

**Job Offer Grid:**

Sector	Occupation  <b>Note:</b> EDOs can identify a maximum of 25 occupations and assign points for each.	Points		Total Points
		Does the candidate have a job offer in a priority sector and identified <b>priority occupation (y/n)?</b>	Emerging needs: does the candidate have a job offer in a <b>priority</b> sector (but not identified occupation)?	Combine points for sector and occupation
<b>Sector #1 Business, finance, admin</b> +7 pts	13110 Admin Assistants (14 pts)		If XXX sector, identify occupation (+0pts):	
	11102 Financial Advisors (6 pts)			
	14100 General Support workers (5 pts)			
<b>Sector #3 Health</b> +10 pts	31301 Registered Nurse (15 pts)		If XXX sector, identify occupation (+0pts):	
	32101 Practical Nurse (14 pts)			
	33102 Nurse Aids, orderlies (14 pts)			
	31204 Kinesiologists, therapy (8 pts)			
	33103 Pharmacy assistants (6 pts)			
<b>Sector #4 Education, Law, Community</b> +8 pts	44101 Home Support Worker (15 pts)		If XXX sector, identify occupation (+0pts):	
	42202 Early Childhood Educators (15 pts)			
	42201 Social/ community service workers (13 pts)			
	41300 Social Worker (12 pts)			
	41301 Therapists (7 pts)			
<b>Sector #6 Sales and Service</b> +7 pts	65310 Light Duty Cleaner (11 pts)		If xxx sector, identify occupation (+0pts):	
	63200 Cooks (10 pts)			
	62010 Retail Supervisors (10 pts)			
	60020 Retail trade managers (9 pts)			
	64100 Retail Sales (9pts)			

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	65102 Shelf Stockers, clerks (8 pts)			
	65201 Food attendants, helpers (7 pts)			
	62020 Food Service Supervisors (5 pts)			
<b>Sector #7 Trades, transport and equip</b> +9 pts	75110 Construction Trades / Labourers (13 pts)		If XXX sector, identify occupation (+0pts):	
	72400 Millwrights and mechanics (12 pts)			
	72410 Auto Tech, mechanics (11 pts)			
	73400 Heavy Equipment Ops (5 pts)			
<b>Excluded occupations (if applicable)</b>				
<b>XXX sector</b>				

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

## Human Capital Assessment Grid

Federal Eligibility Criteria	Points
<p><b>Job Offer:</b> [job title, NOC code]</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Job offer is in priority sector/occupation (based on assessment of job offer grid)</li> <li><input type="checkbox"/> Full-time, non-seasonal, indeterminate job offer</li> <li><input type="checkbox"/> Job offer is genuine and valid</li> </ul>	<p><input type="checkbox"/> <b>XX points (between 10 and 25 points)</b></p> <p>Note: Maximum points should not exceed 25 for job offer category.</p>
<p><b>Work Experience</b></p> <p><b>Note:</b> 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>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</p>	<p><input type="checkbox"/> <b>10 points (minimum)</b></p>
<p>2 years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> <b>15 points</b></p>
<p>3 years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> <b>20 points</b></p>
<p>4+ years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> <b>25 points</b></p>
<p><b>For Reference – Minimum Work Experience Requirements:</b></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"> <li>○ Job offer is TEER 0 or 1 <ul style="list-style-type: none"> <li>▪ Work experience must be in TEER 0, 1, 2 or 3</li> </ul> </li> <li>○ Job offer is TEER 2 or 3 <ul style="list-style-type: none"> <li>▪ Work experience must be in TEER 1, 2, 3 or 4</li> </ul> </li> <li>○ Job offer is TEER 4 <ul style="list-style-type: none"> <li>▪ Work experience must be in TEER 2, 3 or 4</li> </ul> </li> <li>○ Job offer is TEER 5 <ul style="list-style-type: none"> <li>▪ Work experience must be in the same 5 digit NOC code.</li> </ul> </li> </ul> <p><b>Healthcare exception:</b> 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"> <li>• NOC 33102 (TEER 3): Nurse aides, orderlies and patient service associates or</li> <li>• NOC 44101 (TEER 4): Home support workers</li> </ul>	
<p><b>Language – Rural Community Immigration Pilot</b></p> <p><b>Note:</b> Candidate must meet language benchmark in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.</p>	
<p>For TEER 4/5 job offers:</p> <ul style="list-style-type: none"> <li>• CLB/NCLC 4</li> <li>• CLB/NCLC 5</li> <li>• CLB/NCLC 6</li> <li>• CLB/NCLC 7 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p>For TEER 2/3 job offers:</p> <ul style="list-style-type: none"> <li>• CLB/NCLC 5</li> <li>• CLB/NCLC 6</li> <li>• CLB/NCLC 7</li> <li>• CLB/NCLC 8 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p>For TEER 0/1 job offers:</p> <ul style="list-style-type: none"> <li>• CLB/NCLC 6</li> <li>• CLB/NCLC 7</li> <li>• CLB/NCLC 8</li> <li>• CLB/NCLC 9 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p><b>Language – Francophone Community Immigration Pilot</b></p> <p><b>Note:</b> Candidate must meet French-language level in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.</p>	
<ul style="list-style-type: none"> <li>• NCLC 5</li> <li>• NCLC 6</li> <li>• NCLC 7</li> <li>• NCLC 8 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p><b>For Reference – Minimum Language Requirements:</b></p> <p><b>Rural Community Immigration Pilot</b></p>	

<ul style="list-style-type: none"> <li>• CLB/NCLC 4 (for TEER 4/5 job offers)</li> <li>• CLB/NCLC 5 (for TEER 2/3 job offers)</li> <li>• CLB/NCLC 6 (for TEER 0/1 job offers)</li> </ul> <p><b>Francophone Community Immigration Pilot</b></p> <ul style="list-style-type: none"> <li>• NCLC 5 (regardless of skill level of job offer)</li> </ul>	
<b>Education</b>	
Canadian secondary school or foreign equivalent as demonstrated by educational credential assessment (ECA)	<input type="checkbox"/> <b>10 points (minimum)</b>
Post-secondary credential (diploma, apprenticeship/trade certificate) minimum one year program	<input type="checkbox"/> <b>15 points</b>
Bachelor’s degree (minimum three year program)	<input type="checkbox"/> <b>20 points</b>
Master’s or PhD	<input type="checkbox"/> <b>25 points</b>
<p><b>For Reference – Minimum Education Requirement:</b></p> <ul style="list-style-type: none"> <li>• Candidate has Canadian secondary school (high school) diploma</li> <li>• Foreign education -- educational credential assessment (ECA) that demonstrates equivalence to Canadian secondary school education or higher</li> </ul>	
<p><b>Intent to Reside:</b></p> <ul style="list-style-type: none"> <li>• Candidate submitted written statement of their intent to reside in the community (mandatory).</li> </ul> <p><b>Note:</b> EDO must be satisfied that intent to reside is genuine.</p>	<input type="checkbox"/> <b>10 points (minimum)</b>
<b>Bonus Points (optional - maximum of 15 additional points can be granted, to remain within the 25 point maximum for this category):</b>	
<p><b>Previous Work/Education in the Community:</b></p> <ul style="list-style-type: none"> <li>• One year of previous education and/or work experience in the community</li> </ul>	<input type="checkbox"/> <b>2 points</b>

<ul style="list-style-type: none"> <li>• Two years of previous education and/or work experience in the community</li> <li>• Three year of previous education and/or work experience in the community</li> </ul>	<input type="checkbox"/> <b>4 points</b> <input type="checkbox"/> <b>6 points</b>
<b>Connections to the Community:</b>	
<ul style="list-style-type: none"> <li>• Candidate currently has close family member(s) living in the community (at least 12 months) who are permanent residents or Canadian citizens</li> </ul>	<input type="checkbox"/> <b>2 points</b>
<ul style="list-style-type: none"> <li>• Candidate has volunteering experience or professional networks in the community</li> </ul>	<input type="checkbox"/> <b>2 points</b>
<ul style="list-style-type: none"> <li>• Proof of rental/property ownership in the community</li> </ul>	<input type="checkbox"/> <b>2 points</b>
<b>Candidate's spouse/common-law partner:</b>	
<ul style="list-style-type: none"> <li>• Candidate's spouse/common law partner has work or study experience (6 month minimum) in the community</li> </ul>	<input type="checkbox"/> <b>3 points</b>
<p><b>Overall Assessment:</b> 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"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>  Total score:
<b>Notes:</b>	