

Once you have determined that you meet the eligibility criteria in one of the two categories, you must also meet **all minimum requirements** for the Nova Scotia Demand: Express Entry stream, obtain sufficient points under the selection factors, and meet the Minimum Funds requirement.

Meeting minimum requirements

To be eligible for the Nova Scotia Demand: Express Entry stream, you need to meet the following three minimum requirements:

- Valid foreign diploma, certificate or credential and its educational credential assessment (ECA) by a designated body or valid Canadian educational credential.
- A minimum of 1 year of full-time (or equivalent part-time) paid work experience (in Canada or international) in the last 6 years in NOC 2016 Skill Type 0, Skill Level A or B.
- Valid English or French language test results from a designated agency IELTS (General training test only); CELPIP (General test only); or TEF demonstrating CLB 7 in each of the 4 language abilities (reading, writing, listening and speaking).

If you do not meet these requirements, do not apply at this time.

Obtaining sufficient points under the selection factors

If you do not fall under any of the When Not to Apply categories, and you have the three minimum requirements for the Nova Scotia Demand: Express Entry stream, you may proceed to determine if you score **67 points or more** out of 100 from the following **six selection factors**.

| Selection factor | Points |
|--|--------------------|
| Factor 1: Education | Maximum 25 points |
| Factor 2: Ability in English and/or French | Maximum 28 points |
| Factor 3: Work experience | Maximum 15 points |
| Factor 4: Age | Maximum 12 points |
| Factor 5: Arranged employment in Nova Scotia | Maximum 10 points |
| Factor 6: Adaptability | Maximum 10 points |
| Total | Maximum 100 points |
| Pass mark: | 67 Points |

If you are ineligible within factors 1 to 4 or have a score less than 67 points you do not qualify for Nova Scotia Demand: Express Entry stream. Do not apply at this time.

Factor 1: Education (maximum of 25 points)

You must submit a completed Canadian secondary or post-secondary educational credential

OR

A completed foreign educational credential from a recognized institution or authority **AND** an Educational Credential Assessment (ECA) issued by an organization designated by IRCC.

If you do not submit this documentation when you apply, your application is not complete and will be refused.

Educational Credential Assessments (ECAs)

An ECA is used to verify that your foreign degree, diploma, certificate (or other proof of your educational credential) is valid and equal to a completed credential in Canada. The ECA will also indicate the authenticity of your foreign educational credential(s).

When you apply with a foreign educational credential, an ECA **must**:

- Be included with your application along with proof of your foreign credential
- Be issued on or after the date the organization was designated by IRCC. For more information and a list of organizations designated by IRCC, visit: <http://www.cic.gc.ca/english/immigrate/skilled/assessment.asp>
- Meet IRCC format and content requirements
- Not be more than five years old on the date that NSOI receives your application and at submission of a complete application for permanent residence to IRCC
- Show your credential is equal to a completed Canadian credential
- If you use World Education Services (WES) to complete your ECA, select the Nova Scotia Office of Immigration as the recipient of your WES report.

Using your Educational Credentials and ECA

You may receive points for your education based on your highest completed Canadian educational credential(s) or the results of your ECA indicating the equivalency of your completed foreign educational credential(s) to completed Canadian educational credential(s):

| Education | Points |
|--|------------|
| University degree at the Doctoral (PhD) level | 25 |
| University degree at the Master’s level OR University level entry-to-practice professional degree or equal For entry-to-practice professional degrees, the degree program must have been in: medicine, veterinary medicine, dentistry, optometry, podiatry, law, chiropractic medicine, or pharmacy AND The related occupation must be: <ul style="list-style-type: none"> • NOC 2016 Skill Level A, and • licensed by a provincial regulatory body | 23 |
| Two or more post-secondary degrees or diplomas (at least one must be for a program of at least three years) | 22 |
| Post-secondary degree or diploma for a program of three years or longer | 21 |
| Post-secondary degree or diploma for a two-year program | 19 |
| Post-secondary degree or diploma for a one-year program | 15 |
| Secondary school diploma (high school graduation) | 5 |
| Less than secondary school (high school) | Ineligible |

Before you apply, confirm that the outcome on your ECA matches one of the assessment outcomes identified in the table at http://www.cic.gc.ca/english/information/applications/guides/pdf/ECA_table_EN.pdf

Factor 2: Language Ability in English and/or French (maximum of 28 points)

You must demonstrate that you meet the minimum level of language proficiency set by the NSOI by providing proof of your proficiency in each of the four language abilities (listening, speaking, reading and writing) in English or French. If you wish to be awarded points for your proficiency in **both** official languages, you must include the results of your official English and French language proficiency tests with your application.

All language test results must not be more than 2 years old at the time of application to NSOI. Language test results must remain valid throughout the assessment process with NSOI and remain valid at time of submission of a complete application for permanent residence to IRCC.

When you submit your application to NSOI:

- Do not request that your language test result be sent directly to NSOI
- Do not submit the original to NSOI, keep this for your records

We will not process your application if you do not include one of these recognized language test results:
English

- CELPIP: Canadian English Language Proficiency Index Program (**General test only**)
- IELTS: International English Language Testing System (**General Training test only**)

French

- TEF: Test d'évaluation de français

Calculate your language points

To determine your language proficiency, your test results will be matched to the Canadian Language Benchmarks/Niveaux de compétence linguistique canadiens (CLB/NCLC). You must meet the minimum level of **CLB 7** (for your first official language in each of the four language areas). **To use your test results to determine your CLB level, visit:** <http://www.cic.gc.ca/english/resources/tools/language/charts.asp>

To receive points for your second official language, you must meet the minimum level of **CLB 5** (in each of the four language areas). You can only get four points in total for basic-level skills in your second official language, and only if you have a score of at least CLB 5 in each of the four language abilities.

| First official language | Points | | | |
|-------------------------|-----------------------|-----------|---------|---------|
| | Speaking | Listening | Reading | Writing |
| CLB level 9 or higher | 6 | 6 | 6 | 6 |
| CLB level 8 | 5 | 5 | 5 | 5 |
| CLB level 7 | 4 | 4 | 4 | 4 |
| Below CLB 7 | Not eligible to apply | | | |

| Second official language | Points |
|--|--------|
| At least CLB 5 in each of the four abilities | 4 |
| CLB 4 or less in any of the four abilities | 0 |

Note: English is the predominant language spoken in Nova Scotia, but the province is also home to a large French-speaking community. Nova Scotia's French-Language Services Act provides for the delivery of French language services by designated departments, offices and agencies of Government, however, private sector services are not required to provide French language delivery. This should be taken into account when considering adaptability into a community.

Factor 3: Work experience (maximum of 15 points)

Your work experience in Canada or international must be:

- at least one year (1,560 hours), continuous full-time or an equal amount in continuous part-time
- paid work (volunteer work and unpaid internships do not count)
- in the same occupation, and
- within the last 6 years before your application to NSOI and at application for permanent residence to IRCC, and
- in NOC 2016¹ Skill Type 0, Skill Level A or B (if no arranged employment, paid work experience must be one of the opportunity occupations identified in this guide)

To demonstrate work experience, letters of reference from all employers for the past 6 years are required and must include all of the following in one document;

Letters must:

- be written on company letterhead
- be signed by the responsible human resources officer, supervisor, or manager
- show company's full address, telephone and fax numbers, e-mail and website addresses be stamped with the company's official seal (if applicable)

Letters must include all the following information:

- the specific period of your employment with the company
- the positions you have held during the period of employment and time spent in each position
- your main responsibilities and duties in each position
- your annual salary plus benefits in each position
- the number of hours worked per week in each position
- proof that you have performed the actions described in the lead statements for the occupation as set out in the occupational description of the NOC 2016, and proof that you have performed a substantial number of the main duties, as set out in the occupational description of NOC 2016 of your identified NOC code.

If you do not show that your experience meets the description in the NOC 2016, we will refuse your application.

To help you identify the NOC code(s) for your work experience visit: <http://noc.esdc.gc.ca/English/home.aspx>

Note: self-employed individuals must provide documentation from 3rd party individual(s) indicating the service provided along with payment details. Self-declared main duties or affidavits are not acceptable evidence of work experience.

| Work Experience | Points |
|------------------|------------|
| Less than 1 year | Ineligible |
| 1 year | 9 |
| 2-3 years | 11 |
| 4-5 years | 13 |
| 6 or more | 15 |

¹ The National Occupational Classification (NOC) is a system used to classify jobs in the Canadian economy. It describes duties, skills and work setting for different jobs. NSOI uses the 2016 edition of the NOC to assess Nova Scotia Demand: Express Entry applications.

Factor 4: Age (maximum of 12 points)

You will receive points for your age on the date that NSOI receives your complete application and on date of submission of a complete application for permanent residence to IRCC.

| Age | Points |
|--------------------------|------------|
| Under 18 years of age | Ineligible |
| 18-35 years of age | 12 |
| 36 years of age | 11 |
| 37 years of age | 10 |
| 38 years of age | 9 |
| 39 years of age | 8 |
| 40 years of age | 7 |
| 41 years of age | 6 |
| 42 years of age | 5 |
| 43 years of age | 4 |
| 44 years of age | 3 |
| 45 years of age | 2 |
| 46 years of age | 1 |
| 47 years of age or older | 0 |

Factor 5: Arranged employment in Nova Scotia (maximum of 10 points)

To receive points for arranged employment you must have a valid job offer from a Nova Scotia employer and, NSOI must be satisfied that you can perform the job offered to you. If the occupation is regulated in Nova Scotia, NSOI must be satisfied that you can be expected to qualify for licensing/certification in Nova Scotia.

A valid job offer must be:

- made by one employer
- for continuous, paid, full-time work (at least 30 hours a week),
- for work that is:
 - located in Nova Scotia
 - for at least one year after your permanent resident visa is issued
 - not seasonal, and
 - in a job that is Skill Type 0, or Skill Levels A or B of the 2016 National Occupational Classification (NOC)

The job must:

- have compensation in the form of salary and benefits package that meets provincial employment standards and **prevailing median wage rates** (see http://www.workingincanada.gc.ca/search_occupation-eng.do),
- be a position which has a shortage of qualified permanent residents or Canadian citizens to fill the position, and
- not contravene any existing bargaining unit agreements or be involved in any employment disputes

Additionally, you must meet one of the following:

- The employer making you the job offer has a valid positive Labour Market Impact Assessment (LMIA) from Employment and Social Development Canada that approves the offer and names you and your position

OR

- You are currently working in Canada in a NOC 0, A or B job on a work permit that was issued based

on a Labour Market Impact Assessment, and

- you are working for an employer listed on your work permit,
- you are authorized to work in Canada on the day you apply for a permanent resident visa, and when the visa is issued, and
- your current employer made you an offer to give you a full-time job for at least one year if you are accepted as a permanent resident

OR

- You have a valid work permit for a NOC 0, A or B job that is exempt from needing an LMIA, and you:
 - are currently working for the employer specified on the work permit
 - have one year of full-time work experience (or an equal amount of part-time work) for that employer and
 - have a valid job offer from that employer for at least one year after your permanent resident visa is issued.

Note: You cannot get a Labour Market Impact Assessment from Employment and Social Development Canada (ESDC). Your employer must do this for you.

Criteria and Requirements for the Employer (if applicable, for arranged employment)

| Criteria | Eligibility Requirements |
|----------------------------|--|
| Registration status | The business must have a permanent establishment in Nova Scotia. ² NSOI accepts applications from workers with employers in the public sector and not-for-profit organizations with a permanent establishment in Nova Scotia. A not-for-profit organization must be registered under the Societies Act and demonstrate financial ability and stability to support the position on a long-term basis. |
| Operational status | The employer’s business must have been in continuous active operation for at least two years in Nova Scotia. |
| Business practices | Employer must be in good standing with provincial occupational health and safety and labour authorities and not be in violation of the Immigration, Refugee and Protection Act (IRPA) or Immigration, Refugee and Protection Regulations (IRPR). If your occupation is NOC 2016 skill level B, your employer may require a Nova Scotia Employer Registration Certificate from Nova Scotia Labour Standards. |

² Permanent establishment” has the meaning contained in the Income Tax Act, Canada.

| | |
|-----------------------------------|--|
| <p>Job offer</p> | <p>The employer must make a valid job offer (offer of arranged employment). A valid job offer must be:</p> <ul style="list-style-type: none"> • made by one employer • for continuous, paid, full-time work (at least 30 hours a week) • for work that is: <ul style="list-style-type: none"> ○ located in Nova Scotia ○ for at least one year after your permanent resident visa is issued ○ not seasonal, and ○ in a job that is Skill Type 0, or Skill Levels A or B of the 2016 National Occupational Classification (NOC) <p>The job must:</p> <ul style="list-style-type: none"> • have compensation in the form of salary and benefits package that meets Provincial employment standards and prevailing median wage rates (see http://www.workingincanada.gc.ca/search_occupation-eng.do), • be a position which has a shortage of qualified permanent residents or Canadian citizens to fill the position, and • not contravene any existing bargaining unit agreements or be involved in any employment disputes |
| <p>Recruitment efforts</p> | <p>The employer must provide a copy of a current Labour Market Impact Assessment (LMIA)</p> |

Support and Retention Plan

When reviewing an application, NSOI will consider the employer’s support to the employee. Supports may consist of financial or non-financial assistance such as covering or contributing to immigration fees, accommodation/housing, and referrals to settlement services agencies or language classes. Examples of employer retention activities include settlement assistance, bonuses or incentives, career training plans, benefits packages and advancement opportunities.

Workplace and Business Practices

The employer’s business must demonstrate good workplace and business practices, including compliance with employment, immigration, health and safety standards and regulations. NSOI prohibits employers from making deductions from wages or salaries for business costs such as bringing a foreign worker to Canada. Employment agencies and similar placement firms cannot act as an employer under the NSNP unless they are establishing a full-time, continuous employer-employee relationship with the applicant for at least one year after a permanent resident visa is issued. Violation of these obligations will result in the Nova Scotia Office of Immigration’s refusal to accept NSNP applications by workers employed with such employers.

Factor 6: Adaptability (maximum of 10 points)

You will receive points if you can show that you or your spouse/common-law partner have experience and abilities that will help you adapt to living in Nova Scotia.

Even if you qualify for points under several criteria, you can only receive a maximum of 10 points for adaptability. You cannot claim points for a spouse who is a permanent resident living in Canada or a Canadian citizen.

You must provide proof that you or, if applicable, your spouse/common-law partner meet adaptability criteria to obtain points. Refer to the Document Checklist for more information.

| Adaptability | Points |
|---|--------|
| A. Arranged employment (principal applicant only) You earned points under Factor 5: Arranged Employment. | 5 |
| B. Your previous study in Nova Scotia You completed at least two academic years of full-time study (in a program of at least two years in duration) at a secondary or post-secondary school in Nova Scotia in the past five years. Full-time study means at least 15 hours of classes per week, and you must have remained in good academic standing (as defined by the school) during the period of full-time study in Nova Scotia. | 5 |
| C. Your accompanying spouse or common-law partner's previous study in Nova Scotia Your accompanying spouse or common-law partner completed at least two academic years of full-time study (in a program of at least two years in duration) at a secondary or post-secondary school in Nova Scotia in the past five years. Full-time study means at least 15 hours of classes per week, and your accompanying spouse or common-law partner must have remained in good academic standing (as defined by the school) during the period of full-time study in Nova Scotia. | 5 |
| D. Your previous work in Nova Scotia You completed a minimum of one year of authorized, full-time work in Nova Scotia in an occupation in Skill Type 0, Skill Level A or B of NOC 2016 in the past five years. | 10 |
| E. Your accompanying spouse or common-law partner's previous work in Nova Scotia Your accompanying spouse or common-law partner completed a minimum of one year of authorized, full-time work in Nova Scotia in the past five years. | 5 |
| F. Relatives in Nova Scotia You or, if applicable, your accompanying spouse or common-law partner have a relative, (parent, grandparent, brother/sister, aunt/uncle or niece/nephew), who is 19 years of age or older as of the date we receive your application, and who is a Canadian citizen of permanent resident residing in Nova Scotia. | 5 |
| G. Your accompanying spouse or common-law partner's level of language proficiency Your accompanying spouse or common-law partner's level of language proficiency in either English or French is at the CLB 4 level or higher in all four language abilities (speaking, listening, reading and writing). To receive points for your spouse or common-law partner's language proficiency, you must submit a copy of the language test results from a designated testing agency with your application. Your spouse or common-law partner's language test results must not be more than two years old at the time of application to NSOI. Language test results must remain valid throughout the assessment process with NSOI <u>and</u> remain valid at time of submission of a complete application for permanent residence to IRCC. | 5 |

Settlement requirements

Proof of Funds

You must show that you have sufficient funds to successfully establish yourself and your family in Nova Scotia and to pay your immigration costs and travel expenses (if applicable) at the time of application to NSOI and your application for permanent residency to IRCC (as well as at Express Entry profile submission stage).

The amount of money you need to demonstrate to NSOI to support your family is determined by the size of your family, as shown here: <http://www.cic.gc.ca/english/immigrate/skilled/funds.asp>.