

Job Offer Grid:

Sector	Occupation Note: 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 priority occupation (y/n)?	Emerging needs: does the candidate have a job offer in a priority sector (but not identified occupation)?	Combine points for sector and occupation
Sector #1 Business, finance, admin +7 pts	13110 Admin Assistants (14 pts)		If XXX sector, identify occupation (+0pts):	
	11102 Financial Advisors (6 pts)			
	14100 General Support workers (5 pts)			
Sector #3 Health +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)			
Sector #4 Education, Law, Community +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)			
Sector #6 Sales and Service +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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		Does the candidate have a job offer in a priority sector and identified priority occupation (y/n)?	Emerging needs: does the candidate have a job offer in a priority sector (but not identified occupation)?	
	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)		If XXX sector, identify occupation (+0pts):	
	72400 Millwrights and mechanics (12 pts)			
	72410 Auto Tech, mechanics (11 pts)			
	73400 Heavy Equipment Ops (5 pts)			
Excluded occupations (if applicable)				
XXX sector				

*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]</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>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</p>	<p><input type="checkbox"/> 10 points (minimum)</p>
<p>2 years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> 15 points</p>
<p>3 years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> 20 points</p>
<p>4+ years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> 25 points</p>
<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 or 3 <ul style="list-style-type: none"> ▪ Work experience must be in TEER 1, 2, 3 or 4 ○ Job offer is TEER 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>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> <p>Note: 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"> • NCLC 5 • NCLC 6 • NCLC 7 • 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 Reference – Minimum Language Requirements:</p> <p>Rural Community Immigration Pilot</p>	

<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) <p>Francophone Community Immigration Pilot</p> <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
<p>For Reference – Minimum Education Requirement:</p> <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.</p>	<input type="checkbox"/> 10 points (minimum)
Bonus Points (optional - maximum of 15 additional points can be granted, to remain within the 25 point maximum for this category):	
<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 	<input type="checkbox"/> 2 points

<ul style="list-style-type: none"> • Two years of previous education and/or work experience in the community • Three year of previous education and/or work experience in the community 	<input type="checkbox"/> 4 points <input type="checkbox"/> 6 points
Connections to the Community:	
<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 	<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
Candidate's spouse/common-law partner:	
<ul style="list-style-type: none"> • Candidate's spouse/common law partner has work or study experience (6 month minimum) in the community 	<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:
Notes:	