




2026 Candidate Intake Briefing

Preparing Designated Employers for the
April 2026 Candidate Recommendation Intake

Northeast BC — Rural Community Immigration Pilot



Territorial Acknowledgment

We acknowledge that we live and work on the traditional territory of the Treaty 8 Nations, including the Cree, Dene, Dane-zaa (Beaver), and Métis peoples.

We recognize and honour the longstanding relationship between Indigenous Peoples and this land, and we offer this acknowledgment as an act of reconciliation and gratitude.

Introductions & Housekeeping



Fanni De Maio

RCIP Coordinator | Community Futures Peace
Liard



Erika Liu

Office Administrator | Community Futures Peace
Liard

Microphones Disabled

Your microphones are disabled to minimize background noise.

Questions Welcome!

Use the chat to submit your questions at any time — we'll address them during the dedicated Q&A period at the end.

Session Agenda

Approx. 1 hour | 10–15 minutes reserved for Q&A

- | | | |
|----------|---|-----------|
| 1 | Intake Timeline & Key Rules | 5 min |
| 2 | Federal Eligibility Requirements | 20 min |
| 3 | Understanding the Scoring Grid | 10 min |
| 4 | Required Documents & Common Mistakes | 10 min |
| 5 | How Applications Are Processed | 5 min |
| 6 | Questions & Discussion | 10–15 min |



Intake Timeline & Key Rules

What you need to know before applying

Intake Timeline & Key Dates

INTAKE OPENS

April 1, 2026

12:00 PM MST

INTAKE CLOSES

April 7, 2026

12:00 PM MST

- Portal link emailed to Designated Employers ~2 days before opening
- Submit through the official SimpleSurvey portal only
- **Do NOT send applications by email — they will not be accepted**

Important Rules for This Intake

One Application Per Employer

Only ONE application per Designated Employer at April intake. Same legal name and CRA business number = one application. Cap may be lifted later if allocations remain.

Recruiting Requirement

If the candidate is not currently employed by you, demonstrate efforts to recruit a Canadian citizen or permanent resident before extending the offer.

60 Allocations for 2026

Northeast BC – Peace Liard region: up to 60 candidate recommendations. Additional may become available in the fall.



Federal Eligibility Requirements

The 7 requirements every candidate must meet

The 7 Federal Eligibility Requirements

1 Offer of Employment

2 Work Experience (or Exemption)

3 Education

4 Language Proficiency

5 Settlement Funds

6 Intent to Reside

7 Community Recommendation

1. Offer of Employment

1

Genuine Offer

From a designated employer that carries on business in the community

2

Full-Time & Permanent

Non-seasonal, no end date on the contract

3

75% in Community

Candidate must perform at least 75% of work within community boundaries

4

Competitive Wage

Above or within the range for that occupation on Job Bank for the region

Long-haul truck drivers who work mostly outside the community are not eligible. Local transport truck drivers (NOC 73300) are eligible.
Verify wages at: jobbank.gc.ca/trend-analysis/search-wages

2. Work Experience & TEER Matching

- 1 year full-time (or PT equivalent) in the past 3 years, at a similar TEER level
- Employed by third party (not self-employed, unless medical practitioner)
- If in Canada: must have had temporary resident status and work authorization

Job Offer TEER	Required Work Exp TEER
TEER 0 & 1	TEER 0, 1, 2, or 3
TEER 2	TEER 1, 2, 3, or 4
TEER 3 & 4	TEER 2, 3, or 4
TEER 5	Same 5-digit NOC code

International Graduate Exemption

Work experience not required if:

- Full-time student at publicly-funded post-secondary in the community (NLC)
- Obtained credential within 18 months of applying for PR

2yr+ program (16 of 24 months present in community)

Tip: The TEER level is the 2nd digit of the 5-digit NOC code. For example, NOC **72410** → TEER **2**. Look up your candidate's NOC code and TEER level at: noc.esdc.gc.ca

Training, Education, Experience and Responsibilities (TEER) categories classify occupations by the level of training or education typically required.

3. Education

Candidate must have one of the following:

Option A

A Canadian secondary (high school) or post-secondary certificate, diploma, or degree

Option B

A completed foreign credential with an [ECA from an IRCC-approved agency](#) confirming equivalency to Canadian education

Important: The ECA must be less than five years old at the time it is submitted with the application to IRCC.

4. Language Proficiency (RCIP)

Job Offer TEER	Min CLB/NCLC
TEER 0 & 1	CLB/NCLC 6
TEER 2 & 3	CLB/NCLC 5
TEER 4 & 5	CLB/NCLC 4

- Must meet minimum in all four: Reading, Writing, Listening, Speaking
- **The lowest score across all four is used (not the average) to calculate points**
- Test results must be < 2 years old at date of application to IRCC
- Go to this link to find your CLB/NCLC level for your test results: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-franco-pilots/rural-immigration/eligibility/language-test.html>

5. Settlement Funds & 6. Intent to Reside

5. Settlement Funds

Required only if not working in Canada

Must be 50% of current [LICO for rural areas](#)

IRCC verifies — not EDOs or employers

6. Intent to Reside

Written statement by candidate

Knowledge of and ties to community, job, employer, future plans to settle.

Please avoid using AI to complete this form

The 7th requirement — Community Recommendation — is what you are applying for.



Understanding the Scoring Grid

Scoring Grid Overview

Min: 50 points total (10 per category). Max 25 per category.

Job Offer

10 – 25 pts

Sector + Occupation

Work Experience

10 – 25 pts

1–4+ years scale

Language

10 – 25 pts

CLB above minimum

Education

10 – 25 pts

High school to PhD

Intent to Reside

10 – 25 pts

Statement + bonus

MIN

50

points to enter pool

Scoring: Job Offer Points

Job Offer score = Sector + Occupation points (max 25)

#	Sector	Pts
1	Health	12
2	Education, Law, Social & Govt	11
3	Trades & Transport	10
4	Natural Resources & Agriculture	10
5	Business, Finance & Admin	9
6	Sales & Service	7

Sample Occupations	Pts
Aircraft Mechanics / Air Pilots	15
Pharmacy Tech / Early Childhood Educator	13
Accounting Tech / Admin Officer	10
Auto Service Tech / IT Specialist	10
Cooks / Food/Retail Managers	8
Cashier / Front Desk / Cleaner	3

Scoring: Human Capital Points

Work Exp	Pts
1yr (min)	10
2 years	15
3 years	20
4+ years	25

Language	T0/1	T2/3	T4/5
10 (min)	CLB6	CLB5	CLB4
15 pts	CLB7	CLB6	CLB5
20 pts	CLB8	CLB7	CLB6
25 pts	CLB9+	CLB8+	CLB7+

Education	Pts
High school	10
Post-sec (1yr+)	15
Bachelor's (3yr+)	20
Master's/PhD	25

Language = lowest of four categories. Post-degree diplomas = college-level (15 pts), not Master's.

Scoring: Intent to Reside & Bonus Points

Written statement = 10 pts (mandatory) | Up to 15 bonus points (max 25)

Bonus Factor	Pts
1yr previous work/education in community	2
2yrs previous work/education in community	4
3yrs previous work/education in community	6
Close family member (PR/citizen) in community 12+ months	2
Volunteering experience OR professional networks	2
Proof of rental or property ownership in community	2
Spouse/partner has 6+ months work or study in community	3

Close family = spouse, parent, child, sibling, grandparent, grandchild only.

Volunteering: min. 15 hours with a legitimate org/event in NE BC. Combined hours from multiple orgs accepted. Points for volunteering OR professional networks — not both.



Required Documents & Common Mistakes

Required Documents Checklist

#	Document
1	Recommendation Application Form
2	Language Test Results
3	Proof of Education (include ECA if foreign credentials)
4	Intent to Reside Form — completed by candidate
5	IMM 0247 — Offer of Employment (RCIP)
6	IMM 0248 Schedule 1 — Rural Community Immigration Pilot
7	Proof of Previous Relevant Work Experience
8	Copy of passport/travel document bio page

All sections must be filled out. Write "N/A" if not applicable. Adobe Acrobat Fill & Sign recommended.

Supporting Documentation Details

Employer Reference Letters Must Include:

- Specific period of employment (from/to dates)
- Description of main duties & responsibilities
- Corresponding NOC code (if known)
- Hourly wages
- Number of hours worked to date
- Employer's name, signature, full address, telephone and email

Also include: T4 tax slips, Notice of Assessment, work contracts, and pay stubs where applicable.

Intent to Reside — Bonus Point Docs:

- Work/Education: employment letters, T4s, transcripts
- Volunteering: letter confirming 15+ hrs (dates, duties, signature)
- Professional networks: active membership letter from local org
- Rental: signed lease + ID/utility bills at same address
- Property: mortgage statement or purchase agreement
- Spouse work/study: employment letter + marriage cert.
- Family member: birth/marriage cert. + PR card/passport + proof of 12+ months residence

Volunteering: min. 15 hrs with legitimate org in NE BC. Combined hours from multiple orgs accepted.

Portal Upload Guidelines

File Naming Convention

Last Name – First Name – Document Type – #

Example: Wong - John - Proof of Education - 1

Maximum File Size

2 MB per file

Maximum Attachments

5 files per question

- Accepted: PDF, JPG, JPEG, PNG, DOC, DOCX
- More than 5 files? Upload extras under "Additional Documents (Optional)"
- **After submitting, save the confirmation screen. No confirmation emails will be sent.**

Fraud & Misrepresentation

Fraud and misrepresentation will not be tolerated under any circumstances.

All documents must be true, complete, and verifiable. If there is any evidence of fraud:

Application Denied

Refused immediately.

Employer Designation at Risk

Employer designation may be revoked — preventing future RCIP participation.

We reserve the right to request additional documentation and verify all information submitted.

Applications Will NOT Be Considered If:

- Incomplete or contain errors or omissions
- Fail to meet federal eligibility requirements
- Contain false or misleading information

How Applications Are Processed

60

Allocations

Up to 60 recommendations for NE BC – Peace Liard in 2026. Additional may become available in the fall.

Pool

Model

Applications are scored and ranked. Highest-ranking candidates in each sector are reviewed by the Selection Committee.

20%

Discretionary

Up to 20% of allocations may go to discretionary NOC codes outside the eligible 25 (sector points only).

Capped NOC Codes

Cap

Food Service Manager (60030)

5%

Food Service Supervisor (62020)

5%

Cashier (65100)

5%

Retail Sales Supervisor (62010)

5%

Useful Links & Resources

NOC & Wages

NOC Code Lookup

noc.esdc.gc.ca

Find your candidate's NOC code and TEER level

Job Bank Wage Search

jobbank.gc.ca/trend-analysis/search-wages

Verify the offered wage meets or exceeds the minimum for the NOC in your region

Education & Language

ECA Approved Organizations

canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-franco-pilots/rural-immigration/eligibility/education-assessment.html

List of IRCC-approved credential assessment agencies

Language Test Equivalencies

canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-franco-pilots/rural-immigration/eligibility/language-test.html

CLB/NCLC equivalency charts for IELTS, CELPIP, TEF, TCF

IRCC Forms & Guides

IMM 0247 — Offer of Employment

canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-franco-pilots/rural-immigration/eligibility/job-offer.html

Offer of Employment form — click "Show instructions" for step-by-step guidance

IMM 0248 — Schedule 1

canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-franco-pilots/rural-immigration/eligibility.html

Rural Community Immigration Pilot schedule form

Program Info

NE BC RCIP Website

nebcimmigration.ca/employers

Program details, updates, and employer resources

RCIP Eligibility Overview

canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/rural-franco-pilots/rural-immigration/eligibility.html

Federal eligibility requirements for the Rural Community Immigration Pilot



Questions?

Thank you for your time and commitment to the RCIP.

www.nebcimmigration.ca/employers | info@nebcimmigration.ca

Employers can reach out to IRCC's Dedicated Service Channel for support on navigating the pilots or finding other immigration pathways to support their business:

IRCC.promotion-promotion.IRCC@cic.gc.ca