

# West Kootenay Rural Community Immigration Pilot Scoring Grid

## SCORING AND POOL SYSTEM

- The West Kootenay Rural Community Immigration Pilot (RCIP) will communicate the opening date and time to all designated employers at least one week prior to opening.
- The Pilot will accept applications starting on that date and time and will close by a set date and time *or* when the maximum applications for the month have been received.
- West Kootenay RCIP staff will assess each application, assign a total score, and enter each application into the pool.
- Scoring:
  - There are five eligibility factors: Job Offer, Work Experience, Language, Education, and Intent to Reside.
  - A candidate must receive at least 10 points in each of the five eligibility factors to meet the minimum score.
  - The minimum eligible total score is 50 points.
  - The maximum score for a single eligibility factor is 25 points.
  - The maximum total score is 125 points.
- The highest-scoring applications will be presented to the West Kootenay RCIP Steering Committee, which will make the final decision on whether to issue a community recommendation.
- This process is competitive and some applications will be declined every month.
- All Steering Committee decisions are final.

## APPLICANT INFORMATION

|                       |  |
|-----------------------|--|
| <b>Applicant Name</b> |  |
| <b>Employer Name</b>  |  |
| <b>Job Location</b>   |  |

## POINTS ASSESSMENT GRID

### 1. Job Offer

Note: the points for the Job Offer section cannot exceed 25. The job must meet all these requirements:

- Job is in a priority sector
- Job is full-time (minimum 30 hours/week), non-seasonal, and permanent
- Job offer is from a designated employer
- Job duties are performed primarily (at least 75% of the time) within the West Kootenay RCIP region
- Job meets wage requirements
- Job matches the skill (TEER) level of the candidate’s qualifying work experience

|  |  |   |
|--|--|---|
| <b>Job Title:</b>  | _____  |   |
| <b>NOC Code (5-digit number):</b>  | _____  |   |
| <b>Sector Points</b><br>(Choose one)<br>Note: the sector must match the job duties and the main business activities related to the position being offered. | Sales & Service  | <input type="checkbox"/> <b>10 points</b> |
|  | Business, Finance & Administration   | <input type="checkbox"/> <b>15 points</b> |
|  | Manufacturing & Utilities  | <input type="checkbox"/> <b>15 points</b> |
|  | Health   | <input type="checkbox"/> <b>20 points</b> |
|  | Education, and social, community and government services   | <input type="checkbox"/> <b>20 points</b> |
|  | Trades & Transport   | <input type="checkbox"/> <b>20 points</b> |
| <b>NOC Code Points</b><br>See reference section at the end of this document for general job title for each NOCs.   | <ul style="list-style-type: none"> <li>• 44101            • 73112</li> <li>• 63200            • 75101</li> <li>• 63202            • 75110</li> <li>• 64314            • 95109</li> <li>• 65200            • Secondary NOC<sup>1</sup></li> </ul>   | <input type="checkbox"/> <b>0 points</b>  |
|  | <ul style="list-style-type: none"> <li>• 12200            • 60030</li> <li>• 13110            • 62200</li> <li>• 31301            • 63100,</li> <li>• 32101            • 72400</li> <li>• 33102            • 72410</li> <li>• 42201            • 73300</li> <li>• 42202            • 94140</li> <li>• 60020</li> </ul> | <input type="checkbox"/> <b>5 points</b>  |
|  | <ul style="list-style-type: none"> <li>• 11100</li> </ul>  | <input type="checkbox"/> <b>10 points</b> |
| <b>TOTAL (cannot exceed 25 points)</b>   |  | <b>_____ points</b>                       |

<sup>1</sup> A “secondary NOC” is any occupation/ NOC that is not listed as a West Kootenay RCIP priority NOC.

## 2. Work Experience

“One year full-time” = 1,560 hours. Round down to the closest full year of work experience.

**Eligible work experience** is:

- Paid
- Matches the skill level of the job offer:
  - Job offer is TEER 0 or 1, then the work experience must be in TEER 0, 1, 2 or 3
  - Job offer is TEER 2 or 3, then the work experience must be in TEER 1, 2, 3 or 4
  - Job offer is TEER 4, then the work experience must be in TEER 2, 3 or 4
  - Job offer is TEER 5, then the work experience must be in the same 5-digit NOC code.
- Includes a substantial number of the main duties listed in the NOC job description for that role
- Is with an employer (self-employed usually does not count)
- Is legal.

**Please note:**

- Work experience must be verified based on reference and/or experience letter(s) from previous employer(s). If this is unavailable, it can be verified based on other forms of proof of work experience.

Choose the total **full years** of work experience (round down to the nearest full year). Proof is required.

|   |   |
|---|---|
| 1 year of full-time (or part-time equivalent) work experience in the past 3 years <b>OR</b> candidate is international graduate who qualifies for work experience exemption (see below) | <input type="checkbox"/> <b>10 points</b> (minimum) |
| 2 years of full-time (or part-time equivalent) work experience  | <input type="checkbox"/> <b>15 points</b>           |
| 3 years of full-time (or part-time equivalent) work experience  | <input type="checkbox"/> <b>20 points</b>           |
| 4+ years of full-time (or part-time equivalent) work experience   | <input type="checkbox"/> <b>25 points</b>           |

### International Graduate Exemption:

If the candidate graduated from a public post-secondary institution in the West Kootenay RCIP region and meets the following criteria:

- The candidate studied full-time during the entire program
- The candidate graduated no more than **18 months** at the time that they apply for permanent residence
- The candidate lived in the community for at least **16 of the final 24 months** of their studies

### Healthcare Exception:

If the work experience is in NOC 31301 (Registered Nurses and Registered Psychiatric Nurses – TEER 1), candidate can have a job offer in one of the following occupations:

- NOC 33102 (TEER 3): Nurse aides, orderlies and patient service associates or
- NOC 44101 (TEER 4): Home support workers

### 3. Language

Candidate must meet language benchmark in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.

The TEER is the second number in the NOC code for the job offer.

CLB = Canadian Language Benchmark. NCLC = Niveaux de compétence linguistique canadiens

**Select the candidate's overall language level from the following, based on skill (TEER) level of the job + language results:**

|   |                      |   |
|---|----------------------|---|
| <b>For TEER 4 and TEER 5 job offers</b> | CLB/NCLC 4           | <input type="checkbox"/> <b>10 points</b> (minimum) |
|   | CLB/NCLC 5           | <input type="checkbox"/> <b>15 points</b>           |
|   | CLB/NCLC 6           | <input type="checkbox"/> <b>20 points</b>           |
|   | CLB/NCLC 7 or higher | <input type="checkbox"/> <b>25 points</b>           |
| <b>For TEER 2 and TEER 3 job offers</b> | CLB/NCLC 5           | <input type="checkbox"/> <b>10 points</b> (minimum) |
|   | CLB/NCLC 6           | <input type="checkbox"/> <b>15 points</b>           |
|   | CLB/NCLC 7           | <input type="checkbox"/> <b>20 points</b>           |
|   | CLB/NCLC 8 or higher | <input type="checkbox"/> <b>25 points</b>           |
| <b>For TEER 0 and TEER 1 job offers</b> | CLB/NCLC 6           | <input type="checkbox"/> <b>10 points</b> (minimum) |
|   | CLB/NCLC 7           | <input type="checkbox"/> <b>15 points</b>           |
|   | CLB/NCLC 8           | <input type="checkbox"/> <b>20 points</b>           |
|   | CLB/NCLC 9 or higher | <input type="checkbox"/> <b>25 points</b>           |

### 4. Education

The minimum education requirement is a completed high school diploma (or equivalent). Candidates who provide proof of education beyond high school will receive additional points. Proof of education must include:

- A diploma or transcript from a recognized Canadian designated learning institution (DLI), or
- If the education was completed outside Canada, a valid Educational Credential Assessment (ECA) confirming the Canadian equivalency.

**Choose the highest level of education (proof required):**

|   |   |
|---|---|
| Candidate has a Canadian secondary school diploma (a.k.a. high school diploma) <i>or</i> a foreign equivalent as demonstrated by educational credential assessment (ECA). | <input type="checkbox"/> <b>10 points</b> (minimum) |
| Candidate has a post-secondary credential (diploma, apprenticeship/ trade certificate) minimum one year program   | <input type="checkbox"/> <b>15 points</b>           |
| Candidate has a bachelor's degree (minimum three-year program)  | <input type="checkbox"/> <b>20 points</b>           |
| Candidate has a master's degree or PhD  | <input type="checkbox"/> <b>25 points</b>           |

## 5. Intent to Reside

### Applicant's Intent to Reside Statement:

Candidate submitted written statement of their intent to reside in the community (mandatory).

**Note:** West Kootenay RCIP must be satisfied that the intent to reside is genuine.

**10 points**  
(minimum)

Maximum of 15 additional points can be granted, to remain within the 25-point maximum for this category. To claim the points, proof must be included with the application.

### Select all that apply (note proof must be provided to claim these points):

|  |  |  |
|--|--|--|
| <b>Previous Work and/or Education in the Community</b> | One year of previous education and/or work experience in the community   | <input type="checkbox"/> <b>2 points</b> |
|  | Two years of previous education and/or work experience in the community  | <input type="checkbox"/> <b>4 points</b> |
|  | Three years of previous education and/or work experience in the community  | <input type="checkbox"/> <b>6 points</b> |
| <b>Connections to the Community</b>                    | Candidate currently has close family member(s) living in the community (at least 12 months) who are permanent residents or Canadian citizens | <input type="checkbox"/> <b>2 points</b> |
|  | Candidate has volunteering experience or professional networks in the community  | <input type="checkbox"/> <b>2 points</b> |
|  | Proof of rental/property ownership in the community  | <input type="checkbox"/> <b>2 points</b> |
| <b>Candidate's spouse/common-law partner</b>           | Candidate's spouse/common law partner has work or study experience (6 month minimum) in the community  | <input type="checkbox"/> <b>3 points</b> |
| <b>TOTAL (cannot exceed 25 points)</b>                 |  | <b>_____ points</b>                      |

## FINAL ASSESSMENT

| FINAL ASSESSMENT  |                         |   |
|---|-------------------------|---|
| Eligibility Factor  | <b>Job Offer</b>        | _____ points  |
|   | <b>Work Experience</b>  | _____ points  |
|   | <b>Language</b>         | _____ points  |
|   | <b>Education</b>        | _____ points  |
|   | <b>Intent to Reside</b> | _____ points  |
| <b>TOTAL SCORE</b>  |                         | <b>_____ points</b>   |
| <p>Does the candidate have a total score of <b>50 points</b>, with a minimum of 10 points from each eligibility factor/ category?</p> <p><b>If no</b>, then the candidate does not meet the minimum eligibility requirements for the Pilot.</p> |                         | <input type="checkbox"/> Yes<br><br><input type="checkbox"/> No |
| Notes:  |                         |   |

## SECTOR POINTS – FOR REFERENCE

|    | <b>Priority Sector Name</b>                                  | <b>Points</b> |
|----|--|---------------|
| 1. | Business, Finance & Administration                           | 15            |
| 2. | Health   | 20            |
| 3. | Education, law and social, community and government services | 20            |
| 4. | Sales & Service  | 10            |
| 5. | Trades & Transport   | 20            |
| 6. | Manufacturing & Utilities                                    | 15            |

## NOC/ OCCUPATION POINTS – FOR REFERENCE

|     | <b>NOC</b> | <b>Occupation Name</b>                          | <b>+ Points</b> |
|-----|------------|---|-----------------|
| 1.  | 11100      | Accountants                                     | +10             |
| 2.  | 12200      | Accounting technicians & bookkeepers            | +5              |
| 3.  | 13100      | Administrative Assistant                        | +5              |
| 4.  | 31301      | Registered Nurse                                | +5              |
| 5.  | 32101      | Licensed Practical Nurse                        | +5              |
| 6.  | 33102      | Health Care Aide                                | +5              |
| 7.  | 42201      | Social & Community Service Worker               | +5              |
| 8.  | 42202      | Early Childhood Educator & ECE-Assistant        | +5              |
| 9.  | 44101      | Home Support Worker                             | -               |
| 10. | 60020      | Retail & Wholesale Trade Manager                | +5              |
| 11. | 60030      | Restaurant & Food Service Manager (5% cap)      | +5              |
| 12. | 62200      | Chef  | +5              |
| 13. | 63100      | Insurance Broker                                | +5              |
| 14. | 63200      | Cook  | -               |
| 15. | 63202      | Baker   | -               |
| 16. | 64314      | Front Desk Agent                                | -               |
| 17. | 65200      | Food & Beverage Server (5% cap)                 | -               |
| 18. | 72400      | Construction Millwrights & Industrial Mechanics | +5              |
| 19. | 72410      | Commercial vehicle/ automotive technician       | +5              |
| 20. | 73112      | Painters  | -               |
| 21. | 73300      | Transport truck drivers                         | +5              |
| 22. | 75101      | Material Handler                                | -               |
| 23. | 75110      | Construction trades helpers & labourers         | -               |
| 24. | 94140      | Operators, Food & Beverage Processing           | +5              |
| 25. | 95109      | General Labourers                               | -               |