



BRITISH COLUMBIA
PROVINCIAL NOMINEE PROGRAM

SKILLS IMMIGRATION
PROGRAM GUIDE
(Includes Express Entry BC)

In the event of a discrepancy between the BC PNP website and the BC PNP program guides, the information in the program guides shall be considered correct. Please check our website regularly to ensure you are using the most up-to-date version of the applicable program guide.

For more information, please contact:

The BC Provincial Nominee Program
450-605 Robson Street
Vancouver, B.C. V6B 5J3
Canada

Email: PNPInfo@gov.bc.ca

Website: <http://www.WelcomeBC.ca/PNP>

UPDATES TO THIS EDITION	5
DEFINITIONS.....	7
PART 1: THE BC PROVINCIAL NOMINEE PROGRAM (BC PNP): INTRODUCTION	8
1.1 ABOUT THE SKILLS IMMIGRATION PROGRAM GUIDE.....	9
1.2 GENERAL INFORMATION	9
1.3 USING THE NATIONAL OCCUPATIONAL CLASSIFICATION (NOC).....	10
1.4 MISREPRESENTATION	11
1.5 INSPECTIONS AND INFORMATION GATHERING.....	11
1.6 BEWARE OF IMMIGRATION FRAUD	12
PART 2: REPRESENTATIVES AND RECRUITERS.....	13
2.1 USING A REPRESENTATIVE	13
2.2 PAID REPRESENTATIVES	13
2.3 UNPAID REPRESENTATIVES	14
2.4 USE OF A REPRESENTATIVE FORMS.....	14
2.5 CHANGING REPRESENTATIVES.....	14
2.6 DECLARATION AND CONSENT	15
2.7 THIRD-PARTY RECRUITERS.....	16
2.8 FEES FOR RECRUITMENT	16
PART 3: REQUIREMENTS FOR ALL SKILLS IMMIGRATION APPLICANTS	17
3.1 INTENTION TO LIVE IN BRITISH COLUMBIA	17
3.2 ECONOMIC BENEFIT TO BRITISH COLUMBIA.....	17
3.3 LANGUAGE PROFICIENCY	17
3.4 IMMIGRATION STATUS IN CANADA	19
3.5 SIGNED JOB OFFER LETTER	19
3.6 ELIGIBLE B.C. EMPLOYER	20
3.7 QUALIFICATIONS	20
3.8 WAGES	20
3.9 MINIMUM INCOME.....	21
3.10 ELIGIBLE EMPLOYMENT SITUATIONS	22
3.11 OPPORTUNITIES FOR BRITISH COLUMBIANS.....	23
PART 4: THE SKILLS IMMIGRATION CATEGORIES.....	24
4.1 SKILLED WORKER CATEGORY	25
4.2 HEALTH AUTHORITY CATEGORY	27
4.3 INTERNATIONAL GRADUATE CATEGORY	30
4.4 INTERNATIONAL POST-GRADUATE CATEGORY.....	33
4.5 ENTRY LEVEL AND SEMI-SKILLED (ELSS) CATEGORY -	35
PART 5: USING THE EXPRESS ENTRY BC (EEBC) OPTION	39
5.1 MEET CRITERIA FOR ONE OF IRCC'S EXPRESS ENTRY PROGRAMS.....	39
5.2 OBTAIN A VALID IRCC EXPRESS ENTRY PROFILE NUMBER AND A JOB SEEKER VALIDATION CODE	40
5.3 APPLY TO THE BC PNP USING ONE OF THE EXPRESS ENTRY BC (EEBC) OPTIONS	40
5.4 MEET EXPRESS ENTRY LANGUAGE REQUIREMENTS	40
5.5 MAINTAIN YOUR EXPRESS ENTRY PROFILE	41
5.6 CHANGING CATEGORIES AFTER REGISTRATION/APPLICATION	41

PART 6: EMPLOYER REQUIREMENTS	42
6.1 GENERATE ECONOMIC BENEFIT TO BRITISH COLUMBIA.....	42
6.2 ESTABLISHED IN BRITISH COLUMBIA	42
6.3 BUSINESS STRUCTURE	42
6.4 COMPLETE AND SIGN EMPLOYER DECLARATION FORM.....	43
6.5 VALID BUSINESS LICENCE	43
6.6 SUPPORTING DOCUMENTATION	44
6.7 MINIMUM NUMBER OF YEARS IN OPERATION IN BRITISH COLUMBIA.....	45
6.8 MINIMUM NUMBER OF FULL-TIME EMPLOYEES IN BRITISH COLUMBIA	45
6.9 FOLLOW LAWS AND REGULATIONS	46
6.10 MAKE GENUINE EFFORTS TO RECRUIT LOCALLY	46
6.11 GENUINE NEED FOR THE POSITION	48
6.12 INELIGIBLE EMPLOYERS	48
6.13 OTHER CONSIDERATIONS.....	49
6.14 EMPLOYER RESPONSIBILITIES	49
PART 7: PROCESS	50
7.1 THE SKILLS IMMIGRATION REGISTRATION SYSTEM (SIRS)	50
7.2 SCORING FACTORS	52
7.3 INVITATIONS TO APPLY (ITA).....	62
7.4 APPLICATION.....	64
7.5 CHOOSING TO WITHDRAW YOUR BC PNP APPLICATION	65
7.6 DECISION	66
7.7 REQUEST FOR REVIEW.....	66
7.8 CONDITIONS OF NOMINATION	68
7.9 HOW TO NOTIFY THE BC PNP OF CHANGES AFTER NOMINATION	70
7.10 EXTENSION OF NOMINATION	71
7.11 CANCELLATION OF YOUR NOMINATION	72
7.12 OBTAINING A WORK PERMIT.....	72
APPENDIX 1: BC PNP TECH	74

Updates to This Edition

In an effort to clarify information presented in previous editions of the Skills Immigration Program Guide, there have been significant updates made to the format and content of this guide. Please carefully review the information in this guide before submitting an application.

The following list provides an overview of some of the updates made to the Program Guide.

March 10, 2022

- 1) Additional headings and numbered sections have been added throughout for ease of reference.
- 2) Section 1.4: New wording for misrepresentation has been added.
- 3) Section 2.7: Requirements for Third-Party Recruiters has been updated. Third-Party Recruiters cannot also act as the representative on the same file.
- 4) Section 3.3: The test de connaissance du français (TCF) and the relevant minimum test scores has been added.
- 5) Section 3.9: Income thresholds have been updated to 100% of the 2019 Low Income Cut-Off figure set by Statistics Canada.
- 6) Section 4.2: The Health Care Professional category has been renamed Health Authority category with refreshed criteria.
- 7) Part 4: Criteria for other categories have been updated to better support B.C.'s labour market, including but not limited to restricting management occupations to the Skilled Worker category, and adding specific healthcare occupations to the Entry Level and Semi-Skilled category.
- 8) Part 6: Employer Requirements have been updated to strengthen program integrity and provide greater clarity.
- 9) Section 6.4: The Job Offer Form has been renamed Employer Declaration Form.
- 10) Section 7.2: Points for occupations in the B.C. High Demand Occupations List in the B.C. Labour Market Outlook have been removed. The total registration points and total points for economic factors have been adjusted accordingly.

- 11) Section 7.3: Information about how and when the BC PNP will issue invitations to apply has been updated. Invitations may be targeted to support B.C. government priorities.
- 12) Section 7.8: Updated wording under Conditions of Nomination.

Definitions

“Act” means the [Provincial Immigration Programs Act](#).

“Director” means the Director of Provincial Immigration Programs, or persons acting for the Director.

“Distance education” means a program of study in which the majority of the credits earned by the student toward the completion of a program of study were earned by completing online courses.

“Misrepresentation” means the action of providing false or misleading information and/or withholding or concealing information where the withholding or concealing tends to create a false or misleading impression of the circumstances, and where the person providing or withholding the information knew or ought to have known that it was false or misleading, or tended to create a false or misleading impression. See [Section 1.4](#) for further information about misrepresentation.

“Paid representative” means:

- a. A lawyer who is a member in good standing of the Law Society of BC or any other Canadian Law Society, the Nova Scotia Barristers' Society, or the *Chambre des notaires du Quebec*; or,
- b. An immigration consultant who is a full member in good standing of the [College of Immigration and Citizenship Consultants](#).

“Regulation” means the *Provincial Immigration Programs Regulation*.

Part 1: The BC Provincial Nominee Program (BC PNP): Introduction

The British Columbia Provincial Nominee Program (BC PNP) is an economic immigration program that enables the province to directly select prospective immigrants to help address British Columbia's labour market needs and contribute to the economic development of the province.

The BC PNP is administered in partnership with the federal government in accordance with the 2021 *Canada-British Columbia Immigration Agreement (CBCIA)*. The Government of Canada allocates a limited number of nominations each year to British Columbia.

The [Provincial Immigration Programs Act \(Act\)](#) and the [Provincial Immigration Programs Regulation \(Regulation\)](#) govern the provincial administration of the BC PNP.

Overview of the Skills Immigration Stream, including Express Entry BC (EEBC)

The BC PNP Skills Immigration (SI) stream, including the Express Entry BC (EEBC) option, is a tool for British Columbia (B.C.) employers to attract and retain workers and recent graduates with the skills, education and/or experience that are needed in B.C.

If you have an indeterminate, full-time job offer in B.C., or if you have recently graduated from a Canadian post-secondary institution and have an indeterminate, full-time job offer in B.C., you may be eligible for the Skills Immigration stream. If you have recently completed certain post-graduate degrees from a B.C. university, you may be eligible for nomination without a job offer.

If approved as a provincial nominee, you and your dependent family members can apply to Immigration, Refugees and Citizenship Canada (IRCC) to become permanent residents of Canada in the Provincial Nominee Class.

Skills Immigration categories:

To understand the program requirements and determine your eligibility, review this program guide before you register and/or apply online for one of the program categories below.

- [Skilled Worker](#)
- [Health Authority](#)
- [International Graduate](#)
- [International Post-Graduate](#)
- [Entry Level and Semi-Skilled \(including employment in the Northeast Development Region of B.C.\)](#)

See [Part 3](#) for more information about the Skills Immigration categories.

1.1 About the Skills Immigration Program Guide

The BC PNP Skills Immigration Program Guide provides you with complete and comprehensive information about the program eligibility requirements, criteria and process.

For information on how to register and apply using [BCPNP Online](#), please refer to the [BC PNP Skills Immigration Technical Guide](#).

Before registering or applying to the BC PNP, please carefully review the information in this guide to ensure you meet the requirements for the category you select.

1.2 General Information

- All of the Skills Immigration categories, except the International Post-Graduate category, require a job offer; prospective applicants must have accepted an indeterminate, full-time job offer from an employer in British Columbia.
- A registration is an expression of interest to be considered for the BC PNP; it is **not** an application to the Skills Immigration stream and does not guarantee that you will be invited to apply. There is no cost to register.
- You can only have one active BC PNP registration and/or application at a time
- Meeting the minimum eligibility requirements does not guarantee that you will be invited to apply, or that you will be nominated.
- There is an application fee to cover costs of administering this program. You will be required to pay the application fee when you submit your online application. For information about BC PNP fees, please visit the [BC PNP Fees](#) page.
- Application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it. See [Section 7.5](#) for information about withdrawing your application.
- You are advised to keep copies of all documentation provided to the BC PNP for your records and for referencing purposes.
- We strongly recommend that you ensure that your application contains all necessary information as incomplete applications will not be approved.
- The BC PNP may request additional information or documents to substantiate the information provided in your registration and/or application.
- The onus is on you – and, where applicable, your employer – to demonstrate that the requirements have been met, and that the information provided is genuine and bona fide.

- The BC PNP reserves the right to prioritize applications for occupations that are in high demand or that contribute significant economic benefit to British Columbia.

1.3 Using the National Occupational Classification (NOC)

The NOC is a system developed by the Government of Canada to classify jobs (occupations). Jobs are grouped according to the work a person does and the job duties. The BC PNP uses this NOC system to determine job classification. The BC PNP uses the 2016 version of the NOC.

To determine whether the job you have been offered (NOC) is eligible for nomination, please refer to [Part 3](#) of this document.

The NOC breaks jobs into groups. The main groups are:

NOC Level	Description	Examples
Skill Type 0 (zero)	Management jobs	Information systems managers, construction managers, directors of operations
Skill Level A	Professional jobs. People usually need a degree from a university for these jobs.	Doctors, engineers, architects
Skill Level B	Technical jobs and skilled trades. People usually need a college diploma or to train as an apprentice to do these jobs.	Chefs, electricians, plumbers
Skill Level C	These jobs usually need high school and/or job-specific training.	Long-haul truck drivers, poultry workers, food and beverage servers
Skill Level D	Labour jobs. On-the-job training is usually given.	Cleaning staff, oil field workers, fruit pickers

To learn more about the National Occupational Classification, please visit [IRCC's website](#).

1.4 Misrepresentation

Misrepresentation is the action of providing false or misleading information and/or withholding or concealing information where the withholding or concealing tends to create a false or misleading impression of the circumstances, and where the person providing or withholding the information knew or ought to have known that it was false or misleading, or tended to create a false or misleading impression.

If an applicant, employer and/or representative withholds, conceals, and/or provides information or documentation that they knew or ought to have known to be false or misleading in support of a BC PNP application, they have misrepresented.

Examples of misrepresentation include, but are not limited to:

- submitting false information in an application or registration;
- failing to disclose information relevant to an application or registration;
- communicating directly or indirectly, by any means, false or misleading information, or concealing information, in any communication with the BC PNP or otherwise during the assessment process;
- the submission of false information and/or documentation by a representative on behalf of an applicant or employer.

Applications will not be approved where the BC PNP determines that the information provided has been altered, overstated or is purposefully misleading for the purpose of meeting program requirements or for the purpose of obtaining a higher registration score.

A finding of misrepresentation can be applied to an applicant and/or an employer supporting a BC PNP application. If the BC PNP determines that you or your supporting employer have misrepresented information in your application, the BC PNP may refuse to accept a future application from you and/or other applications supported by your supporting employer for up to two years.

If the BC PNP finds that you, your supporting employer, and/or representative have misrepresented information in relation to your application, either before or after nomination, your nomination can be cancelled.

1.5 Inspections and Information Gathering

As per section 11 of the [Provincial Immigration Programs Act](#), the BC PNP may conduct an inspection of the supporting employer's business to determine compliance with this Act and the Regulation, to assess an application, and/or to assess a request for review.

The BC PNP may collect information about the supporting employer and non-identifiable information about your supporting employer's other employees from the employer contact or from third-parties for the purposes of ensuring compliance with applicable laws.

1.6 Beware of Immigration Fraud

Immigration fraud is a serious crime and can take many forms.

Applicants, employers, and/or representatives who provide false or misleading information and/or withholds or conceals information where the withholding or concealing tends to create a false or misleading impression of the circumstances in support of a BC PNP application, is participating in misrepresentation and committing fraud.

See [Section 1.4](#) for more information about misrepresentation.

In B.C., it is illegal to buy jobs, and it is illegal for anyone to ask you for money in exchange for a job.

Other examples of fraud include:

- taking part in a fake job offer scheme
- lying about your work history
- submitting fake or altered documents (e.g. fake or altered wage statements)

We encourage you to protect yourself from immigration fraud. To learn more, please refer to the following websites:

- [Protect yourself from immigration fraud](#) (IRCC)
- [Immigration fraud and scams](#) (BC PNP)

Part 2: Representatives and Recruiters

2.1 Using a Representative

You are not required to use a paid or unpaid representative – such as an immigration consultant or lawyer – to register and/or apply to the BC PNP. The program is designed for you to be able to complete the process on your own. The BC PNP assesses all applications equally, regardless of whether they were prepared with the assistance of a representative. Your application will not receive special attention, faster processing, or a more favourable outcome if it is submitted using the services of a representative.

Paid assistance with preparing your application

Some people choose to seek immigration advice or assistance in preparing a BC PNP application. You must disclose if you have received assistance in preparing your application from a person who is compensated or receives a benefit as a result of such assistance. **Failure to declare such assistance may result in the refusal of your application.**

2.2 Paid Representatives

A representative is authorized to act on your behalf with the BC PNP, and the BC PNP will communicate with both you and the representative indicated on your profile. If you pay someone to act as your representative, they must meet the requirements for paid representatives stated below. Please carefully consult the Declaration and Consent in [Section 2.6](#).

The Act and Regulation restricts paid representation to groups defined by section 91(2) of the *Immigration and Refugee Protection Act*:

- immigration consultants who are full members in good standing of the [College of Immigration and Citizenship Consultants](#)
- lawyers who are members in good standing of the [Law Society of BC](#) or another Canadian Law Society, the Nova Scotia Barristers' Society, or the *Chambre des notaires du Quebec*.

In selecting a paid representative, applicants should confirm that their potential representative is in good standing with their professional organization.

Under the Act and Regulation, we may refuse to accept your application if the representative you have retained is not in good standing with their professional organization as indicated in Section 3(3)(b) of the Act and Section 4 of the Regulation.

If your representative is not in good standing with their professional body at any time during the application process, the BC PNP will not communicate with the representative regarding your application until their good standing status is restored.

2.3 Unpaid Representatives

You may use the services of an unpaid representative to act on your behalf. Unpaid representatives may include persons authorized under the Act and Regulation (see above), family members, friends, and members of a non-governmental or religious organization.

The BC PNP only considers representatives as unpaid if they **do not charge fees or receive any other compensation or benefit** for providing immigration advice or related services.

If your unpaid representative is found by the Province to have charged fees for, or otherwise benefited from, acting as your Representative, the Province will revoke such person's eligibility to serve as your Representative and **may refuse your application to the BC PNP or cancel your BC PNP approval (i.e. cancel your nomination).**

2.4 Use of a Representative Forms

If you are using a representative, or if you change your representative, you must submit the following disclosure consent form:

- [Use of a representative form - applicant](#)

If your employer is using a representative, they must also complete their own use of a representative form. You must submit your employer's disclosure consent form at the time you apply. This information is required even if your employer is appointing the same representative.

- [Use of a representative form - employer](#)

2.5 Changing Representatives

You may only have one representative at any given time. If you wish to change your representative during the BC PNP registration or application process, you must update your representative's information in the *My Representative* tab in [BCPNP Online](#).

You must also submit another use of a representative form (and if applicable, a use of representative form for your employer) allowing your new representative to represent you and allowing the BC PNP to disclose information to them.

If you fail to declare a change in representative, you and your new representative may not receive correspondence regarding your application including deadlines to respond to BC PNP inquiries. **As a result, failure to declare a change in representative may result in the refusal of your application.**

Filing a new use of a representative form will automatically cancel any previously appointed representative.

2.6 Declaration and Consent

By completing the BC PNP's use of a representative form, you (and your employer where applicable) have authorized the individual named on the form to represent you and act on your behalf with the BC PNP. This may include representation throughout the registration, application, assessment and post-nomination processes, as well as communication with program staff as required, including disclosure of personal or confidential information to your representative.

However, **you are responsible for all the information in your BC PNP application.** Even if you have a representative, and the representative completes the BC PNP application and responds to the BC PNP on your behalf, you are responsible for the information.

The legal declaration in the online registration or application is your legal signature. If your representative submits the registration or application on your behalf, you should review the information provided as you are legally responsible for the accuracy of the form contents.

BCPNP Online uses your personal email address as the unique personal identifier for your profile. The email and contact information provided in your profile will be associated with the application in the system and will be used by BC PNP staff for all communication, including final decisions. It is your responsibility to ensure that you have access to the email address used for your application so that you can receive all BC PNP correspondence.

Please ensure that your personal contact details remain up-to-date in [BCPNP Online](#) throughout the entire PNP and permanent residence application processes, even after you have been nominated. If you do not keep this information updated and as a result, you do not receive and/or respond to important notices from the BC PNP, your inaction may lead to a refusal and/or cancellation of your nomination.

At its discretion, BC PNP staff may contact you and/or your employer directly to request additional evidence or information, to verify information in your registration and/or application, and to determine if you meet or continue to meet all program requirements.

2.7 Third-Party Recruiters

If your employer used the services of a third-party recruiter to hire you, that recruiter must meet provincial licensing requirements. This may include having a valid employment agency licence and, if applicable, a foreign worker recruiter's licence throughout the recruitment process for your position.

In addition, that same third-party recruiter – including anyone employed with that third party recruitment firm – cannot also act as the immigration representative for you, or for your supporting employer. This exclusion exists because there is a conflict of interest when an immigration representative may benefit if domestic recruitment efforts are not successful. Applications that are represented by individuals who are employed by the same third-party recruitment firm that was used to hire you will be refused.

For more information about employment agencies and provincial licensing requirements, please visit [Employment agencies - Province of British Columbia](#).

2.8 Fees for Recruitment

If you are employed in B.C., your employer cannot make any deductions from your pay or require you to pay any fees for recruitment or retention, or any fee that is normally paid by the employer.

For more information, please visit [Employment Standards Branch's website](#).

Part 3: Requirements for all Skills Immigration Applicants

The BC PNP Skills Immigration stream has different categories designed to target workers with the skills, experience and qualifications needed by B.C. employers. These categories are designed for individuals with specific skills and competencies, and who are committed to live, work and economically establish in B.C.

You must meet all program requirements at the time you register (if applicable) and/or apply in order to be approved, or nominated, by the BC PNP. The onus is on you to demonstrate that all requirements are met.

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration Technical Guide](#).

Please carefully review the requirements in the sections below for complete details.

The requirements listed in 3.1 to 3.4 apply to all Skills Immigration categories:

3.1 Intention to Live in British Columbia

You must demonstrate that you have the intent to live, work and economically establish in B.C.

3.2 Economic Benefit to British Columbia

You must provide economic benefit to B.C. For example, your employment will contribute to:

- maintaining or creating jobs for Canadians
- transferring knowledge and skills to Canadians
- supporting the development of proprietary new products
- building the workforce for a major project

3.3 Language Proficiency

Depending on the category you select, and the skill level / classification of the job you have been offered, you may be required to meet minimum English or French language requirements. While language test results may not be mandatory for the category under which you register, providing valid language test results may increase your registration score.

Language requirements for occupations classified under NOC Skill Levels B, C, or D

If you are registering and/or applying with a job offer for an occupation classified under NOC Skill Levels B, C, or D, you must demonstrate English or French language proficiency at [Canadian Language Benchmark \(CLB\) level 4](#) in each of the four competencies: listening, speaking, reading and writing.

Language requirements for occupations classified under NOC Skill Level A, including Skill Type 0

If the position offered to you is classified under NOC Skill Level A, including Skill Type 0, you are not required to submit valid language test results at the time of registration **unless you are claiming points for language**. If you are claiming points for language, you must provide the BC PNP with a copy of your language test results at the time of application

At its discretion, the BC PNP may require you to provide valid language test results during the application assessment to determine whether you have the language proficiency to perform the duties of the position. If the BC PNP requests language test results, [CLB Competency Tables](#) will be used to determine the minimum language proficiency level for the position.

Accepted Language Proficiency Tests

The valid language test results must be from one of the following language proficiency tests administered by a designated testing organization:

- a) the [International English Language Testing System \(IELTS\) General Training](#)
 - o you must take the General Training option
 - o we do not accept the Academic test test
- b) the [Canadian English Language Proficiency Index Program \(CELPIP-General\)](#)
 - o you must take the CELPIP General test
 - o we do not accept the General LS test
- c) the [Test d'évaluation de français \(TEF\)](#)
- d) the [Test de connaissance du français \(TCF\)](#)

All designated language testing organizations provide accommodations for people with physical or mental disabilities. Please contact your testing organization to request further information.

The following table shows the minimum scores required for the designated tests to meet CLB 4:

Minimum Language Test Scores Required				
	Listening	Reading	Writing	Speaking
IELTS	4.5	3.5	4.0	4.0
CELPIP	4	4	4	4
TEF	145	121	181	181
TCF	331	342	4	4

Period of Validity

Test results will be considered valid for the two years from the date of issuance.

- To receive registration points for your test results, the test results must be valid at the time of registration
- If language testing is a category requirement, your test results must also be valid at the time of application

3.4 Immigration Status in Canada

- The BC PNP will **not** nominate you if you:
 - are in Canada and are out of status;
 - if your status has expired, and you cannot demonstrate that you have applied for restoration of status within the 90-day eligibility period, you will be considered out of status;
 - are working in Canada without authorization;
 - have an unresolved refugee claim in Canada; or
 - are under a removal order in or outside of Canada, or require an Authorization to Return to Canada.

For more information about temporary status in Canada, including work permits and study permits, please refer to [IRCC's website](#).

The requirements listed in 3.5 to 3.12 apply to all Skills Immigration categories that require a job offer:

3.5 Signed Job Offer Letter

Most BC PNP Skills Immigration categories require candidates to submit a signed job offer letter from an eligible B.C. employer.

The job offer letter must show that the offered position is:

- for an occupation that is eligible under the category you selected;
- for full-time employment;
- signed and dated by a B.C. employee, or owner, of the company who is authorized to hire employees;
- signed and dated by you confirming that you accept the job offer;
- for a job in B.C.; and
- indeterminate.

The BC PNP defines full-time employment as at least an average of 30 hours per week, year-round.

Indeterminate means the job offer must not be temporary or have a defined end date. NOTE: applications submitted as part of **BC PNP Tech** do not require an indeterminate job offer. Please see [Appendix 1](#) for more information.

See [Section 6.6](#) for further details on the job offer letter requirements.

3.6 Eligible B.C. Employer

Your employer must meet specific requirements in order to support your BC PNP application. Please see [Part 6](#) for more information.

3.7 Qualifications

If the category under which you have applied requires a job offer from a B.C. employer, you must be qualified for the offered position.

The BC PNP may refer to the [National Occupational Classification](#) (NOC), [WorkBC](#), industry standards, and/or various provincial/federal regulatory agencies or associations to determine the minimum qualifications for an occupation. For more information about the NOC and how it works, [please visit this section](#).

If the offered position requires mandatory certification, licensing or registration, you must provide documentation at the time of application to the BC PNP, showing that you meet these requirements, or how these requirements will shortly be met.

3.8 Wages

If the category under which you have applied requires a job offer from a B.C. employer, the wage you have been offered must be:

- at market rate for the occupation;
- comparable to wages paid to Canadians and permanent residents with similar education, training, and experience; and
- consistent with the wage compensation structure of your employer.

The BC PNP will not consider bonuses, commissions, profit-sharing distributions, tips/gratuities, overtime wages, housing allowances, room and board, or other similar payments to be part of your wage.

For more information on market wages and working conditions in Canada and B.C., visit the [WorkBC](#) or [Job Bank](#) websites.

3.9 Minimum Income

You must meet the minimum family income requirements according to your:

- annual wage in B.C.;
- area of residence in B.C.; and
- number of dependants.

Family income is the total of:

- your regular gross annual wage from the B.C. employer supporting your BC PNP application; **plus**
- if applicable, your spouse or common-law partner's regular gross annual wage in B.C.

To consider your spouse or common-law partner's wage as part of your family income, your spouse or common-law partner must have a valid work permit or valid employment authorization, and must be currently employed in B.C.

In calculating your family income, the BC PNP will only consider regular gross annual wages. See [Section 3.8](#) for information regarding what can be considered as part of your wages.

For the purposes of determining your family income, your annual wage is calculated using the number of hours worked in a week to a maximum of 40 hours/week x 52 weeks per year.

The table below outlines the minimum income requirements for your family size and area of residence in B.C. Your spouse or common-law partner and dependent children are included in your family size, whether or not they come with you to live in B.C. If you are separated or divorced, your spouse will be included in the size of your family unless you provide a signed Statutory Declaration of your official separation, a Divorce Certificate, or an equivalent official document indicating that the relationship has ended.

For the purpose of calculating family size, dependants who are Canadian citizens or permanent residents are not included in the calculation.

Family Income Threshold by Area of Residence		
Size of Family	Metro Vancouver Regional District	Rest of B.C.
1	\$26,426	\$22,024
2	\$32,899	\$27,418
3	\$40,445	\$33,706
4	\$49,106	\$40,925
5	\$55,695	\$46,416
6	\$62,814	\$52,350
7 or more	\$69,935	\$58,284

The income thresholds in this table represent 100% of an amount calculated from the appropriate 2019 Low-Income Cut-Off (LICO) figures set by Statistics Canada. This table is updated regularly to reflect the latest LICO figures.

Applications will not be approved where the BC PNP has reasonable grounds to believe that your offered wage has been inflated or increased for the purpose of meeting the minimum income requirements.

3.10 Eligible Employment Situations

For employment to be eligible for the BC PNP, it must be a situation in which:

- You are receiving or entitled to wages for work performed for an organization;
- You do not hold or exercise control over an ownership stake of 10% or greater;
- The organization that is paying your wages, and directing and supervising your work, has a significant operational presence in British Columbia; and
- Your work constitutes a direct economic benefit to British Columbia. The onus is on your employer to demonstrate that your employment will provide economic benefit to B.C. Please see [Section 6.1](#) for more information.

Your application will not be approved if you are working under the direct, regular supervision of an organization that is not established in British Columbia.

Independent contractor or subcontractor positions will not be approved. See [Section 6.8](#) for further details.

3.11 Opportunities for British Columbians

If the category under which you have applied requires a job offer from a B.C. employer, your employment must not adversely affect the settlement of a labour dispute, or the employment of anyone involved in any such dispute. Your employment must also not adversely impact training or employment opportunities for Canadian citizens and/or permanent residents residing in B.C.

Part 4: The Skills Immigration categories

In addition to meeting all of the [general requirements listed in Part 3](#), you must meet all criteria for the category under which you apply. The BC PNP's Skills Immigration categories include:

- [Skilled Worker](#) - managers, professionals, and skilled tradespeople
- [Health Authority](#) - workers employed by provincial health authorities.
- [International Graduate](#) - recent graduates with a degree or diploma from a Canadian college or university. Management occupations (grouped under skill type 0 in the [NOC](#)) are not eligible under this category.
- [International Post-Graduate](#) – recent graduates with a master's or doctorate degree in the natural, applied or health sciences from a B.C. university. Note that for this category only, a job offer is not required
- [Entry Level and Semi-Skilled](#) (including employment in the Northeast Development Region of B.C.) - workers in tourism/hospitality, food processing, long-haul trucking, and healthcare OR all entry level and semi-skilled workers who are residing in the Northeast Development Region of the province

4.1 Skilled Worker Category

The Skilled Worker category of the BC PNP is for experienced workers in a professional, management, technical, trade or other skilled occupation to gain permanent residence in B.C.

Requirements:

4.1 (a) You must meet the General Requirements

You must meet the General Requirements listed in [Part 3](#) of this Program Guide.

4.1 (b) You must be offered a job that is classified as NOC Skill Level A (which includes Skill Type 0), or Skill Level B, as classified under the [National Occupational Classification \(NOC\)](#)

Your employer must provide you with a signed job offer on official company letterhead. For full details on the job offer requirements, refer to [Section 3.5](#) and [Section 6.6](#).

For more information about the NOC and how it works, please visit [Section 1.3](#).

If you are working in one of the eligible tech occupations, your job offer does not have to be indeterminate. Also, your application may receive faster assignment. Please see [Appendix 1: BC PNP Tech](#) for more information.

4.1 (c) You must have a minimum of two years of full-time (or full-time equivalent) work experience in any skilled occupation (NOC 0, A or B)

This experience may be from work performed within Canada or abroad.

Work experience obtained in **paid** co-op work terms is eligible if it meets **all** of the following criteria:

- the paid co-op work term was full-time (minimum 30 regular hours per week)
and
- the paid co-op experience was in a skilled occupation
and
- you have successfully completed your program of study
 - at the time of application, you must provide evidence that you have graduated from your program of study.

Please note that this work experience requirement is separate from the directly related work experience that is scored in the Skills Immigration Registration System (SIRS).

4.1 (d) Your employer must meet the Employer Requirements

The [employer requirements](#) are listed in [Part 6](#) of this Program Guide.

4.1 (e) Additional requirements if you are using the Express Entry BC (EEBC) option

To use the EEBC option, you must have an IRCC Express Entry Profile Number and a Job Seeker Validation Code. These indicate that you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system.

For more information, see [Part 5: Using the Express Entry BC option](#).

If you are not using the EEBC option, you do not require an IRCC Express Entry Profile Number or a Job Seeker Validation Code.

4.2 Health Authority Category

Healthcare is an important priority for British Columbia. You may be eligible for this category if you have a full-time job offer in any occupation from a **public health authority in B.C.** If you are a physician, nurse practitioner or midwife and are not directly employed by a public health authority, you may also be eligible to apply under the Health Authority category.

You do not need to register for this category. If you meet all requirements, you can submit an application directly to the program. See [Section 7.4](#) for more information.

Requirements:

4.2 (a) You must meet the General Requirements

You must meet the General Requirements listed in [Part 3](#) of this Program Guide.

4.2 (b) You must be offered indeterminate, full-time employment with a public health authority, or be a physician, nurse practitioner or midwife who can meet the requirements below

Employees of a public health authority:

You must be offered an indeterminate, full-time position as a direct employee of one of B.C.'s public health authorities (listed below).

- [Provincial Health Services Authority](#)
- [First Nations Health Authority](#)
- [Fraser Health](#)
- [Interior Health](#)
- [Island Health](#)
- [Northern Health](#)
- [Vancouver Coastal Health](#)
- [Providence Health Care](#)

Your job offer may be in any occupation, at any NOC level, with a B.C. public health authority. For more information about the NOC and how it works, please visit [Section 1.3](#).

If you are working in one of the eligible tech occupations, your job offer does not have to be indeterminate. Please see Job offer duration requirement in [Appendix 1: BC PNP Tech](#) for more information.

The B.C. health authority offering you a job must provide you with a signed job offer on official letterhead. For full details on the job offer requirements, refer to [Section 3.5](#) and [Section 6.6](#).

If you are a healthcare professional, you may wish to contact [Health Match BC](#). They offer free recruitment services for select healthcare professions on behalf of B.C.'s health authorities.

Physicians and nurse practitioners:

If you are a physician or a nurse practitioner who is, or will soon be, working in B.C. with the support of a public health authority, you may be eligible for this category. When you submit your application, you must provide a recommendation letter from a B.C. health authority that confirms:

- your position
- that you are or will soon be working in B.C.
- that the B.C. health authority is supporting your BC PNP application

Midwives:

If you are working as a midwife, you may be eligible under the Health Authority category if you have been working for an established practice group in British Columbia for at least six months prior to submitting your application.

To demonstrate this requirement is met, you must provide a letter of confirmation on the official letterhead of the established practice group in B.C. at the time of application. The letter must:

- confirm the date you were accepted into the practice group
- be signed by you, and
- be signed by the head of the practice group.

4.2 (c) You must be qualified for the offered position

You must meet the education, training, experience and qualifications outlined by the public health authority. You must also meet any certification, licensing or registration that is required to work in the offered position in B.C.

4.2 (d) Your employer must meet the employer requirements

The [employer requirements](#) are listed in **Part 6** of this Program Guide

4.2 (e) Additional requirements if you are using the Express Entry BC (EEBC) option

To use the EEBC option, you must have an IRCC Express Entry Profile Number and a Job Seeker Validation Code. These indicate that you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system.

Please note that only occupations classified under NOC 0, A or B are eligible for consideration under the Express Entry BC option.

For more information, see [Part 5: Using the Express Entry BC option](#).

If you are not using the EEBC option, you do not require an IRCC Express Entry Profile Number or a Job Seeker Validation Code.

4.3 International Graduate Category

If you are an international student who has graduated from a university or college in Canada within the past three years, you may be eligible for nomination under the International Graduate category.

Some graduate level degrees are eligible under the International Post-Graduate category. See [Section 4.4](#) further details.

Requirements:

4.3 (a) You must meet the General Requirements

You must meet the General Requirements listed in [Part 3](#) of this Program Guide.

4.3 (b) You must have obtained a degree, diploma, or certificate from an eligible post-secondary institution in Canada

Degrees

Your undergraduate or graduate degree must be from a Canadian post-secondary institution authorized to grant degrees. Degrees granted outside of Canada by colleges or branches of Canadian institutions do not qualify.

If the post-secondary institution is located in B.C.:

- see the [Education Planner](#) for a list of degree programs offered in B.C.
- see the [Ministry of Advanced Education, Skills & Training](#) website for a list of authorized degree programs offered by B.C. private post-secondary institutions and theological institutions.

Diplomas and Certificates

If you have a diploma or certificate, it must be from a public post-secondary institution in Canada. **Diplomas and Certificates from private institutions are not eligible.** Language training (an English as a Second Language or ESL program, for example) does not qualify.

At a minimum, your program must have been 8 months (two semesters) of full-time equivalent coursework (excluding co-op work terms, practicums and internships). You may be requested to provide a letter from your educational institution that confirms your program meets this requirement.

Co-op work terms, practicums and internships will not count towards the 8-months of full-time equivalent coursework requirement.

Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

See the [Ministry of Advanced Education, Skills & Training](#) website for a list of public post-secondary institutions in B.C.

4.3 (c) You must submit your registration to the BC PNP within three years of graduation

You must submit your registration to the BC PNP within **three years** of the date shown on your official transcript indicating that you have completed all requirements of the degree or diploma program.

4.3 (d) You must be offered a job that is classified as NOC Skill Level A (excluding Skill Type 0) or Skill Level B, as classified under the National Occupational Classification (NOC)

Your employer must provide you with a signed job offer on official company letterhead. For full details on the job offer requirements, refer to [Section 3.5](#) and [Section 6.6](#).

For more information about the NOC and how it works, please visit [Section 1.3](#)

Management occupations (grouped under Skill Type 0 in the [NOC](#)) are not eligible under this category.

Supervisor positions are normally only obtained through progressively increasing experience or responsibilities. If you have been offered a supervisor position, the onus is on you and your employer to demonstrate that you have obtained the necessary experience that qualifies you for the position. You must clearly demonstrate this experience in your resume. If you are unable to satisfactorily demonstrate that you have obtained progressively increasing experience or responsibilities, your application may be refused.

If you are working in one of the eligible tech occupations, your job offer does not have to be indeterminate. Also, your application may receive faster assignment. Please see [Appendix 1: BC PNP Tech](#) for more information.

4.3 (e) Your employer must meet the Employer Requirements

The [employer requirements](#) are listed in [Part 6](#) of this Program Guide.

4.3 (f) Additional requirements if you are using the EEBC option

To use the EEBC option, you must have an IRCC Express Entry Profile Number and a Job Seeker Validation Code. These indicate that you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system.

For more information, see [Part 5: Using the Express Entry BC option](#).

If you are not using the EEBC option, you do not require an IRCC Express Entry Profile Number or a Job Seeker Validation Code.

4.4 International Post-Graduate Category

If you have recently graduated from a B.C. post-secondary institution with a master's or doctorate degree in the natural, applied or health sciences, you may be eligible for the BC PNP's International Post-Graduate category.

You do not need a job offer from an employer to apply to this category.

You do not need to register for this category. If you meet all requirements, you can submit an application directly to the program. See [Section 7.4](#) for more information.

Requirements

4.4 (a) You must meet the General Requirements

You must meet the General Requirements listed in [Part 3](#) of this Program Guide.

4.4 (b) You must have obtained a master's or doctoral degree from an eligible program at a post-secondary institution in B.C.

Your graduate degree (master's or doctorate) must be in one of the following programs of study in the natural, applied or health sciences:

- agriculture, agriculture operations and related sciences
- biological and biomedical sciences
- computer and information sciences and support services
- engineering
- engineering technology and engineering-related fields
- health professions and related programs
- mathematics and statistics
- natural resources conservation
- physical sciences

Please refer to the [BC PNP IPG Programs of Study in Eligible Fields](#) document for more information.

Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

4.4 (c) You must submit your application to the BC PNP within three years of graduation

You must submit your application to the BC PNP within **three years** of the date shown on your official transcript indicating that you have completed all requirements of the degree program.

4.4 (d) You must demonstrate that you have the ability and intent to live, work and economically establish in B.C.

Evidence of this may include:

- the length of any previous and/or current period of residence in B.C.;
- your connections to B.C. through work, study or family;
- a description of any actions you've taken to permanently settle in B.C., such as finding a job or place to live;
- current employment in B.C.;
- employment search details (prospective employers, applications, networking efforts, business development, etc.);
- community involvement;
- ability to financially support yourself and your dependants (if any) in B.C.; and
- your plan to obtain or maintain legal authorization to work in B.C.

The BC PNP requires that applicants in this category live in B.C. after graduating from an eligible program of study. If you are not currently living in B.C., you must demonstrate the steps you are taking to live, work and economically establish in B.C., including the date you will arrive in B.C. Failure to demonstrate that you will live, work and establish economically in B.C. after completing your program of study may result in a refusal of your application.

In compelling/extenuating circumstances, the BC PNP may provide an exception from this policy for a limited time.

4.4 (e) Additional requirements if you are using the Express Entry BC (EEBC) option

To use the EEBC option, you must have an IRCC Express Entry Profile Number and a Job Seeker Validation Code. These indicate that you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system.

For more information, see [Part 5: Using the Express Entry BC option](#).

If you are not using the EEBC option, you do not require an IRCC Express Entry Profile Number or a Job Seeker Validation Code.

4.5 Entry Level and Semi-Skilled (ELSS) Category - including employment in Northeast Development Region

You may be eligible for this category if you are currently working in B.C. in an eligible occupation in the tourism/hospitality, long-haul trucking, food processing or healthcare sectors.

OR

If you are currently working in the [Northeast Development Region](#) of the province, you may be eligible for this category if you are employed in **any** NOC Skill Level C or D occupation, other than live-in caregivers. For information about the [National Occupational Classification \(NOC\)](#) and how the NOC works, [please visit this section](#).

Please note that the Express Entry BC (EEBC) option is not available for the ELSS category.

Requirements

4.5 (a) You must meet the General Requirements

You must meet the General Requirements listed in [Part 3](#) of this Program Guide.

4.5 (b) You must be offered an indeterminate, full-time job in an ELSS-eligible occupation

All ELSS-eligible occupations are classified as Skill Level C or D under the [National Occupational Classification \(NOC\)](#) system.

Refer to our [webpage](#) for a complete list of eligible occupations.

ELSS-eligible occupations are divided into four sectors:

- tourism and hospitality
- long-haul trucking
- food processing
- healthcare

If you are currently working in the Northeast Development Region of B.C., you may be eligible for this category if you are employed in **any** entry level or semi-skilled occupation listed as Skill Level C or D in the NOC, excluding live-in caregivers. Your eligibility for ELSS is not restricted to occupations in the tourism/hospitality, long-haul trucking, food processing or healthcare sectors.

If you are employed under the Live-In Caregiver program, you are not eligible for the BC PNP as this federal program already provides participants with a pathway to permanent residence.

Your employer must provide you with a signed job offer on official company letterhead. For full details on the job offer requirements, refer to [Section 3.5](#) and [Section 6.6](#).

For more information about the NOC and how it works, please visit [Section 1.3](#).

4.5 (c) Immediately prior to registering with the BC PNP, you must have been working full-time, year-round, for at least nine (9) consecutive months, in any eligible ELSS occupation with the B.C. employer supporting your BC PNP application

The BC PNP may allow for changes in your employment from one ELSS-eligible occupation to a different ELSS-eligible occupation with the **same employer during the nine-month qualifying period**.

Annual vacation leave will generally count toward meeting this nine consecutive month employment requirement. For example, if you worked for nine months for the supporting employer, and during that nine-month period you took a two-week vacation, you would still meet the nine-month employment requirement.

Medical/Parental/Maternity/Extended Vacation leave are acceptable breaks in employment, however they do not contribute towards the accumulation of nine months of work experience for the ELSS category. You must still obtain the entire nine months of work experience, and must be working full-time at the time you register and apply for the BC PNP.

During the nine-month period, any type of leave longer than two weeks will not be counted towards the nine-month employment requirement. For example, if you worked for two months, then took a six-month parental leave, you would have to work for an additional seven months upon returning to work before you would be eligible for the ELSS category.

Employment that is part of a program of study (such as co-op) or obtained using a Study Permit does not qualify towards the nine-month consecutive employment requirement.

4.5 (d) You must maintain full-time employment in an ELSS-eligible occupation with your supporting employer in B.C. throughout the BC PNP application process

BC PNP registrants who are no longer authorized to work for the supporting B.C. employer at the time they receive an invitation to apply, and who maintain legal status in Canada (e.g. as a visitor) or leave Canada, may submit an application provided they meet the following:

- the requirement for nine (9) months of full-time employment on a valid work permit in B.C. was met at the time of current registration;
and
- the job offer in an ELSS-eligible occupation remains valid throughout the current registration and application process.

The employer must also demonstrate ongoing recruitment for the vacant position during the period when the registrant is not authorized to work.

4.5 (e) You must be able to demonstrate a history of meeting the minimum income requirement

You must be able to demonstrate that you have been meeting the [minimum income requirement](#) for the full nine-month period prior to submitting a registration and application.

4.5 (f) You must have completed secondary education

At a minimum, you must have successfully completed secondary education (graduated from high school) either within or outside of Canada. You will need to submit a copy, in English, of your highest-level diploma, certificate, degree, or transcripts.

4.5 (g) Additional requirements for long haul truck drivers

Experience: Long-haul truck drivers must have at least two years of work experience as a long-haul truck driver in the preceding three years before registering with the BC PNP.

This experience can be obtained from within Canada or abroad.

Licence and certification: Long-haul truck drivers must have a valid B.C. Class 1 driver's licence with air brake endorsement for the duration of the nine months of full-time work experience. Long-haul truck drivers may also be required to provide evidence of a driver's licence to operate as a long-haul truck driver for the full employment period stated in the registration and application.

Long-haul truck drivers must also have other certification(s), if required for the nature of their work (such as certification for transporting dangerous goods).

Calculating wages: For long-haul truck drivers, your annual wage is calculated using the average number of hours worked based on your nine-months of wage statements, to a maximum of 60 hours/week x 52 weeks.

4.5 (h) Additional requirements for healthcare occupations

Certification and/or registration: If you are employed in an ELSS-eligible healthcare occupation, you must have the registration and/or licence to work in that occupation in B.C.

4.5 (i) Your employer must meet the Employer Requirements

The employer requirements are listed in [Part 6](#) of this Program Guide.

Part 5: Using the Express Entry BC (EEBC) Option

Overview of the EEBC option

[Express Entry](#) is a points-based online application management system introduced by Immigration, Refugees and Citizenship Canada (IRCC) in January 2015.

If you are in the federal Express Entry pool and you also meet the criteria for one of the BC PNP Skills Immigration categories, you may be eligible to use the BC PNP's Express Entry BC (EEBC) option.

The EEBC option is available for four of the BC PNP's Skills Immigration categories (see [Section 5.3](#)).

If nominated using the EEBC option, your federal Express Entry Profile will benefit from additional CRS (Comprehensive Ranking System) points. Also, your application for permanent residence will receive fast processing offered through Express Entry.

If you are interested in applying to the BC PNP using the EEBC option, you need to meet the minimum criteria for **both** the relevant BC PNP Skills Immigration category as well as one of the eligible federal economic immigration programs listed below.

If your EEBC application is approved, your nomination will allow you to apply for permanent residence through [IRCC's Express Entry system](#).

To apply to the BC PNP using the EEBC option, please carefully review the following requirements:

5.1 Meet criteria for one of IRCC's Express Entry programs

You must meet the minimum criteria for at least one of the federal economic immigration programs subject to IRCC's Express Entry system:

- [Federal Skilled Worker Program](#)
- [Federal Skilled Trades Program](#)
- [Canadian Experience Class](#)

These federal programs require a language proficiency test at a prescribed level and may require an independent evaluation of your education that is assessed against Canadian standards.

You must review [IRCC's Express Entry](#) system, complete the self-assessment, and if eligible, create a profile.

You must also meet IRCC's [proof of settlement funds](#) requirement. This requirement is separate from the BC PNP's minimum income requirements.

5.2 Obtain a valid IRCC Express Entry Profile Number and a Job Seeker Validation Code, and indicate your interest in immigrating to B.C.

You will be required to enter information regarding your education, language and work experience as part of IRCC's Express Entry system. If you meet the criteria for one of the federal economic immigration programs subject to Express Entry, you will receive an Express Entry Profile Number and a Job Seeker Validation Code. These are specific numbers assigned only to you. You must also indicate that you are interested in settling in B.C.

5.3 Apply to the BC PNP using one of the Express Entry BC (EEBC) options

The BC PNP has EEBC options for each of the following BC PNP categories:

- [Skilled Worker](#)
- [Health Authority](#)
- [International Graduate](#)
- [International Post-Graduate](#)

At the time of registration/application, you will need to select the EEBC option under the appropriate category that applies to you.

You will also need to meet the [general requirements listed in Part 3](#), as well as the applicable [category requirements listed in Part 4](#).

For more information about how to register and apply to the BC PNP, please review [Part 7: Process](#).

5.4 Meet Express Entry Language Requirements

If you are using the Express Entry BC option, you must meet the [minimum language criteria](#) for the federal category under which you are eligible and provide your language test results from an agency designated by IRCC.

Test results will be considered valid for two years from the date of issuance. Test results must be valid at the time of registration and application.

5.5 Maintain your Express Entry profile

After completing an assessment of your application, the BC PNP can only proceed to nominate you if your Express Entry profile remains valid and visible to the BC PNP. If your Express Entry profile has expired, or if you have received an invitation to apply (ITA) from IRCC before the BC PNP completes its assessment, your Express Entry profile will no longer be visible to the BC PNP. Therefore, the BC PNP will be unable to nominate you, even if you meet all the requirements for the BC PNP category under which you applied.

If IRCC issues you an ITA before the BC PNP can nominate you in the Express Entry portal, and you still wish to proceed with a nomination, you would need to decline the invitation from IRCC and await a nomination from the BC PNP. If you do not decline the invitation from IRCC in Express Entry, your BC PNP application cannot be approved.

Should you choose to accept the invitation from IRCC, you can withdraw your BC PNP application. See [Section 7.5](#).

5.6 Changing categories after registration/application

If you have registered and/or applied to the BC PNP without selecting the EEBC option, your registration/application **cannot** later be converted to the EEBC option.

If you wish to apply under a different category than the one you have selected, you can withdraw your BC PNP registration/application and submit a new one under the appropriate category. Your withdrawal will be subject to BC PNP's refund policy outlined in [Section 7.5](#).

If you have already been nominated under a category without the EEBC option, and you now wish to pursue an EEBC option, you will need to submit a new registration/application and select the EEBC option.

Part 6: Employer Requirements

Most of the BC PNP's Skills Immigration categories require a job offer and are designed to help B.C. businesses attract and retain international workers and students to meet B.C.'s labour market needs.

Your employer must meet specific requirements in order to support your BC PNP application. The onus is on your employer to demonstrate that these requirements are met at the time of registration and/or application.

6.1 Generate Economic Benefit to British Columbia

Your employment must provide economic benefit to B.C. Examples of economic benefit include, but are not limited to:

- maintaining or creating jobs for Canadians
- transferring knowledge and skills to Canadians
- supporting the development of proprietary new products
- building the workforce for a major project

6.2 Established in British Columbia

Your employer must be established, and have a physical presence, in B.C. For the purposes of the BC PNP, this means that your employer has an ongoing fixed place of business in B.C., such as an office, where employees can physically report to work on a regular basis.

6.3 Business Structure

Your employer must have one of the following business structures:

1. incorporated in B.C. or extra-provincially registered
OR
2. registered as a general, limited or limited liability partnership in B.C.
OR
3. an eligible public sector or non-profit employer in B.C.

The BC PNP also accepts applications from the following public sector or non-profit organizations established in B.C.:

- provincial and regional health authorities and agencies
- public post-secondary education and training institutions
- public school districts

- private non-profit post-secondary institutions that are accredited by, or registered with, The Private Career Training Institutions Agency of BC
- institutions supported by the Government of Canada or the Province of B.C. conducting research in natural and applied sciences, engineering, computer and information systems, or health sciences
- provincial/federal/municipal government organizations and agencies
- other non-profit groups registered as charitable organizations and/or incorporated under an applicable federal or provincial act.

6.4 Complete and Sign Employer Declaration Form

Your employer must complete and sign the [Employer Declaration Form](#), which includes a declaration your employer must sign, confirming that the information they are providing is truthful, complete, and correct. Typed signatures will not be accepted.

All sections of the Employer Declaration Form must be completed. Responses that do not directly answer the questions in each section, or that provide vague, imprecise statements such as 'not applicable,' or 'employee on valid work permit' will be considered incomplete and your application may be refused.

The Employer Declaration Form must be signed by an employee or owner of the company who has the authority and consent of the company to support the BC PNP application, including any and all requirements of hiring a foreign worker. Signing this form without authority or consent may result in a refusal of the application or, if applicable, a cancellation of the nomination.

6.5 Valid Business Licence

Your employer must have a valid municipal business licence or, if applicable, municipal licence agreement, that allows your employer and their employees to engage in business at a fixed location in B.C. If your employer is exempt from obtaining a business licence from the municipality, your employer should cite the municipal policy/regulation that allows the exemption, and if applicable, submit confirmation from the appropriate governing body, such as a public health authority, that demonstrates your employer is approved to operate.

The requirement for a business licence may be waived by the BC PNP if the business is located on First Nation lands or unincorporated lands.

6.6 Supporting Documentation

Signed Job Offer Letter

Your employer must provide you with a job offer letter:

- written on official company letterhead;
- signed and dated by an employee, or owner, of the company who is authorized to hire employees; and
- signed and dated by you confirming that you accept the offer.

In addition, the job offer letter should include:

- your job title and duties;
- your rate of pay;
- your standard hours of work;
- that the position is indeterminate* and full-time (at least an average of 30 regular hours a week, year-round);
- any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations); and
- if the position is covered by a collective agreement, a reference to the agreement.

* If you are working in one of the eligible tech occupations, your job offer does not have to be indeterminate. Also, your application may receive faster assignment. Please see [Appendix 1: BC PNP Tech](#) for more information.

Please note that positions that require you to spend the majority of time outside of B.C. will not be approved.

Other supporting documentation

In order to support a BC PNP application, your employer must provide documentation about your employment and their business. In addition to the documents described above, this includes, but is not limited to:

- a recommendation letter
- a detailed job description
- company information
- a copy of the Certificate of Incorporation
- a copy of the municipal business licence

Please refer to the [BC PNP Skills Immigration Technical Guide](#) for a complete list and description of additional documents your B.C. employer must provide.

6.7 Minimum Number of Years in Operation in British Columbia

Your employer must have operated in B.C. for at least one year (two years if you are registering under the Entry Level and Semi-Skilled (ELSS) category).

Your employer may be required to provide additional documentation as evidence that the company meets this requirement.

6.8 Minimum Number of Full-Time Employees in British Columbia

If your employer is located **within** the [Metro Vancouver Regional District](#), your employer must have at least **five** indeterminate, full-time employees (or full-time equivalents) who are performing their work from within B.C.

If your employer is located **outside** of the [Metro Vancouver Regional District](#), your employer must have at least **three** indeterminate, full-time employees (or full-time equivalents) who are performing their work from within B.C.

Full-Time Equivalent:

- A full-time employee refers to an employee who is working at least an average of 30 hours per week for the employer.
- A part-time employee refers to an employee who is working less than an average of 30 hours per week for the employer.

Employers may consider two part time employees as one full-time equivalent position, as long as the total hours add up to at least an average of 30 hours per week.

Employees performing their work from outside of B.C. will not be included in the number of full-time employees.

Only individuals who are on the company's payroll will be considered employees of the company. Your employer may be asked to submit additional supporting documentation, such as a T4 Summary of Remuneration Paid, to demonstrate that this requirement is met.

Please note that for the purposes of the BC PNP, independent contractors are not considered as indeterminate employees. As such, independent contractors must not be included in an employer's declaration of number of employees.

You and your employer must be able to demonstrate that your position meets an eligible employment situation, as described in [Section 3.10](#).

6.9 Follow laws and regulations

Your application may be refused if:

- within the past two years, your supporting employer has been issued penalties or fines by a government or regulatory body against your supporting employer;
- within the past five years, your supporting employer has been issued penalties or fines by a government or regulatory body against your supporting employer, specific to immigration related offences;
- your supporting employer, or a director/owner of your supporting employer, is under investigation by a government or regulatory body;
- your supporting employer, or a director/owner of your supporting employer, has been charged with a criminal offence related to immigration or the operation of the business.

If the BC PNP determines that your employer does not appear to be in compliance with a municipal, provincial or federal law or regulation, your application may be refused and the BC PNP may share this information with the government or regulatory body responsible for enforcing such law or regulation.

6.10 Make Genuine Efforts to Recruit Locally

Your employer must make genuine and bona fide efforts to recruit from the local labour market. It is expected that your employer will only identify a qualified candidate for the position after a rigorous effort was made to recruit from the local labour market.

Hiring you must not adversely affect employment or development opportunities for Canadian citizens and/or permanent residents living in British Columbia.

Your employer may be asked to provide evidence of a genuine and bona fide effort to recruit from the domestic labour market, even if you are already working for your employer in B.C.

Genuine and bona fide recruitment efforts are assessed against, but not limited to, the following:

- the specific efforts made to identify a Canadian or permanent resident for the position
- the recruitment methods and duration are consistent with industry standards and practices
- the qualifications listed in the recruitment ads
 - are reasonable;
 - are consistent with the occupation, i.e. targets an audience that has the appropriate education, professional experience or skill level for the occupation

- do not include preferences that are not supported by the NOC, WorkBC or other industry standards
- do not include preferences such as the ability to speak a language other than the official languages of English or French, unless the language is directly related to the job duties
- do not require a candidate to have a foreign network or foreign work experience; and
- are not specifically catered to a particular candidate
- the level of scrutiny exercised when verifying the qualifications of all potential candidates

See [Section 2.7](#) for more information about using third-party recruiters.

Recruitment advertisements

At a minimum, recruitment advertisements must be posted for at least 14 days, and must meet the following requirements:

Acceptable recruitment advertisement locations include:

- recognized job posting websites
- professional association websites
- national newspapers, professional journals or newsletters

Advertisements should include:

- company operating name
- job title and duties
- offered wage or wage range
- location of work (local area, city or town)
- contact information
- skills requirements for the job including:
 - education and/or qualifications
 - work experience

The recruitment advertisement requirement above may be waived for the recruitment of senior executives or highly specialized senior managers and professionals. In these cases, your employer must demonstrate targeted recruitment activities consistent with industry practices, such as the creation of an executive recruitment team or the hiring of a specialized, licensed human resources recruitment agency. See [Section 2.7](#) for further details on third-party recruiters.

Your employer is required to describe these recruitment efforts on the Employer Declaration Form. The recruitment details listed on the form must also include how your employer first came to know about you, and why the employer was not successful in hiring a Canadian or permanent resident for the position.

If you are currently working full-time for the supporting employer on a co-op work permit or a study permit, this requirement may only be considered met if you have graduated from your program of study.

Please note that even if you are currently working in B.C. for the company supporting your application, the BC PNP may still examine whether – at the time you were initially hired – your employer’s efforts to recruit from the local labour market were genuine and bona fide. **Failure to demonstrate that genuine and bona fide efforts were made to recruit from the local labour market may result in a refusal of your application.**

6.11 Genuine Need for the Position

Your employer must demonstrate that there is a genuine need for the position.

The position offered to you must align with – and be needed to maintain or grow – your employer’s existing line of business. New lines of business may not be supported.

Positions performing work that is normally performed by outside contractors, or where the need for the position on an ongoing, full-time basis has not been demonstrated, may not be approved.

6.12 Ineligible Employers

The BC PNP will **not** approve applications from:

- employers involved in producing, distributing or selling pornographic or sexually explicit products, or providing sexually oriented entertainment or services
- employment agencies and similar placement firms unless you are directly employed by the agency and you are contributing directly to the employer’s primary line of business
- any other type of business – or activities of the business – that by association would tend to bring the BC PNP or the Government of British Columbia into disrepute

Other circumstances may also make the employer supporting your application ineligible for the BC PNP. These may include:

Company Ownership

In the 5 years preceding your application, and throughout the BC PNP application process, you and your immediate and extended family members must not have held a combined ownership/equity stake of more than 10 per cent in the B.C. company that has offered you employment. This includes situations where another company has acquired all or substantially all of your or your family member’s business and/or assets, and has now offered you employment.

Immediate and extended family members include – but are not limited to – your spouse, common-law partner, parents or parents-in-law, siblings or siblings-in-law, first or second cousins, first or second cousins of your spouse/common-law partner, children/grandchildren, or children/grandchildren of your spouse/common-law partner.

6.13 Other Considerations

At its sole discretion, the BC PNP may consider an application where the supporting employer does not meet the minimum requirements, including but not limited to:

- the company's business structure, such as sole proprietorships,
- the length of operation in B.C., and
- the number of full-time employees working for the company.

However, to be considered, the supporting employer must, at the time of application, make a compelling business case in writing to the BC PNP that demonstrates how the nomination will generate significant economic benefit to B.C.

6.14 Employer Responsibilities

In addition to meeting all employer requirements, your employer also has a responsibility to notify the BC PNP if there are any changes to your employment.

Changes to your employment may include, but are not limited to:

- demotions
- terminations
- layoffs
- extended leaves (e.g. maternity leave, extended sick leave, etc.)
- delayed start dates
- closure of the supporting employer's business
- change of business ownership

Your employer can notify the BC PNP by emailing PNPInfo@gov.bc.ca.

Failure to notify the BC PNP of changes to your employment may result in a refusal of your application or a cancellation of your nomination, and may impact your employer's ability to support future employees through the BC PNP.

Part 7: Process

Please ensure you have read the program and category requirements in this Program Guide before you start the BC PNP registration and/or application process.



There are four main steps to the BC PNP process: registration (if applicable), invitation (if applicable), application, and decision. Each step of the process has unique requirements that are outlined in this Program Guide.

If you are nominated, you will have additional responsibilities that are outlined as conditions of nomination. See [Section 7.8](#) for more information.

Most categories require that you have accepted an offer of indeterminate, full-time employment from a B.C. employer who is willing to support your BC PNP application. The only exception to the job offer requirement is if you have an [eligible post-graduate degree from a B.C. university](#) in the natural, applied or health sciences.

If you and your employer meet the program requirements, and your employer is prepared to support your submission, you can submit a registration and/or application to the BC PNP.

Please note that if you qualify for the following categories, you do **not** need to register and can submit an application directly:

- Health Authority category
- International Post-Graduate category

See [Section 7.4](#) Application for more information.

7.1 The Skills Immigration Registration System (SIRS)

The Skills Immigration Registration System (SIRS) is a points-based expression of interest system that enables the BC PNP to manage applications from candidates to ensure strong economic outcomes for the province. The information provided in a registration is used to rank, select and invite candidates to apply. See [Section 7.3](#) for more information.

7.1 (a) Submitting a registration

You must create an online profile with [BCPNP Online](#) and complete all sections of the registration. You are responsible for updating your contact information in your profile and ensuring that all required information is current and up-to-date.

After you complete your registration, you will receive your registration score and will be entered into a registration pool for the category in which you have registered. Please note:

- there is no registration fee
- your registration is valid only for the category that you have selected

Your registration is valid for twelve months from the date of submission. If you do not receive an invitation to apply before your registration expires, it will no longer be valid. You may then create and submit a new registration using your existing [BCPNP Online](#) profile.

You must complete each section of the registration in order to be entered into the registration pool for your category.

You can check the most up-to-date information regarding the status of your registration at any time by logging in to see [your profile dashboard](#).

Your registration is considered successfully submitted once you receive a confirmation of registration email that includes your BC PNP registration number.

For instructions on how to complete the registration or for BCPNP Online support, please see the [BC PNP Skills Immigration Technical Guide](#).

If you receive an invitation to apply, and the information in your registration differs from the information in your application, resulting in a decrease in your total registration score, and your revised registration score is **below the minimum draw score** at the time you were invited to apply, your application may be refused.

If you receive an invitation to apply, and the information in your registration differs from the information in your application, and the differences would **not decrease** your total registration score below the minimum draw score at the time you were invited to apply, or would result in an increase in your total registration score, you may choose to keep your original registration and proceed with submitting an application.

Please carefully review the program and category requirements before completing your registration. You must meet program and category criteria at the time of registration and application. Your registration will be assessed according to the scoring factors applicable at the time of submission.

7.1 (b) Changing your registration information

While the information in your BC PNP profile – such as your contact details – should be updated as needed, the information in your registration is locked when you submit your registration. The BC PNP will not make corrections to the information in your registration and will not change the category under which you registered.

If you need to make changes to your registration other than the information captured in your BC PNP profile, you will need to withdraw your registration and submit a new registration with the updated information. You can do this using your existing profile. Please carefully review the program and category requirements before completing your registration. You may only have one active BC PNP registration at a time.

7.2 Scoring Factors

Your registration will be scored based on the information you provide. The factors below outline how your score will be calculated. You are not required to upload any documentation during the registration process.

If you are invited to apply, all the information you have provided in the registration will be verified against the information provided in your application.

The maximum score available is 190.

Scoring Sections		Maximum Points
Economic Factors (110)	Skill Level of the B.C. Job Offer	50
	Wage of the B.C. Job Offer	50
	Regional District of Employment	10
Human Capital Factors (80)	Directly Related Work Experience	25
	Highest Level of Education	25
	Language	30
Total Points Available		190

Economic Factors

As an economic immigration program, the BC PNP is designed to meet the labour market needs and the economic development priorities of the province.

The following are key economic factors that support the attraction and retention of workers who will provide economic benefit to B.C.

7.2 (a) skill level of the B.C. job offer

Points for this factor are determined by the occupation identified in your B.C. job offer. Your occupation is classified into different levels according to the [National Occupational Classification \(NOC\)](#).

Additional points are available for:

- senior management occupations in the “00” NOC skill type (restricted to the Skilled Worker category)
- current employment in B.C. with the B.C. employer in the occupation identified in the BC PNP registration. You can receive these additional points only if you are currently working full-time in B.C. (30 regular hours per week or more) in the same occupation (i.e. same NOC code) that you have been offered in the BC PNP registration. You are not eligible for these additional points if the occupation identified in the job offer is a future promotion from your current occupation with the employer.

Skill Level of the B.C. Job Offer	Points
NOC Skill Level A (including Skill Type 0)	25
NOC Skill Level B	10
NOC Skill Level C	5
NOC Skill Level D	5
Additional points:	
Occupation is a “00” NOC	15
Currently working full-time in B.C. for the employer in the occupation identified in the BC PNP registration	10
Maximum Score Available	50

7.2 (b) annual wage of the B.C. job offer

For the purposes of registration scoring, your wage is calculated on an annual basis as outlined in your job offer. **However, applications will not be approved where there are reasonable grounds to believe that the offered wage has been inflated or increased for the purpose of receiving a higher registration score.**

For the purposes of registration scoring, a maximum of 40 hours per week will be used for the calculation of your annual wage. Regular or overtime hours worked in excess of 40 hours per week **should not be entered** in your registration.

Your annual wage is calculated using the following:

- hourly rate x hours worked per week (maximum of 40 hours, or maximum of 60 hours for long-haul truck drivers) x 52 weeks a year

In calculating your annual wage, the BC PNP will only consider regular gross annual wages. The BC PNP does not consider bonuses, commissions, profit-sharing distributions, tips/gratuities, overtime wages, housing allowances, room and board or other similar payments to be part of your wage.

Annual Wage of the B.C. Job Offer	Points
\$100,000 and above	50
\$97,500 to \$99,999	38
\$95,000 to \$97,499	37
\$92,500 to \$94,999	36
\$90,000 to \$92,499	35
\$87,500 to \$89,999	34
\$85,000 to \$87,499	33
\$82,500 to \$84,999	32
\$80,000 to \$82,499	31
\$77,500 to \$79,999	30
\$75,000 to \$77,499	29
\$72,500 to \$74,999	28
\$70,000 to \$72,499	27
\$67,500 to \$69,999	26
\$65,000 to \$67,499	25
\$62,500 to \$64,999	24

\$60,000 to \$62,499	23
\$57,500 to \$59,999	22
\$55,000 to \$57,499	21
\$52,500 to \$54,999	20
\$50,000 to \$52,499	19
\$47,500 to \$49,999	18
\$45,000 to \$47,499	17
\$42,500 to \$44,999	16
\$40,000 to \$42,499	15
\$38,750 to \$39,999	14
\$37,500 to \$38,749	13
\$36,250 to \$37,499	12
\$35,000 to \$36,249	11
\$33,750 to \$34,999	10
\$32,500 to \$33,749	9
\$31,250 to \$32,499	8
\$30,000 to \$31,249	7
\$28,750 to \$29,999	6
\$27,500 to \$28,749	5
\$26,250 to \$27,499	4
\$25,000 to \$26,249	3
Less than \$25,000	0
Maximum Score Available	50

7.2 (c) regional district of employment

This factor recognizes the challenges faced in regional communities to attract and retain workers. You must enter the main location of your B.C. work location as identified on your job offer.

Please visit the [BC Stats website](#) to find the regional district of your employment.

Regional District of Employment	Points
Stikine, Central Coast, Northern Rockies, Mount Waddington, Skeena-Queen Charlotte, Powell River, Sunshine Coast, Kootenay-Boundary, Alberni-Clayoquot	10
Kitimat-Stikine, Bulkley-Nechako, Squamish-Lillooet, Strathcona, Columbia-Shuswap, East Kootenay	8
Peace River, Comox Valley, Cariboo, Central Kootenay	6
Okanagan-Similkameen, Cowichan Valley, North Okanagan, Fraser-Fort George	4
Thompson-Nicola, Nanaimo, Central Okanagan	2
Capital, Fraser Valley	2
Metro Vancouver	0
Maximum Score Available	10

Human Capital Factors

Human capital factors are the skills, experience, education and competencies that individuals contribute to B.C.'s economy. These factors support successful settlement and integration in the province.

7.2 (d) directly related work experience

This factor recognizes that individuals with directly related work experience have a higher likelihood of successful labour market attachment in B.C.

You will receive points based on your years of full-time (minimum of 30 regular hours per week) and part-time work experience, as it directly relates to the job you have been offered in B.C. This experience may be from work performed within Canada or abroad.

The BC PNP defines directly related work experience as paid employment that is classified under the **same NOC code** as the B.C. job offer that you have accepted. Experience in a related occupation at a NOC skill level equal to or greater than the NOC code of the B.C. job offer may also be included if, at the time of application, you can satisfactorily demonstrate how this work experience is directly related.

Work experience obtained in **paid** co-op work terms is eligible if it meets **all** of the following criteria:

- the paid co-op work term was full-time (minimum 30 regular hours per week)
and
- the paid co-op experience was at a NOC skill level equal to or greater than the NOC code of the B.C. job offer
 - at the time of application, you must be able to satisfactorily demonstrate how this work experience is directly related**and**
- you have successfully completed your program of study
 - at the time of application, you must provide evidence that you have graduated from your program of study.

Your directly related work experience must have been obtained within the last 10 years. For part-time work experience, you will be credited with 50% of the duration of your employment.

For example:

- you have completed 8 years of full-time employment within the last 10 years in your home country as a registered nurse (NOC 3012). Your current B.C. job offer is for a licensed practical nurse (NOC 3233). Because the previous work experience is directly related and at a higher NOC level, it can be included.
- you have 3.5 years of full-time employment within the last 10 years in your home country as a senior manager in the financial service field (NOC 0013). Your current B.C. job offer is for financial sales representative (NOC 6235). You can enter your previous experience because it is directly related and at a higher NOC level than the job offer.
- you have over 10 years of full-time employment within the last 10 years in your home country as a civil engineer (NOC 2131). Your current B.C. job offer is for a food service supervisor (NOC 6311). In this scenario your previous work experience would not be eligible for points because it is not directly related even though it was at a higher NOC.
- you have 30 months of part-time employment within the last 10 years in your home country as a web developer (NOC 2175). Your current B.C. job offer is also for a web developer position (NOC 2175). In this scenario your previous work experience will be credited for 50% of the duration that you were employed, or 15 months.

You can receive additional points if you have at least one year of this directly related work experience in Canada. For the purposes of assessing your work experience in Canada, the BC PNP will only consider work experience that was obtained while you were legally authorized to work in Canada.

To receive these additional points, you must have at least 12 months of work experience if you are working 30 regular hours or more per week, or at least 24 months of work experience if you are working less than 30 regular hours per week.

Directly Related Work Experience in the Occupation of B.C. Job Offer	Points
60+ months	15
48 to 59 months	12
36 to 47 months	9
24 to 35 months	6
12 months to 23 months	3
Less than 12 months	1
None	0
Additional points:	
At least 1 year of directly related experience in Canada	10
Maximum Score Available	25

7.2 (e) highest level of education

Points for education will only be awarded for your highest level of education indicated in the registration. For example, if you have a bachelor's and a master's degree, you will only be awarded points for your master's degree.

You must have successfully completed your education in order to claim these points. Partial completion will not be recognized.

The duration of study must exceed six (6) months. This six-month requirement is separate from category-specific requirements.

Your education is not eligible for points if it is a distance education learning program.

You will receive additional points if:

1. the highest level of education indicated in the registration is completed at a post-secondary institution within B.C.
 - **please note that language training (e.g. an English as a Second Language or ESL program, for example) does not qualify for additional points**
 - your education is not eligible for additional points if it is a distance education learning program

OR

2. the highest level of education indicated in the registration is completed at a post-secondary institution within Canada, outside of B.C.
 - **please note that language training (e.g. an English as a Second Language or ESL program, for example) does not qualify for additional points**
 - your education is not eligible for additional points if it is a distance education learning program

OR

3. the highest level of education indicated in the registration is completed at an institution outside of Canada and you completed an Educational Credential Assessment for your foreign education credential through [the identified qualified suppliers](#)
 - If you choose to complete an Educational Credential Assessment, your education points will be assessed on the credential awarded to you from the granting country.
 - For example:
 - you have a master's degree from outside of Canada but the Educational Credential Assessment determines the degree as equivalent to a bachelor's degree in Canada. You should enter your education as a master's degree and also claim additional points for the Educational Credential Assessment.

OR

4. you successfully completed the [Industry Training Authority British Columbia's \(ITABC's\)](#) challenge certification process for your trades training and education completed abroad.
 - In order to receive points for the trades certification, you must meet all required certification, licensing or regulatory requirements set by ITABC and the mandated regulatory body, if applicable, when you register.
 - Should you be invited to apply, you will need to demonstrate that this requirement was met at the time of registration.

Evidence to support your education will be required at the time of application.

You will receive additional points for only one of the options above. For example, if your highest level of education was a post-secondary education completed in B.C. (8 points) and you also successfully completed the Educational Credential Assessment on a previous education credential (4 points), you will only receive additional points for your B.C. education (8 points).

Education	Points
Master's or Doctorate/PhD	17
Post-Graduate Certificate or Diploma*	11
Bachelor's Degree	11
Post-secondary Diploma/Certificate (Trades)**	11
Associate Degree	4
Post-secondary Diploma/Certificate (Non-trades)	2
Secondary School (High School) or Less	0
Additional points: (NOTE: you can only receive additional points for ONE of the following)	
Post-secondary education completed in B.C.	8
Post-secondary education completed in Canada (outside of B.C.)	6
Educational Credential Assessment from a qualified supplier	4
Successfully completed the Industry Training Authority British Columbia (ITABC's) challenge certification process	4
Maximum Score Available	25

*Post-Graduate, post-degree or post-baccalaureate certificates or diplomas are post-graduate academic qualifications taken after a bachelor's degree. It is usually awarded by a university or a graduate school. It normally takes two or more study terms to complete. Please note for a program to be considered "post-graduate", a bachelor's degree must be the minimum educational requirement for admission into the program.

**The BC PNP will recognize and award points for your trade credentials if you can demonstrate that your country of origin considered your post-secondary education to be in a "trade". If you indicate that your highest level of education is "Post-secondary Diploma/Certificate (Trades)" you must submit evidence of this education at the time of application. If you did not receive a post-secondary trades diploma/certification, regardless of your experience, you will not receive points for that education.

Please note you will only be awarded additional points that relate to the level of education you select. For example, if you indicate that your highest level of education is a master’s degree from outside of Canada (11 points), you will not qualify for additional points for any education you obtained in B.C.

7.2 (f) language

This factor recognizes the relationship between English or French language ability and successful economic establishment and integration in B.C.

While language test results may not be mandatory for the category under which you are registering, completing an eligible language proficiency test may impact your registration score. You must submit valid language test results if you would like to claim points for your language level in your registration.

Please see [Section 3.4](#) for information about accepted language proficiency tests.

Canadian Language Benchmark Level	Points
10+	30
9	26
8	22
7	18
6	14
5	10
4	6
Below 4	0
No test	0
Maximum Score Available	30

7.3 Invitations to Apply (ITA)

Once your registration is submitted and you have received your BC PNP registration number, your registration is entered in the registration pool for your category.

Registrants who are invited to apply will have up to 30 calendar days from the date of invitation to submit a complete application via the BC PNP Online system.

- If you are invited to apply, your registration will be removed from the registration pool.
- If you are invited to apply and do not submit a complete application by the deadline indicated in your ITA, your registration and invitation will be cancelled. Your profile will remain, and you may submit a new registration at any time.
- If you are invited to apply and select the 'decline' button on your dashboard, your invitation to apply will be declined, and your registration and invitation will be cancelled. Your profile will remain, and you may submit a new registration at any time, however, re-registration does not guarantee another invitation to apply.
- If you receive an ITA, you will be asked to pay a fee as part of the online application process.

If you have not been invited to apply within 12 months of registration, your registration will be automatically removed from the registration pool.

If you are invited to apply and choose to submit an application that does not meet program criteria, your application may be refused.

Incomplete applications will not be approved, and application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it. Please see [Section 7.5 Choosing to Withdraw your BC PNP Application](#) for more information.

7.3 (a) Issuing ITAs

Periodically, the BC PNP will invite candidates from the registration pool for each category to submit an application.

Information provided in the registrations will be used to rank, select and invite candidates who are most likely to meet B.C.'s economic and labour market needs, based on one or more of the following attributes:

- Education – level and field of education and where it was completed
- Language skills
- Occupation
- Duration and skill level of work experience
- Wage and/or skill level of job offer
- Intent to live, work and settle in a specific region
- Strategic priorities – factors that address specific labour market needs in B.C. or support government pilot projects and initiatives

Invitations may be targeted to support B.C. government priorities, such as supporting specific business sectors, encouraging regional immigration, facilitating strategic pilot projects, and safeguarding the integrity of the program.

The BC PNP may limit the ITAs issued to a specific occupation in any given year.

The BC PNP reserves the right to make changes to how to we select registrants without prior notice. This includes, but is not limited to, making changes to the scoring grid, updating registrants' scores, the length of time your registration can remain in the registration pool and the number and frequency of invitations to apply.

There is no guarantee that you will be issued an invitation to apply (ITA), and an ITA does not guarantee that your application will be approved for nomination; you must still meet the minimum program and category requirements.

For information about invitations to apply, including previous invitation dates, the number of invitations issued, and scores, please refer to the [Invitations to Apply page of our website](#).

7.4 Application

If you registered and received an ITA, you have 30 calendar days from the date of the ITA to submit your application.

If you qualify for the Health Authority category, or the International Post-Graduate category, you do not need to register, and can submit an application directly. You must first create an online profile with [BCPNP Online](#).

You are responsible for updating your contact information in your profile and ensuring that all required information is current and up-to-date. When you submit your application, you must pay the [application fee](#) and ensure you have included all required documents. Once it is assigned, the BC PNP will assess your application according to program and category-specific criteria.

Please check the [BC PNP Documents page](#) to ensure you are using the most recent version of any forms or documents before making your submission to the BC PNP. If you submit an old version of a form that is no longer available on the BC PNP Documents page, you may be required to resubmit the document using the latest version.

If your documents are not in English, you must provide a certified translation with photocopies of the originals. Documents must be stamped and certified by a person officially authorized to notarize documents as accurate translations.

For more information about what information you will need to complete an application, including checklists of all required documentation, please see the [BC PNP Skills Immigration Technical Guide](#).

Throughout the BC PNP application process, you must inform the BC PNP if there has been a change in your circumstances, including changes to your immigration status and/or family unit.

Please note that the age(s) of your dependent children, if any, are locked in for the purpose of federal immigration requirements at the time of application to the BC PNP. For more information on federal requirements regarding the age of dependent children, please see [IRCC's website](#).

Also, the number of dependants declared on your federal application for permanent residence to IRCC must match the number of dependants listed on your BC PNP application. The BC PNP must be informed of any changes to your family size throughout the BC PNP and IRCC permanent residence application process. Any changes to your dependant information may affect minimum income requirements.

If the category under which you have applied requires a job offer, you must inform the BC PNP if there are any changes in your circumstances including, but not limited to, the following:

- change of employer
- change of job title and duties
- decrease in salary
- decrease in hours of work below 30 hours/week

Failure to notify the BC PNP of any changes to your information may result in a refusal of your application.

7.4 (a) Refusal to Accept an Application

The BC PNP may refuse to accept an application if:

- an invitation for an application does not apply to that person
- the person has retained a representative who does not meet the prescribed requirements, as described in section 4 of the *Provincial Immigration Programs Regulation*
- in the 2 years immediately before the date of application, the applicant has had a previous nomination cancelled by the BC PNP
- the applicant has, in the 2 years immediately before the date of the application, been found by the BC PNP to have made a misrepresentation in a previous application
- the employer has, in the 2 years immediately before the date of the application, been found by the BC PNP to have made a misrepresentation in a previous application
- the applicant has another active application and/or registration
- the applicant has an active request for review

See [Section 1.4](#) for information about misrepresentation.

7.5 Choosing to Withdraw Your BC PNP Application

Application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it. You may contact the BC PNP in writing by sending an email to PNPinfo@gov.bc.ca to withdraw your application and find out if you are eligible for a refund. Please provide your full name, your date of birth, and your BC PNP application file number in your email request to withdraw. Withdrawal requests submitted in-person or through voicemail will not be accepted.

Please note that the BC PNP reserves the right to continue assessment of your application and make a decision for program integrity purposes despite a withdrawal request. If it is determined that you/your employer made a misrepresentation in your application, which you knew or ought to have known, the Director of Provincial Immigration Programs may refuse to accept any future applications from you/your employer for a period of up to two years as per paragraph 3(3)(d) of

the *Provincial Immigration Programs Act* and subsection 5(a) and 5(b) of the *Provincial Immigration Programs Regulation*.

7.6 Decision

Your application will be assessed in accordance with the [Provincial Immigration Programs Act](#), the [Provincial Immigration Programs Regulation](#), and against the BC PNP criteria and policies in place at the time you applied to the BC PNP.

If your application is approved, you will receive a Confirmation of Nomination that allows you to apply to IRCC for permanent residence under the Provincial Nominee Class.

If you are nominated by the BC PNP, you must maintain the [conditions of nomination](#) while you are awaiting a decision on your permanent residence application.

7.6 (a) Application for Permanent Residence to IRCC

If you are nominated by the BC PNP, you must apply to IRCC to become a permanent resident of Canada within six months from the date on your Confirmation of Nomination. If IRCC approves your permanent residence application, you will be issued a permanent resident visa which will enable you to become a permanent resident of Canada.

Once you have become a permanent resident, or once your application for permanent residence has been refused by IRCC, your BC PNP file will be considered closed and no additional BC PNP support will be provided.

7.7 Request for Review

If your BC PNP application is refused (i.e. declined under section 4(1)(b) of the Act), you may request a review of the decision. The purpose of a review is to determine whether the original decision was based on a fair process and was within the range of decisions that could be reasonably supported by the evidence before the decision maker on the basis of the program criteria at the time of the decision.

A review is not a chance to submit new evidence or re-argue the evidence submitted in your application. Being unsatisfied with the final decision or a component of the decision is not sufficient grounds to vary or reverse a decision.

All requests for review of a decision must be made within 30 calendar days of the date of the decision notice if you are a resident in Canada, or 60 calendar days from the date of the decision notice if you are not a resident in Canada. For the purposes of a request for review, residence in Canada is determined by the residential address stated on your BCPNP Online profile.

The complete request for review must:

- be in writing and must be submitted through [BCPNP Online](#)
- identify the grounds for the request
- provide any information the BC PNP requests
- include payment of the non-refundable fee

A new registration / application to the BC PNP may not be submitted until your request for review is resolved.

Important information for those who choose to submit a request for review:

- Only the applicant named on the decision notice may request a review.
- You may only submit a request to review a decision issued by the BC PNP (i.e. not decisions issued by IRCC). The review process is limited to Skills Immigration nomination refusals.
- The residential address provided in BCPNP Online must be your current residential address. If you submit a form that lists any other addresses, such as your authorized representative's address, your request for review will be considered invalid, the original decision will be upheld, and a refund will not apply.
- The review will be conducted on the basis of the program criteria and evidence available at the time the application was declined.
- You will receive an email confirming your request has been received.

After receiving a complete review request, and as soon as it is practical to do so, the BC PNP must either:

- confirm the original decision, or
- re-evaluate the application

Reviewed decisions are final decisions under the Act and Regulation. Subsequent requests for review, or requests for review submitted outside of the applicable 30 or 60 day periods, cannot be accepted.

Please note that the request for review fee is non-refundable.

7.8 Conditions of Nomination

General

If you have been nominated by the BC PNP, it is a condition of your nomination that you are not at any time:

- under a removal order in or outside of Canada, or require an Authorization to Return to Canada
- working in Canada for any employer without authorization

If you are in Canada, you must:

- have legal status in Canada; or if status has expired, be able to demonstrate that an application for restoration of status was submitted within the 90-day eligibility period.

You must continue to demonstrate an ability and intent to live, work and economically establish in B.C.

You must not, at any time:

- have an unresolved refugee claim in Canada
- obstruct or interfere with an inspection by the BC PNP in relation to your application
- retain a paid representative who is not qualified under the Act

Nomination with a Job Offer

If you do not have a valid work permit, you must apply for one **within three months** of your nomination date in order to commence employment with your supporting employer in B.C.

If you have a work permit and a supporting B.C. employer, you must:

- maintain a valid work permit that enables you to work for your supporting employer in B.C.
- maintain full-time employment with your supporting employer in B.C.
- receive a wage that is equal to or greater than the wage listed in your BC PNP application
- work in the occupation that is listed on your BC PNP application
- meet minimum income requirements

Nomination under a BC PNP Tech Occupation

In addition, if you were nominated with an occupation (NOC) listed under BC PNP Tech, and your project-based work permit is expiring, you must:

- obtain a new job offer with an eligible B.C. employer in an occupation that is eligible under BC PNP Tech
- inform the BC PNP of the change to your employment status

Nomination under International Post-Graduate Categories

If you were nominated under one of the International Post-Graduate categories, you must continue to demonstrate an ability and intent to live, work and economically establish in B.C.

Other Conditions

You and your immediate and extended family members must not hold a combined ownership/equity stake of more than 10 per cent in the B.C. company that has offered you employment. Please see [Section 6.12](#) for more information.

You must provide any information requested by the BC PNP to verify that conditions of nomination continue to be met.

You, your supporting employer and/or representative must not be found to have misrepresented information to the BC PNP in relation to your application, either before or after nomination.

You are responsible for updating your contact information in your [BCPNP Online profile](#) and ensuring that it is current and up-to-date. You should ensure that it remains current until IRCC has concluded your application for permanent residency, so that you will receive any important messages from program staff. If you do not keep this information updated and as a result, you do not receive and/or respond to important notices from the BC PNP, your inaction may lead to a cancellation of your nomination.

Informing the BC PNP of Changes to Your Employment and/or Immigration Status following Nomination

If you have been nominated by the BC PNP, you have an ongoing obligation to report a material change in your circumstances and must comply with all conditions on your approval.

You must notify the BC PNP as soon as possible if any of the following occur:

- you have been terminated, laid off or have otherwise stopped working for your supporting employer
- you have been demoted, gone on extended leave, or the business has closed or changed ownership
- your regular working hours have decreased below 30 hours per week
- you no longer meet the minimum income requirements
- your wage has decreased
- your immigration status has changed
- you have had a work permit application refused
- you do not start working for your B.C. employer upon arrival in Canada
- you have a change in the number of dependants in your family unit
- there has been any other material change in your employment or immigration circumstances

Failure to abide by any of the conditions of nomination may result in a cancellation of your nomination.

7.9 How to Notify the BC PNP of Changes After Nomination

Notifying the BC PNP of a Change of Employer, Job Title, Duties or Work Location

You can submit a change of employment post-nomination support request through BCPNP Online if any of the following occur:

- You have changed employers
- You have not changed employers, but your job title has changed
- You have not changed employers, but your job duties have changed
- You have not changed employers, but your work location has changed

To submit an online Change of Employment request:

1. Log on to [BCPNP Online](#) and select *My Dashboard*
2. Select *View* on the applicable case
3. Select *Post-Nomination Support*
4. Select *Change of Employment*
5. Upload the required documents & submit your request
 - a. See [BC PNP Skills Immigration Post-Nomination Guide](#) - Appendix 3 for the list of documents you will be required to upload

You can cancel your request at any time via BCPNP Online's *MyDashboard*.

Notifying the BC PNP of Other Employment Status and/or Immigration Status Changes

To notify the BC PNP of these changes, send an e-mail to PNPPostNom@gov.bc.ca with the following information:

- your full name
- your date of birth (DD MMM YYYY) e.g. 01 JAN 1981
- your provincial nominee file number
- description of your circumstances including any supporting documentation

You may be asked to submit relevant documents based on the reported change.

All attachments submitted through BCPNP Online or through email must be a PDF or JPG file and under 3MB in size.

For detailed instruction on how to inform the BC PNP, please see the [BC PNP Post-Nomination Guide](#).

We strongly encourage you to submit your request early to allow enough time for processing. Please refer to the [Processing Times](#) page of the BC PNP website for more information.

7.10 Extension of Nomination

The BC PNP will only provide a nomination extension if you are able to demonstrate that you submitted your application for permanent residence to IRCC before the nomination expiry date listed on the Confirmation of Nomination, or in other extenuating circumstances on a case-by-case basis.

If you were nominated under an Express Entry BC option, and your Express Entry profile expired after nomination but before you received an invitation to apply from IRCC, you must create a new

Express Entry profile and inform the BC PNP. In this situation, the BC PNP may reissue your nomination.

Please see [Informing the BC PNP of Changes After Nomination](#) for more information.

7.11 Cancellation of Your Nomination

The BC PNP may cancel your nomination if you have failed to comply with any [conditions of nomination](#).

The BC PNP also reserves the right to cancel your nomination should it be determined that the activities of your supporting employer by association would bring the BC PNP or the Government of British Columbia into disrepute.

If your nomination is cancelled by the BC PNP under section 6 of the Act, you are not entitled to have that decision reviewed by the BC PNP under the internal review process set out in section 7 of the Act.

7.12 Obtaining a Work Permit

You must maintain legal immigration status while in Canada, and you must have a valid work permit to work in B.C.

- **A BC PNP nomination by itself does not authorize you to work in B.C.**
- **The BC PNP cannot apply for a work permit on your behalf.**

If you require a work permit, you must apply to the federal government for the work permit. IRCC and the Canada Border Services Agency (CBSA) are responsible for issuing work permits. For more information about temporary status in Canada, including work permits and study permits, please refer to [IRCC's website](#).

If nominated, you may be eligible to receive a **work permit support letter** issued by the BC PNP so you can apply to obtain or renew a work permit from the federal government to start or continue working in B.C. for your employer. Work permit support letters allow you to apply for a work permit from the federal government without the need for a Labour Market Impact Assessment (LMIA).

Please note:

- a work permit support letter will only be issued to you if you have been approved as a nominee by the BC PNP
- you are responsible for applying for a work permit from the federal government
- you are expected to obtain and/or maintain a work permit following nomination
- your employer may need to pay an [Employer Compliance Fee](#) to IRCC before you can submit a work permit application

At the time of nomination, the BC PNP may include a work permit support letter in your nomination package if:

- you do not already have a valid work permit
OR
- your current work permit will expire in the near future

Following nomination, and in response to a written request from you through [BCPNP Online](#), the BC PNP may only issue a work permit support letter if **all** of the following are met:

- you have been nominated by the BC PNP
- your work permit will expire in the near future
- you submitted an application for permanent residence to IRCC as a BC PNP nominee before the nomination expiry date
 - note: if you have not yet submitted an application for permanent residence as a nominee and your BC PNP nomination expiry date has not passed, you may request a work permit support letter
- you continue to meet the conditions of nomination

If you were nominated under the International Post-Graduate category, please see the [BC PNP Skills Immigration Post-Nomination Guide](#) for special instructions.

Appendix 1: BC PNP Tech

BC PNP Tech supports B.C.'s tech sector by making it easier for B.C. employers to attract and retain top international talent.

Features and benefits of BC PNP Tech:

- “tech only” invitations to apply (ITA) targeting registrants working in an eligible tech occupation in B.C.
- faster file assignment to a dedicated processing team
- eligibility for time-limited job offers
- Concierge service for your supporting employer

Eligible occupations for BC PNP Tech are listed on our [webpage](#).

Process

You need to determine if your occupation (NOC) is on the BC PNP Tech – Key Technology Occupations list. You should then select which BC PNP category would be the best fit for you. Please note, BC PNP Tech is not a separate BC PNP category. You will need to register/apply to the BC PNP under one of the existing categories and ensure you meet all program requirements.

For information about registration and scoring, refer to [Part 7: Process](#).

Job Offer Duration Requirement for Eligible Tech Occupations

Job offers under BC PNP Tech must meet the following:

- the job offer must be for a single job in one of **BC PNP Tech’s eligible occupations**
- the job offer must be **at least one year in duration** (365 days)
- there must be **at least 120 calendar days remaining** on the job offer at the time of application

Longer duration job offers, including indeterminate job offers, will continue to be eligible.

Example 1 – eligible time-limited job offer:

- You began working with Company ABC on February 15, 2021 with a one year job offer (i.e. the job offer expires on February 14, 2022).
- Your job is one of the eligible occupations for BC PNP Tech.
- You register with the BC PNP’s Skilled Worker category on July 1, 2021.
- You receive an invitation to apply (ITA) on September 12, 2021.
- You submit your application on October 12, 2021.

- At the time of application, you have 125 days remaining on your job offer (ending February 14, 2022).

As your job offer is for at least one year, and as your job offer is expiring in **120 days or more** from the date you submitted your application, you will be considered to have met the requirement for an eligible job offer.

Example 2 – ineligible time-limited job offer:

- You began working with Company XYZ on February 15, 2021 with a one year job offer (i.e. the job offer expires on February 14, 2022).
- Your job is one of the eligible occupations for BC PNP Tech.
- You register with the BC PNP under the Skilled Worker category on November 1, 2021.
- You receive an invitation to apply (ITA) on November 12, 2021.
- You submit your application on December 12, 2021.
 - At the time of application, you have 64 days remaining on your job offer (ending February 14, 2022).

As your job offer is expiring in **less than 120 days** from the date you submitted your application, you have not met the requirement for an eligible job offer.

If your employer has questions about supporting your application, they can email PNPConcierge@gov.bc.ca.

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