

The central office of the BC Provincial Nominee Program is located on the territory of the Squamish, Musqueam, and Tsleil-Waututh peoples, who have been stewards of this area for many generations.