

Part 3: Selection factors

The New Brunswick Skilled Worker Stream is open to foreign nationals, living in Canada or abroad, who have an offer of employment for a full-time, permanent position from an employer based in New Brunswick. To apply to the stream, you must make sure that you meet all eligibility requirements. If all eligibility requirements have been met, you will be assessed according to the following selection: age, language, education, previous work experience, priority sectors, and adaptability. A minimum of **60 of 100 points** is required to be successful.

1. Age (maximum 10 points)

You must be between 19-55 years of age. Your age is assessed as of the day that a complete application is submitted to PETL in response to an Invitation to Apply (ITA). Age is not considered as of the date you register with NBNP. Calculate your score:

Age	Points
22-55	10
19-21	8

2. Official languages (maximum 28 points)

To meet the language requirement, you must submit valid test results from a designated testing organization to show you have obtained a minimum score equal to or greater than a Canadian Language Benchmark (CLB) 4 for English or Niveaux de compétence linguistique canadiens (NCLC) 4 for French in all four language abilities: reading, writing, listening and speaking.

A benchmark of 4 is considered a basic language ability. It means you can communicate in common and predictable contexts about basic needs, everyday activities and familiar topics of immediate personal relevance. In the CLB, these are referred to as non-demanding contexts of language use.

Calculate your score:

First official language	Reading	Writing	Listening	Speaking	Max points
CLB 7+	6	6	6	6	24
CLB 5-6	5	5	5	5	
CLB 4	4	4	4	4	
Second official language					4
CLB 4+ in all four language abilities					

Valid language test results must be from one of the following designated language-testing organizations:

- International English Language Testing System (IELTS) General Training;
- Canadian English Language Proficiency Index Program (CELPIP) General;
- Test d'évaluation de français pour le Canada (TEF Canada); or
- Test de connaissance du français pour le Canada (TCF Canada).

Your test results will be considered valid for the two years from the date of issuance. Test results must be less than two years old when you submit your application to IRCC for PR, should you receive a nomination certificate. The following table shows the minimum scores required in each of the language proficiency tests to meet CLB4.

Language proficiency test	Reading	Writing	Listening	Speaking
IELTS General	3.5	4.0	4.5	4.0
CELPIP General	4	4	4	4
TEF Canada	121	181	145	181
TCF Canada	342-374	4-5	331-368	4-5

For more information visit:

<https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/standard-requirements/language-requirements/test-equivalency-charts.html>.

3. Education (maximum 20 points)

You must, at a minimum, have a Canadian secondary (high school) diploma or a foreign high school diploma equal to a Canadian credential. If you have a foreign education you will need an Educational Credential Assessment (ECA) report from a recognized organization to show that your credential is valid and equal to a Canadian credential. If you already have an ECA report, it must be less than five years old when IRCC receives your PR application, should you receive a nomination certificate. You don't need an assessment for a Canadian degree, diploma or certificate.

To obtain an ECA Report, you must be assessed by an organization or a professional body designated by IRCC. They will give you a report that tells you what your education is equal to in Canada. Once you choose a designated organization or a professional body, they will tell you how to submit your documents to get your assessment. Designated organizations include:

- Comparative Education Service (CES)
- International Credential Assessment Service of Canada (ICAS)
- World Education Services (WES)
- International Qualifications Assessment Service (IQAS)
- International Credential Evaluation Service (ICES)
- Medical Council of Canada (professional body for doctors)
- Pharmacy Examining Board of Canada (professional body for pharmacists)

Processing times and costs may vary by organization or professional body. For more information about ECAs visit: www.cic.gc.ca/english/helpcentre/answer.asp?qnum=681&top=29

Note: You must indicate to the organization that you are requesting the ECA for purposes of applying to the NBNP and request that a copy of your report be sent to NBNP. Where possible please ensure the ECA is sent electronically to immigration@gnb.ca.

The *Apprenticeship and Occupational Certification Branch* (PETL) and will assess certificates or licenses that are granted by a regulatory authority if they are in a trade or occupation that is similar in scope to any of the [designated occupations](#) in New Brunswick. For more information visit: https://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/Skills/content/ApprenticeshipAndTrades/CredentialRecognition.htm

Calculate your score:

Education – Canadian, or equivalent	Points
Doctoral level university degree (Ph.D.)	20
Master's degree, OR professional degree needed to practice in a licensed profession. (For “professional degree,” the degree program must have been in: medicine, veterinary medicine, dentistry, optometry, law, chiropractic medicine, or pharmacy.)	
Two or more certificates, degrees, diplomas or certificates from a university, college, trade or technical school, or other accredited institute. One must be for a program of at least three years.	19
Bachelor's degree, or a three, or more year program at a university, college, trade or technical school, or other accredited institute	
Two-year degree, diploma or certificate from a university, college, trade or technical school, or other accredited institute	18
One-year degree, diploma or certificate from a university, college, trade or technical school, or other accredited institute	17
Secondary diploma (high school graduation) from a high school (after junior/middle school and before college, university or other formal training)	15

4. Work experience (maximum 20 points)

You may be awarded up to a maximum of 20 points based on your cumulative full-time, related work experience obtained within the five years prior to submitting your immigration application to PETL. You must have at least one year of work experience, in the last five, related to the job offer.

Note: Work experience is not required for international graduates, with a minimum one-year degree, diploma or certificate from a New Brunswick university, college, trade or technical school, or other accredited institute, hired through the New Brunswick Skilled Worker Stream.

Your work experience shall

- be based on full-time work, which means at least 1,560 hours of work over a period of one year. [This is how many hours you would have worked in a year if you were working 30 hours per week.];
- be with one or more employers;
- be in a NOC related to your job offer from a New Brunswick employer;
- be paid. [Employment that is part of unpaid internships, volunteer experiences and programs of study (such as a co-op) do not qualify towards your work experience];
- be obtained within Canada and/or abroad;
- if based on self-employment, be validated with official documents through independent third parties; and
- not be based on self-employment in the retail, food and accommodation sectors.

If you are claiming work experience in a regulated occupation that requires authorization to practice, you must demonstrate that you held a valid license from the applicable regulatory body during that period. See in previous section: Regulated occupations in New Brunswick. Calculate your score:

Years of experience	Points
Five	20
Four	16
Three	12
Two	8
One	5

Priority sectors (maximum 10 points)

The NBPNP is locally driven and works to balance the needs of New Brunswick employers with provincial priorities. You may be awarded 10 points if your intended occupation is in the education, health care, manufacturing, transportation or the business service centres sector, and your employer can demonstrate that they have been unable to identify qualified candidates in the local labour market.

Calculate your score:

Sector
Business service centres
Education
Health care
Manufacturing
Transportation

5. Adaptability (maximum 12 points)

You may be awarded up to a maximum of 12 points in the event you have an additional connection to New Brunswick demonstrated through education, employment in New Brunswick, additional skills and language. Later in this guide, you will find a list of documents that you must submit to PETL to receive points for adaptability.

Principal Applicant		Points
Employment	You have worked in New Brunswick for at least two of the last five years, with a valid work permit or authorization to work in Canada	10
	Your employer has a positive LMIA on which your job offer is based, or your occupation is exempt from needing an LMIA, or	8
	your employer interviewed, and hired you, through a national or international recruitment mission organized by PETL in the 12 months immediately prior to submitting an application	
	You have worked in New Brunswick for at least one of the last five years, with a valid work permit or authorization to work in Canada, or	7
	You are an international student graduate from a post-secondary institution in New Brunswick with at least six months work experience in the province, including work experience obtained while a student	
Education	You have successfully completed at least two years of post-secondary education from an accredited institution in New Brunswick	10
	You have successfully completed at least one year of post-secondary education from an accredited institution in New Brunswick	7
Family	You or your spouse/common-law partner, has a son, daughter, brother, sister, mother, father, child, grandparent, aunt, uncle, niece or nephew living in New Brunswick as a Canadian Citizen or PR for the 12 months prior to you submitting an application.	5

Spouse or Common-Law Partner	Your spouse or common-law partner worked for at least one of the last five years in New Brunswick, with a valid work permit or authorization to work in Canada, or	5
	Your spouse or common-law partner has a minimum language level proficiency of CLB4 4 in English or Niveaux de compétence linguistique canadiens (NCLC) 4 in French in all four language abilities	

Part 4: Application process

The following section outlines the steps required to obtain permanent residence to Canada.



Step #1 Offer of employment

You must accept a genuine offer of full-time (non-seasonal), permanent (indeterminate) employment from a New Brunswick employer who is willing to support you through the NBNP process.

Step #2 PR Readiness

When applying to any of New Brunswick's immigration streams, you must be PR Ready. In the New Brunswick Skilled Worker Stream, it means that you meet all minimum eligibility requirements and selection factors and have all the required documents on hand to prepare and submit a complete and correct application to the Government of New Brunswick and to the Government of Canada. Being PR Ready means more efficient processing, fewer delays and a better experience navigating the New Brunswick and Canadian immigration programs. In most cases, this means your application will be processed faster. For details refer to the **Are you PR ready?** document available at www.welcomenb.ca.

Step #3 Online registration

You must create a candidate profile. You can check the most up-to-date information regarding the status of your application at any time by logging in to view My Dashboard.

Updating of personal information

You are responsible for updating your profile and ensuring that all required information is accurate, current and up-to-date throughout all stages of the immigration process. You must notify PETL of any changes in your life circumstances throughout the application process, including but not limited to: family composition, marital status, country of residence, employment, contact information, decrease in salary, change in immigration status, etc. Failure to notify PETL of any changes may result in the refusal of your application.

Step #4 Invitation to apply

Because you have an offer of employment from a New Brunswick company, you will receive an invitation to apply (ITA) to the NBNP. You have up to 45 calendar days from the date of the ITA to submit a complete application via the New Brunswick online system. If you fail to submit a complete application by the deadline, your ITA will be automatically removed and you will have to start the process again.