Pictou County RCIP Recommendation Scoring Grids 2026

Scoring and pool system

- Each application will be assed, 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 7 recommendations will be made each intake period in 2026, or until the annual allocations have been met.

Job Offer Grid:

	Priority Sector Name	+ Points
1.	1 - Business, finance and administration	**5**
2.	3 - Health	**5**
3.	4 - Education, law and social, community and government services	**5**
4.	6 - Sales and service	**5**
5.	7 - Trades and transport	**5**
6.	9 - Manufacturing and utilities	**5**

	Occupation Code (NOC)	Occupation Name	+ Points
1.	12200	Accounting technicians and bookkeepers	**10**
2.	21211	Data scientists	**20**
3.	22212	Drafting technologists and technicians	**15**
4.	21220	Cyber Security specialists	**20**

5.	21221	Business systems specialists	**<u>20</u>**
6.	21232	Software developers and programmers	**<u>20</u>**
7.	21301	Mechanical Engineers	**<u>20</u>**
8.	22301	Mechanical engineering technologists and technicians	**<u>15</u>**
9.	31120	Pharmacists	**<u>20</u>**
10.	33103	Pharmacy technical assistants and pharmacy assistants	**<u>15</u>**
11.	42202	Early childhood educators and assistants	**<u>15</u>**
12.	60020	Retail and wholesale trade managers	**<u>15</u>**
13.	63200	Cooks	**<u>10</u>**
14.	63202	Bakers	**<u>10</u>**
15.	72100	Machinists and machining and tooling inspectors	**<u>20</u>**
16.	72310	Carpenters	**<u>20</u>**
17.	72400	Construction millwrights and industrial mechanics	**<u>20</u>**
18.	72402	Heating, refrigeration and air conditioning mechanics	**<u>15</u>**
19.	72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	**<u>15</u>**
20.	72411	Auto body collision, refinishing and glass technicians and damage repair estimators	**<u>15</u>**
21.	75110	Construction trades helpers and labourers	**<u>10</u>**
22.	92014	Supervisors, forest products processing	**<u>15</u>**
23.	94132	Industrial sewing machine operators	**<u>15</u>**
24.	94152	Binding and finishing machine operators	**<u>15</u>**
25.	94201	Electronics assemblers, fabricators, inspectors and testers	**<u>15</u>**

Human Capital Assessment Grid

Federal Eligibility Criteria	Points
Job Offer: [job title, NOC code] ☐ Job offer is in priority sector/occupation (based on assessment of job offer grid) ☐ Full-time, non-seasonal, indeterminate job offer ☐ Job offer is genuine and valid	☐ **XXX points (between 10 and 25 points)** Note: Maximum points should not exceed 25 for job offer category.
Work Experience **Note:** Work experience must be **v**erified based on reference/experience letter(s) from previous employer(s). If unavailable, verified based on other forms of proof of work experience.	
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	☐ **10 points (minimum)**
2 years of full-time (or part-time equivalent) work experience	☐ **15 points**
3 years of full-time (or part-time equivalent) work experience	☐ **20 points**
4+ years of full-time (or part-time equivalent) work experience	☐ **25 points**

For Reference – Minimum Work Experience Requirements:
 	
 1 year of full-time (or part-time equivalent) related work experience (1,560 hours) in the past 3 years based on job offer
     o Job offer is TEER 0 or 1
        ▪ Work experience must be in TEER 0, 1, 2 or 3
     o Job offer is TEER 2 or 3
        ▪ Work experience must be in TEER 1, 2, 3 or 4
     o Job offer is TEER 4
        ▪ Work experience must be in TEER 2, 3 or 4
     o Job offer is TEER 5
        ▪ Work experience must be in the same 5 digit NOC code.
 	
 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:	

• NOC 33102 (TEER 3): Nurse aides, orderlies and patient service associates or • NOC 44101 (TEER 4): Home support workers	

Language – Rural Community Immigration Pilot **Note:** Candidate must meet language benchmark in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.	
For TEER 4/5 job offers: • CLB/NCLC 4 • CLB/NCLC 5 • CLB/NCLC 6 • CLB/NCLC 7 or higher	☐ **10 points (minimum)** ☐ **15 points** ☐ **20 points** ☐ **25 points**
For TEER 2/3 job offers: • CLB/NCLC 5 • CLB/NCLC 6 • CLB/NCLC 7 • CLB/NCLC 8 or higher	☐ **10 points (minimum)** ☐ **15 points** ☐ **20 points** ☐ **25 points**
For TEER 0/1 job offers: • CLB/NCLC 6 • CLB/NCLC 7 • CLB/NCLC 8 • CLB/NCLC 9 or higher	☐ **10 points (minimum)** ☐ **15 points** ☐ **20 points** ☐ **25 points**
Language – Francophone Community Immigration Pilot **Note:** Candidate must meet French-language level in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.	
• NCLC 5 • NCLC 6 • NCLC 7 • NCLC 8 or higher	☐ **10 points (minimum)** ☐ **15 points** ☐ **20 points** ☐ **25 points**
For Reference – Minimum Language Requirements:	

Rural Community Immigration Pilot • 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) **Francophone Community Immigration Pilot** • NCLC 5 (regardless of skill level of job offer)	
Education	
Canadian secondary school or foreign equivalent as demonstrated by educational credential assessment (ECA)	☐ **10 points (minimum)**
Post-secondary credential (diploma, apprenticeship/trade certificate) minimum one year program	☐ 15 points
Bachelor's degree (minimum three year program)	☐ 20 points
Master's or PhD	☐ 25 points
For Reference – Minimum Education Requirement: • Candidate has Canadian secondary school (high school) diploma • Foreign education -- educational credential assessment (ECA) that demonstrates equivalence to Canadian secondary school education or higher	
Intent to Reside: • Candidate submitted written statement of their intent to reside in the community (mandatory). **Note:** EDO must be satisfied that intent to reside is genuine.	☐ **10 points (minimum)**
Bonus Points (optional - maximum of 15 additional points can be granted, to remain within the 25 point maximum for this category):	

Previous Work/Education in the Community: • One year of previous education and/or work experience in the community • Two years of previous education and/or work experience in the community • Three years of previous education and/or work experience in the community	☐ 2 points ☐ 4 points ☐ 6 points
Connections to the Community:	
• Candidate currently has close family member(s) living in the community (at least 12 months) who are permanent residents or Canadian citizens	☐ 2 points
• Candidate has volunteering experience or professional networks in the community	☐ 2 points
• Proof of rental/property ownership in the community	☐ 2 points
Candidate's spouse/common-law partner: • Candidate's spouse/common law partner has work or study experience (6 month minimum) in the community	☐ 3 points
Overall Assessment: 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.	☐ Yes ☐ No Total score:
Notes:	