

## Pictou County RCIP Recommendation Scoring Grids 2025

### Scoring and pool system

- Each application will be assessed, then assigned a total score, and applications that meet the minimum requirements will be placed in the application pool.
- To be eligible to enter the pool, each application would have to meet the minimum overall score of 50 points by meeting the minimum score for each eligibility factor (i.e. 10 points each for job offer, language, education, work experience, intent to reside). Note that the maximum score for a single eligibility factor is 25 points.
- The Pictou County Partnership will pull the highest scoring candidates from the pool at the end of each month where a recommendation intake is scheduled, or until the annual allocations have been met. Approximately 10 recommendations will be made each intake period in 2025, or until the annual allocations have been met.

### Job Offer Grid:

Occupation  <b>Note:</b> EDOs can identify a maximum of 25 occupations and assign points for each.	Total Points
	Job offers with an employer in a priority sector and identified priority occupations – combined points
12200 Accounting Technicians and bookkeepers	20 points
31120 Pharmacists	25 points
32124 – Pharmacy technicians	25 points
33103 – Pharmacy technical assistants and pharmacy assistants	20 points
21211 Data scientists	25 points
21220 – Cybersecurity specialists	25 points
21221 – Business systems specialists	25 points
21223 – Database analysts and data administrators	25 points
21232 – Software developers and programmers	25 points
62010 – Retail sales supervisors	15 points
60030 – Restaurant and food service managers	10 points
63200 – Cooks	20 points
72102 – Sheet metal workers	25 points
72205 – Telecommunications equipment installation and cable television service technicians	20 points
72300 – Plumbers	25 points
72310 – Carpenters	25 points
72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers	20 points
73102 – Plasterers, drywall installers and finishers and lathers	20 points
73110 – Roofers and shinglers	20 points
73200 – Residential and commercial installers and servicers	20 points
73401 – Printing press operators	20 points

Occupation	Total Points
	Job offers with an employer in a priority sector and identified priority occupations – combined points
<b>Note:</b> EDOs can identify a maximum of 25 occupations and assign points for each.	
92014 – Supervisors, forest products processing	25 points
94124 – Woodworking machine operators	20 points
94129 – Other wood processing machine operators	20 points
94112 – Rubber processing machine operators and related workers	20 points

### Human Capital Assessment Grid

Federal Eligibility Criteria	Points
<b>Job Offer:</b> [job title, NOC code] <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>	<input type="checkbox"/> <b>XXX points (between 10 and 25 points)</b> <p>Note: Maximum points should not exceed 25 for job offer category.</p>
<b>Work Experience</b> <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>	
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	<input type="checkbox"/> <b>10 points (minimum)</b>
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>
<b>For Reference – Minimum Work Experience Requirements:</b> <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> </ul>	

<ul style="list-style-type: none"> <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 style="text-align: center;"><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"/> <b>10 points (minimum)</b></li> <li><input type="checkbox"/> <b>15 points</b></li> <li><input type="checkbox"/> <b>20 points</b></li> <li><input type="checkbox"/> <b>25 points</b></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"/> <b>10 points (minimum)</b></li> <li><input type="checkbox"/> <b>15 points</b></li> <li><input type="checkbox"/> <b>20 points</b></li> <li><input type="checkbox"/> <b>25 points</b></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"/> <b>10 points (minimum)</b></li> <li><input type="checkbox"/> <b>15 points</b></li> <li><input type="checkbox"/> <b>20 points</b></li> <li><input type="checkbox"/> <b>25 points</b></li> </ul>
<p><b>Language – Francophone Community Immigration Pilot</b></p>	

<b>Note:</b> 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"> <li>• NCLC 5</li> <li>• NCLC 6</li> <li>• NCLC 7</li> <li>• NCLC 8 or higher</li> </ul>	<input type="checkbox"/> <b>10 points (minimum)</b> <input type="checkbox"/> <b>15 points</b> <input type="checkbox"/> <b>20 points</b> <input type="checkbox"/> <b>25 points</b>
<b>For Reference – Minimum Language Requirements:</b>  <b>Rural Community Immigration Pilot</b> <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> <b>Francophone Community Immigration Pilot</b> <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"/> 15 points
Bachelor's degree (minimum three year program)	<input type="checkbox"/> 20 points
Master's or PhD	<input type="checkbox"/> 25 points
<b>For Reference – Minimum Education Requirement:</b> <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>	

<b>Intent to Reside:</b> <ul style="list-style-type: none"> <li>• Candidate submitted written statement of their intent to reside in the community (mandatory).</li> </ul> <b>Note:</b> EDO must be satisfied that intent to reside is genuine.	<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>	
<b>Previous Work/Education in the Community:</b> <ul style="list-style-type: none"> <li>• One year of previous education and/or work experience in the community</li> <li>• Two years of previous education and/or work experience in the community</li> <li>• Three years of previous education and/or work experience in the community</li> </ul>	<input type="checkbox"/> 2 points <input type="checkbox"/> 4 points <input type="checkbox"/> 6 points
<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"/> 2 points
<ul style="list-style-type: none"> <li>• Candidate has volunteering experience or professional networks in the community</li> </ul>	<input type="checkbox"/> 2 points
<ul style="list-style-type: none"> <li>• Proof of rental/property ownership in the community</li> </ul>	<input type="checkbox"/> 2 points
<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"/> 3 points
<b>Overall Assessment:</b> does the candidate have a total score of 50 points, with a minimum of 10 points from each category?  If no, the candidate does not meet minimum eligibility requirements for the pilot.	<input type="checkbox"/> Yes <input type="checkbox"/> No  Total score:
Notes:	