

Job Offer Grid:

Sector	Occupation Note: EDOs can identify a maximum of 25 occupations and assign points for each.	Total Points	
		Does the candidate have a job offer in a priority sector and identified priority occupation (y/n)?	Combine points for sector and occupation
Sector #1 Business, finance, admin +7 pts	13110 Admin Assistants (14 pts)		
	14100 General Support workers (5 pts)		
Sector #3 Health +10 pts	32101 Practical Nurse (14 pts)		
	33102 Nurse Aids, Orderlies (14 pts)		
	33100 Dental Assistants (8 pts)		
	33101 Medical Laboratory Assistants (8 pts)		
	33103 Pharmacy Assistants (6 pts)		
Sector #4 Education, Law, Community +8 pts	44101 Home Support Worker (15 pts)		
	42202 Early Childhood Educators (15 pts)		
	42201 Social/Community service workers (13 pts)		
	41301 Therapists (7 pts)		
Sector #6 Sales and Service +7 pts	65310 Light Duty Cleaner (11 pts)		
	63200 Cooks (10 pts)		
	62010 Retail Supervisors (10 pts)		
	60020 Retail Trade Managers (9 pts)		
	64100 Retail Sales (9pts)		
	65102 Shelf Stockers, Clerks (8 pts)		
	65201 Food Attendants, Helpers (7 pts)		
	62020 Food Service Supervisors (5 pts)		
Sector #7 Trades, transport and equip +9 pts	75110 Construction Trades/Labourers (13 pts)		
	72400 Millwrights and Mechanics (12 pts)		
	72410 Auto Tech, Mechanics (11 pts)		
	74202 Air Transport Ramp Attendants (8 pts)		
	73300 Short Haul Transport Truck Drivers (8pts)		
	73400 Heavy Equipment Ops (5 pts)		

*Note: this grid is to be filled out by the community.

Human Capital Assessment Grid

Federal Eligibility Criteria	Points
<p>Job Offer: [job title, NOC code] – check the IMM form to ensure job duties align with NOC duties online</p> <ul style="list-style-type: none"> <input type="checkbox"/> Job offer is in priority sector/occupation (based on assessment of job offer grid) <input type="checkbox"/> Full-time, non-seasonal, indeterminate job offer <input type="checkbox"/> Job offer is genuine and valid 	<p><input type="checkbox"/> XX points (between 10 and 25 points)</p> <p>Note: Maximum points should not exceed 25 for job offer category.</p>
<p>Work Experience</p> <p>Note: Work experience must be verified based on reference/experience letter(s) from previous employer(s). If unavailable, verified based on other forms of proof of work experience.</p> <p>If the employee was hired in 2025, proof of job posting (etc) must be shared and looked into. If the employee was hired earlier than 2025, then no proof of job posting is required.</p> <p>Part Time and Full time work is counted. If part time, then add the hours and divide by 1560 to get the number of years.</p>	
1-year of full-time (or part-time equivalent) work experience in the past 3 years OR candidate is international graduate who qualifies for work experience exemption	<input type="checkbox"/> 10 points (minimum)
2 years of full-time (or part-time equivalent) work experience	<input type="checkbox"/> 15 points
3 years of full-time (or part-time equivalent) work experience	<input type="checkbox"/> 20 points
4+ years of full-time (or part-time equivalent) work experience	<input type="checkbox"/> 25 points
<p>For Reference – Minimum Work Experience Requirements:</p> <p>1 year of full-time (or part-time equivalent) related work experience (1,560 hours) in the past 3 years based on job offer</p> <ul style="list-style-type: none"> ○ Job offer is TEER 0 or 1 <ul style="list-style-type: none"> ▪ Work experience must be in TEER 0, 1, 2 or 3 ○ Job offer is TEER 2 <ul style="list-style-type: none"> ▪ Work experience must be in TEER 1, 2, 3 or 4 ○ Job offer is TEER 3 or 4 <ul style="list-style-type: none"> ▪ Work experience must be in TEER 2, 3 or 4 ○ Job offer is TEER 5 <ul style="list-style-type: none"> ▪ Work experience must be in the same 5 digit NOC code. 	

<p>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:</p> <ul style="list-style-type: none"> • NOC 33102 (TEER 3): Nurse aides, orderlies and patient service associates or • NOC 44101 (TEER 4): Home support workers 	
<p>Language – Rural Community Immigration Pilot</p> <p>Note: Candidate must meet language benchmark in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.</p> <p>Check the scores the employer noted align with the printed handout. Use the lowest score of all of those noted.</p> <p>Language score must be within the last year and a half as it has to be under 2 years when they submit to IRCC.</p>	
<p>For TEER 4/5 job offers:</p> <ul style="list-style-type: none"> • CLB/NCLC 4 • CLB/NCLC 5 • CLB/NCLC 6 • CLB/NCLC 7 or higher 	<ul style="list-style-type: none"> <input type="checkbox"/> 10 points (minimum) <input type="checkbox"/> 15 points <input type="checkbox"/> 20 points <input type="checkbox"/> 25 points
<p>For TEER 2/3 job offers:</p> <ul style="list-style-type: none"> • CLB/NCLC 5 • CLB/NCLC 6 • CLB/NCLC 7 • CLB/NCLC 8 or higher 	<ul style="list-style-type: none"> <input type="checkbox"/> 10 points (minimum) <input type="checkbox"/> 15 points <input type="checkbox"/> 20 points <input type="checkbox"/> 25 points
<p>For TEER 0/1 job offers:</p> <ul style="list-style-type: none"> • CLB/NCLC 6 • CLB/NCLC 7 • CLB/NCLC 8 • CLB/NCLC 9 or higher 	<ul style="list-style-type: none"> <input type="checkbox"/> 10 points (minimum) <input type="checkbox"/> 15 points <input type="checkbox"/> 20 points <input type="checkbox"/> 25 points
<p>Language – Francophone Community Immigration Pilot</p>	

Note: Candidate must meet French-language level in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.	
<ul style="list-style-type: none"> • NCLC 5 • NCLC 6 • NCLC 7 • NCLC 8 or higher 	<input type="checkbox"/> 10 points (minimum) <input type="checkbox"/> 15 points <input type="checkbox"/> 20 points <input type="checkbox"/> 25 points
For Reference – Minimum Language Requirements: Rural Community Immigration Pilot <ul style="list-style-type: none"> • CLB/NCLC 4 (for TEER 4/5 job offers) • CLB/NCLC 5 (for TEER 2/3 job offers) • CLB/NCLC 6 (for TEER 0/1 job offers) Francophone Community Immigration Pilot <ul style="list-style-type: none"> • NCLC 5 (regardless of skill level of job offer) 	
Education	
Canadian secondary school or foreign equivalent as demonstrated by educational credential assessment (ECA)	<input type="checkbox"/> 10 points (minimum)
Post-secondary credential (diploma, apprenticeship/trade certificate) minimum one year program	<input type="checkbox"/> 15 points
Bachelor's degree (minimum three year program)	<input type="checkbox"/> 20 points
Master's or PhD	<input type="checkbox"/> 25 points
For Reference – Minimum Education Requirement: <ul style="list-style-type: none"> • Candidate has Canadian secondary school (high school) diploma • Foreign education -- educational credential assessment (ECA) that demonstrates equivalence to Canadian secondary school education or higher 	

<p>Intent to Reside:</p> <ul style="list-style-type: none"> • Candidate submitted written statement of their intent to reside in the community (mandatory). <p>Note: EDO must be satisfied that intent to reside is genuine. If we are satisfied with their written form, then it is a 10, and if not, then it is a 0</p>	<input type="checkbox"/> 10 points (minimum)
<p>Bonus Points (optional - maximum of 15 additional points can be granted, to remain within the 25 point maximum for this category):</p>	
<p>Previous Work/Education in the Community:</p> <ul style="list-style-type: none"> • One year of previous education and/or work experience in the community • Two years of previous education and/or work experience in the community • Three years of previous education and/or work experience in the community 	<input type="checkbox"/> 2 points <input type="checkbox"/> 4 points <input type="checkbox"/> 6 points
<p>Connections to the Community:</p>	
<ul style="list-style-type: none"> • Candidate currently has close family member(s) living in the community (at least 12 months) who are permanent residents or Canadian citizens – proof must be provided 	<input type="checkbox"/> 2 points
<ul style="list-style-type: none"> • Candidate has volunteering experience or professional networks in the community 	<input type="checkbox"/> 2 points
<ul style="list-style-type: none"> • Proof of rental/property ownership in the community 	<input type="checkbox"/> 2 points
<p>Candidate's spouse/common-law partner:</p> <ul style="list-style-type: none"> • Candidate's spouse/common law partner has work or study experience (6 month minimum) in the community – proof required 	<input type="checkbox"/> 3 points
<p>Overall Assessment: does the candidate have a total score of 50 points, with a minimum of 10 points from each category?</p> <p>If no, the candidate does not meet minimum eligibility requirements for the pilot.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No Total score:
<p>Notes:</p>	

