

NEW BRUNSWICK PROVINCIAL NOMINEE PROGRAM

New Brunswick Skilled Worker Stream Guide

New Brunswick Experience
March 2025

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Before you begin

Read this guide carefully to learn about what you need to do to submit a complete application to the New Brunswick Provincial Nominee Program (NBNP).

The terms “family member” or “dependent” refer to any the following individuals:

- your spouse or common-law partner;
- your dependent child; or
- a child of your dependant.

To be considered a dependent, a child must meet either of the following definitions:

- be under 22 years old and not be married or in a common-law relationship; or
- be 22 years of age or older, have depended substantially on the financial support of the parent since before the age of 22, and be unable to support themselves financially due to a physical or mental condition.

You must provide details about your family members in your application, along with supporting documents, even if they are not immigrating to Canada with you.

Submitting an expression of interest is free of charge. If you are invited to apply, you must pay a non-refundable fee of CAN\$250 through your INB portal account. There is no additional fee for family members included in your application.

You can pay with Visa, MasterCard, Discover, Amex, INTERAC Online, and Visa Debit.

This guide is provided free of charge by ImmigrationNB and is not to be sold.

If information on the ImmigrationNB website is different from the information in this program guide, the guide is considered correct. Always use the newest version of the guide.

Overview

This pathway may be right for you if you

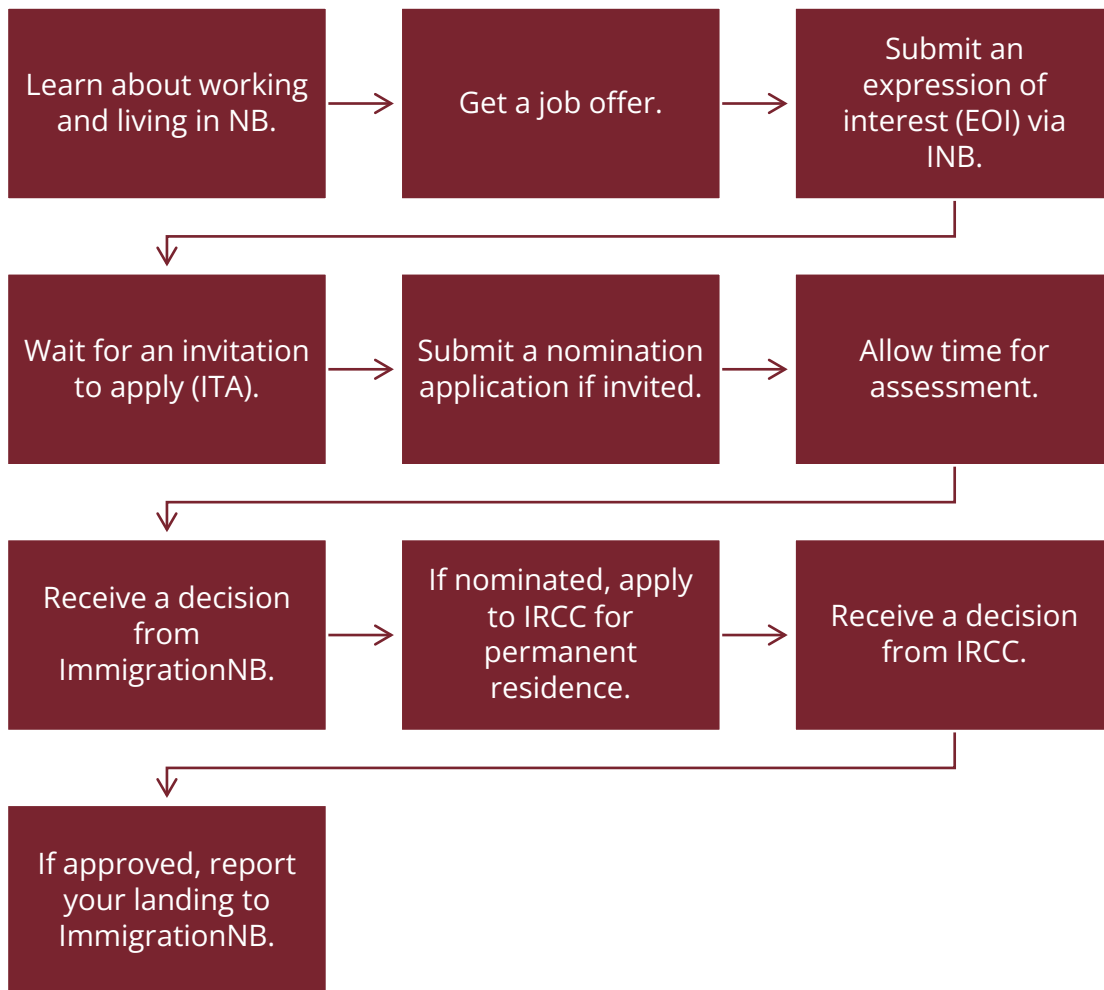
1. are working full time in a non-seasonal position for an eligible New Brunswick employer who is willing to support your application;
2. have been working full time for the same employer for at least 6 consecutive months while also living in the province;
3. have an education level that meets the requirement of your position, according to the [National Occupational Classification](#) (NOC) description of the position;
4. have at least a level 4 in all 4 skills according to the Canadian Language Benchmarks (CLB);
5. intend and have the ability to live and work in New Brunswick permanently; and
6. are at least 19 years old.

The overview above only provides a quick summary. You must read the guide carefully to learn about all eligibility requirements.

Do not apply if you

- are currently enrolled in full-time post-secondary education in Canada;
- have an immigration application in process in any province or territory in Canada, including New Brunswick;
- have been refused for misrepresentation through any immigration program within the past 5 years;
- are living in illegally in your current country of residence;
- have been refused admission to, or ordered to leave, Canada or any other country or territory;
- are working in Canada without authorization; or
- have an active or failed claim for refugee protection (asylum) or for humanitarian and compassionate consideration in Canada.

Stream roadmap



Status in Canada

If you are living in Canada during the immigration application process, you must maintain valid legal status. This means you must be authorized to enter and remain in Canada as a temporary resident for a specific period, whether as a visitor, student, or worker. Do not apply if you are in Canada without legal status.

MAINTAINED STATUS

You may apply for provincial nomination if you are a temporary resident with [maintained status](#) in Canada. Your status is maintained if you have applied to Immigration, Refugees, and Citizenship Canada (IRCC) to renew or extend your period of authorized stay before it expires.

PERSONAL RESPONSIBILITY

You are responsible for maintaining your status in Canada. ImmigrationNB cannot guarantee that your application will be processed before the expiry of your current status. Additionally, there is no guarantee that you will receive a provincial nomination.

If your current work permit is expiring soon, you can visit IRCC's Client Support Centre to learn more about [renewing, changing, or extending your work permit](#). Your employer may also be able to support your work permit application by getting a [Labour Market Impact Assessment](#) (LMIA). Keep in mind that obtaining a new LMIA can be a lengthy process.

The federal government—through IRCC—is responsible for all decisions with respect to legal status, including the approval or refusal of your temporary status in Canada.

If you need personalized assistance, you may wish to contact a [Canadian immigration lawyer or Regulated Canadian Immigration Consultant \(RCIC\)](#).

If you are nominated, you may then be eligible to apply for a bridging open work permit (BOWP) or an employer-specific closed work permit. Refer to the Post-Nomination Guide for more information.

Eligibility

This section explains the eligibility requirements. For more details on the documents that you'll need to submit, see the "[Required documents](#)" section.

YOUR ELIGIBILITY

You must meet the eligibility requirements

- when you submit your expression of interest; otherwise, it will not be considered.
- at the time of application; otherwise, your application will be refused.

1. NB employment

Full-time, non-seasonal employment

You must be working full time in a non-seasonal position for an [eligible New Brunswick employer](#). In addition, you must have been working full time for the same employer for at least 6 consecutive months. You must be authorized to work in Canada during this period. The job must be genuine and unconditional. Furthermore, your employer must be willing to support your application.

Full time means at least 30 hours a week, which is 1,560 hours a year. Non-seasonal means year-round without an extended break.

Any time you receive employment insurance (EI) is considered a break in employment and therefore not eligible.

In the application, provide the following documents:

- Job offer, contract, or reference letter from your employer
- NB-004 Employment Information form

National Occupational Classification (NOC)

Identify the [NOC](#) code for your position in New Brunswick. Your supporting documents must show that the duties and responsibilities of your New Brunswick employment match the description of the chosen NOC code.

ImmigrationNB uses the NOC to assess similar jobs based on their duties, skills, aptitudes, and work settings in the Canadian labour market. The NOC helps determine whether the employer's labour needs are genuine and whether you will be able to perform the duties of the job offered to you.

ImmigrationNB may not accept certain NOC codes, taking into consideration New Brunswick's labour market conditions, current inventory of applications, yearly nomination allocations, and any other factors determined by the Government of New Brunswick.

Competitive base wage

The base wage, as indicated on your supporting document, must be

- within the range of wages earned by workers in the same occupation in the specified region, according to [Job Bank's](#) labour market information; and
- consistent with the pay structure of your employer.

ImmigrationNB only considers your base wage. This means bonuses, commissions, tips, overtime, housing allowances, room and board, or other similar payments are not included in the calculation of your wage.

If you were hired with a positive [Labour Market Impact Assessment](#) (LMIA), the wage you are earning when you apply must be the same or higher than the wage in the LMIA job offer.

Designated or regulated occupation

If your New Brunswick employment is in a [designated](#) or [regulated](#) occupation, you need an appropriate license or certificate that allows you to work in this occupation. Your employer can help you with this.

Transportation sector

If your New Brunswick employment falls under NOC 73300 (Transport truck drivers), you must already have and include your New Brunswick class 1 license in your application.

2. Education

Your education level must meet the requirements of your position in New Brunswick. The NOC system will be used to assess whether you have the required level of education.

In the application, provide the following documents:

- your official certificate, diploma, or degree; and
- your official transcript.

If the above documents are issued by an institution outside of Canada, you must also provide an educational credential assessment (ECA) for immigration purposes from a [designated organization](#). Your ECA must be less than 5 years old at the time of application to ImmigrationNB. It must also show that your education is valid and is from a recognized institution.

3. Language skills

You must take an [approved language test](#) to assess your knowledge of English or French.

Your language test report must show that you have at least a level 4 in all 4 language skills—reading, writing, listening, and speaking—according to the Canadian Language Benchmarks (CLB). In French, the CLB is known as the Niveaux de compétence linguistique canadiens (NCLC).

The table below shows the minimum score you need to reach the required language skill level. You cannot combine your scores from multiple test reports if any of them shows a result below the required level.

Test	Reading	Writing	Listening	Speaking
IELTS – General Training	3.5	4	4.5	4
CELPIP – General Test	4	4	4	4
PTE Core	33	41	28	42
TEF Canada ¹	121	181	145	181
TCF Canada	342	4	331	4

¹ Use the “Equivalence ancien score” column on your report.

Your results must be less than 2 years old at the time of application to ImmigrationNB.

4. NB residency

You must have been living in New Brunswick with valid temporary residence status for at least 6 months. In the application, provide documents from at least 3 of the following categories:

- Rental or lease agreement (including on-campus housing)
- Valid New Brunswick driver’s license
- Valid New Brunswick motor vehicle registration
- Insurance policy (home, tenant, auto)
- Mortgage document
- Property tax bill of the current year
- Two utility bills (phone, energy, cable/satellite, or water/sewer)
- Pay stubs with your address
- Child tax benefit statement

5. Intent to reside and economic establishment in NB

You intend and have the ability to live and work in New Brunswick permanently. Proof of this may include, but is not limited to, the following:

- Current and future employment in New Brunswick
- Previous and current residences in New Brunswick, including rental and property ownership
- Other ties to New Brunswick, such as education or family
- Actions you have taken to permanently settle in New Brunswick
- Community involvement
- Professional networks and affiliations
- Commitment to prioritize to your ties in New Brunswick rather than elsewhere in Canada.

6. Age

You must be at least 19 years old.

YOUR EMPLOYER'S ELIGIBILITY

At the time of application, your New Brunswick employer must meet the requirements below to support your application; otherwise, it will be refused. Your employer may be contacted for further information.

1. Genuine and continuous active operations

Your New Brunswick employer must

1. have a valid [registration](#) to hire foreign workers with New Brunswick's Registry of Employers of Foreign Workers;
2. operate from a physical structure owned or leased by the employer;
3. have both a street and a mailing address in New Brunswick;
4. have clear signage for the organization at the location of operation;
5. have a telephone service in the organization's name;
6. have been actively operating in New Brunswick for the past 24 months;
7. be actively engaged in the New Brunswick operation; and
8. be in good standing with and not in violation of applicable provincial and federal laws, including but not limited to the [Employment Standards Act](#) (ESA), the [Immigration and Refugees Protection Act](#) (IRPA), and the [Immigration and Refugees Protection Regulations](#) (IRPR).

Transportation sector

If your New Brunswick employment is classified under NOC 73300 (Transport truck drivers), your employer must have been registered with the Government of New Brunswick's International Registration Plan (IRP) for at least 24 consecutive months before you can apply. The registration must be valid. Your employer may be asked to provide a copy of a valid IRP.

2. Genuine employer–employee relationship

Your New Brunswick employer must be involved in your hiring either directly or through a dedicated recruitment team they have formed or contracted. ImmigrationNB must be satisfied that your relationship with your employer is genuine. An employer, such as a placement agency, that hires you for another employer cannot support your application. Additionally, neither you nor your spouse or common-law partner can be a majority shareholder in the organization that is supporting your application.

3. Genuine labour shortage & recruitment

Your employment in New Brunswick must not take away opportunities for Canadian citizens and permanent residents who already live in the province ("local residents"). Your New Brunswick employer must show that there is a real need to hire a foreign national for the job that has been offered to you.

ImmigrationNB assesses genuine recruitment efforts based on the following:

- Methods and duration that favour local residents
- How well the methods match industry standards and practices
- Enough information in job ads to attract local residents
- No requirements for foreign assets, such as network, work experience, language
- No requirements in favour of specific candidates or group of people

Your employer must be able to show at least two recruitment methods:

- National or provincial print media (newspapers, magazines, etc.)
- Online media (career websites, social media posts, etc.)
- On-site signage
- Job fairs

The job ads must have been active for at least 4 weeks in the 6 months before the job offer is made to you. The ads must include the following information:

- Name of the employer
- Job title and duties
- Rate of pay
- Location of work (city or town)
- Contact information
- Skills required for the job (language, education, qualifications, etc.)
- Required work experience.

Proof of these efforts is not required to be submitted at the time of application if you have LMIA-exempt work permit; however, ImmigrationNB may still ask your employer for proof to ensure compliance.

4. Support

Your New Brunswick employer must be willing to support your application.

- This means they have offered you a full-time, non-seasonal job.
- They must complete and sign the NB-004 Employment Information form.
- They must also be willing to pay a [federal compliance fee](#) of CAN\$230 and submit an offer of employment form through [IRCC's Employer Portal](#) *if you need to obtain a work permit with their support*. This fee cannot be recuperated from you in any way. If the employer is not willing to pay this fee and you cannot obtain a work permit by any other means, your application will be refused.

Application process

1. JOB OFFER

You have accepted a genuine job offer from an eligible New Brunswick employer who is willing to support your application.

2. EXPRESSION OF INTEREST (EOI)

Visit the INB portal (www.inb.gnb.ca) to create an account and submit your expression of interest (EOI). Submitting an EOI is free of charge. If you appear to meet the eligibility requirements and labour market needs, ImmigrationNB may invite you to apply.

Before submitting an EOI, make sure that you

- meet all eligibility requirements; and
- have all of your documents ready.

3. PROVINCIAL NOMINATION APPLICATION

If you receive an invitation to apply (ITA), you will have **45 calendar days** to submit a complete application to ImmigrationNB and [pay the processing fee](#) through the INB portal. If you do not do so before the deadline, you will have to submit a new EOI. There is no guarantee that the new EOI will be chosen.

Receiving an ITA does not guarantee a nomination. You are responsible for ensuring that you meet all eligibility requirements before applying.

In the application, you will provide more details about yourself (and about your spouse or common-law partner and any dependent child, if applicable), as well as required supporting documents.

The stream cannot be changed once you have applied. Additionally, you can have only one active application with ImmigrationNB at any given moment. If you have many active applications, you will be asked to choose one and withdraw the rest. The processing fee paid will not be refunded.

4. ASSESSMENT

ImmigrationNB first checks to see if you have submitted a complete application, meaning that you have provided [all of the documents](#) and information necessary. If your application has been deemed complete, we will then assess it against the criteria outlined in this guide.

In some cases, you may be asked to provide more documents, or attend an interview, or receive a phone call from an officer to discuss your application.

You can withdraw your application.

You can voluntarily withdraw your application at any time unless there is a concern surrounding the possibility of misrepresentation.

You may receive a procedural fairness letter (PFL).

If ImmigrationNB is concerned that you may not meet all the requirements for nomination, you will receive a PFL through the INB portal. This document will explain the concerns that have arisen or request further information. You must respond to the PFL by the deadline given. ImmigrationNB will re-assess your application after this deadline and make a final decision based on the information and supporting documents you have uploaded to the INB portal before this deadline.

5. PROVINCIAL DECISION

You may be nominated.

If you meet all the requirements for nomination, you may receive a nomination certificate through the INB portal. This is the only way a certificate is issued. This certificate expires 6 months from the date it was issued. You must apply for permanent residence with Immigration, Refugees and Citizenship Canada (IRCC) before its expiry date. You must maintain the conditions of your nomination while you are awaiting a decision on your permanent residence application.

Consult the Post-Nomination Guide for further instructions on what you will need to do once you are nominated by ImmigrationNB.

You may be refused.

If you cannot satisfy ImmigrationNB that you meet all the requirements for nomination, your application will be refused. You will receive a refusal letter through the INB portal.

6. FEDERAL PERMANENT RESIDENCE APPLICATION

You are responsible for your own permanent residence application. You and all of your family members must meet all of IRCC's requirements, including medical, security, and criminal checks.

7. DECISION FROM IRCC

IRCC has the final say on your permanent residence application. There is no guarantee that IRCC will approve it, even if you are nominated by ImmigrationNB.

8. LANDING

Within 30 days of receiving your signed copy of the Confirmation of Permanent Resident document, log in to the INB portal. Go to your application and click on "Report PR Landing". Complete the form as prompted.

Required documents

PREPARATION

Make sure that you have all required documents. While you don't need to provide any documents when submitting an expression of interest, you will have only 45 calendar days from the day you receive our invitation to apply to submit a complete application via INB. This time frame may not be enough if you are invited to apply and do not yet have all the necessary documents. While preparing your documents, keep the following in mind:

- You will upload your documents through your INB account in a PDF format.
- Documents with images must be in colour.
- Text-only documents may be in black and white.
- Each file can be no larger than 2 GB.
- Do not edit your documents in any way.
- Only documents in either English or French are accepted. If they are in any other language, they must be accompanied by [translations](#).
- Documents must be clear enough to read.
- When applicable, documents must be dated and signed by applicable parties.

Your application will not be assessed and will be closed if it is missing any of the documents below. The application fee will not be refunded.

- Valid language test report that is less than 2 years old at the time of application to ImmigrationNB (if applicable).
- Proof of Canadian education or education credential assessment (ECA) for immigration purposes; the latter must be less than 5 years old at the time of application to ImmigrationNB.

TRANSLATION

You must have documents that are not in English or French translated.

- You cannot translate any document yourself.
- The translator must be an independent third-party. They cannot be your relative or anyone who works for the paid representative who is helping you with your immigration application.
- You must submit a copy of the original document and a copy of the translation.
- If the translator is certified, include proof of their [certification](#).
- If your translator is not certified, you must also submit [an affidavit for the translation](#).

CHECKLIST

Not all upload fields on the INB portal will be used. The documents are listed in the order you will upload them.

If your family members are included in the application, you will upload their documents when you complete their section of the application in the INB portal.

If the required proof does not exist—for instance, certain countries may not issue certain documents—provide a letter of explanation.

ImmigrationNB may request additional documents beyond those listed in this guide.

Candidate profile tab	
<input type="checkbox"/>	Birth certificate <ul style="list-style-type: none">The birth certificate must show the parents' names.
<input type="checkbox"/>	Proof of name or date of birth changes <ul style="list-style-type: none">Provide legal proof of the applicable changes.
<input type="checkbox"/>	Colour digital photo <ul style="list-style-type: none">Provide a digital photo that complies with IRCC's permanent residence photo specifications.
<input type="checkbox"/>	Passport <ul style="list-style-type: none">Provide the bio-data page of your passport, showing the passport number, digitized photo, and date of birth.If your family members are not immigrating with you to Canada, you do not need to provide their passports.
<input type="checkbox"/>	Travel documents <ul style="list-style-type: none">Provide proof that you are allowed to enter and remain in Canada, such as a visitor or work visa, if applicable.
<input type="checkbox"/>	National ID <ul style="list-style-type: none">If this document exists in your country of citizenship, provide it here.

<input type="checkbox"/>	<p>Proof of marital status</p> <ul style="list-style-type: none"> • Provide every marriage, divorce, or annulment certificate you and your spouse or common-law partner have ever had. • Provide a death certificate for a former spouse or common-law partner if applicable. • If a document has already been provided in your section, you do not need to provide it again when you complete the section for your spouse or common-law partner.
<input type="checkbox"/>	<p>Family/household registry/book</p> <ul style="list-style-type: none"> • If this document exists in your country of citizenship, provide it here.
<input type="checkbox"/>	<p>IMM 5409 Statutory Declaration of Common-Law Union form</p> <ul style="list-style-type: none"> • Use this form instead of the NB-008. • Provide this form if you are in a common-law relationship. • Also provide evidence that you have lived with your partner for at least 12 months in a row, such as copies of joint bank account statements, leases, and utility bills. Each piece of evidence should be a separate file uploaded to under this category.
<input type="checkbox"/>	<p>Supporting documents</p> <ul style="list-style-type: none"> • You may upload any additional supporting documents under this category, including any document that doesn't belong anywhere else, such as a letter of explanation, or if you are unsure of where to upload.
<input type="checkbox"/>	<p>Proof of residency in New Brunswick</p> <ul style="list-style-type: none"> • Proof is required if you are living in New Brunswick. • Provide documents from at least 3 of the following categories: <ul style="list-style-type: none"> ○ Rental or lease agreement (including on-campus housing) ○ Valid New Brunswick driver's license ○ Valid New Brunswick motor vehicle registration ○ Insurance policy (home, tenant, auto) ○ Mortgage document ○ Property tax bill of the current year ○ Two utility bills (phone, energy, cable/satellite, or water/sewer) ○ Pay stubs with your address ○ Child tax benefit statement

NB employment tab

<input type="checkbox"/>	Job offer or contract, and reference letter <ul style="list-style-type: none">• Provide your job offer letter or contract from your New Brunswick employer.• If you are working for the employer and your situation has changed since you were hired (pay raise, promotion, etc.), provide a reference letter as well.• Provide the required license or certificate, if applicable.
<input type="checkbox"/>	NB-004 Employment Information form <ul style="list-style-type: none">• Your employer must fill, sign, and date this form.• You will also sign and date this form once you've gotten it back from your employer.
<input type="checkbox"/>	Work permit <ul style="list-style-type: none">• Provide your current work permit or proof of your maintained status as a worker if you are currently living in Canada.
<input type="checkbox"/>	Pay stubs <ul style="list-style-type: none">• Provide pay stubs from the last 6 months if you are working in New Brunswick.
<input type="checkbox"/>	Bank statements <ul style="list-style-type: none">• Provide bank statement from the last six months, showing salary deposits, if you are working in New Brunswick.

Personal history tab

<input type="checkbox"/>	Language skills <ul style="list-style-type: none">• Provide an official result report from one of these tests:<ul style="list-style-type: none">○ IELTS – General Training○ CELPIP – General Test○ PTE Core○ TEF Canada○ TCF Canada• Your results must be less than 2 years old at the time of application to ImmigrationNB.
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<input type="checkbox"/>	<p>Education</p> <ul style="list-style-type: none"> • Provide your official certificate, diploma, or degree. • Include your official transcript. • If you are a New Brunswick graduate, provide <ul style="list-style-type: none"> ○ the documents above from your DLI; and ○ your student ID number. • If the above documents are issued by an institution outside of Canada, you must also provide an educational credential assessment (ECA) for immigration purposes from a designated organization. <ul style="list-style-type: none"> ○ Your ECA must be less than 5 years old at the time of application to ImmigrationNB. ○ Your ECA must also show that your education is valid and is from a recognized institution.
<input type="checkbox"/>	<p>Work experience</p> <ul style="list-style-type: none"> • Provide reference letters. Each letter should be printed on the organization’s letterhead and include the following elements: <ul style="list-style-type: none"> ○ Your name ○ The organization’s address, telephone number, email address, and website ○ The name, title, and signature of your immediate supervisor or of an authorized person of the organization ○ Details of your employment, including all positions held, duties of each position, duration of employment, number of work hours per week, annual salary, and benefits • Other documents may be considered if they show similar information. • If available, provide your pay stubs and tax documents from the same period of employment. • If your work experience is based on self-employment, provide official documents from independent third parties that show that you meet eligibility requirements. • If you worked in a designated or regulated occupation, include a valid license for that period of employment, issued by the applicable certifying or regulatory body.
<input type="checkbox"/>	<p>Previous immigration applications</p> <ul style="list-style-type: none"> • Provide official communications about final decisions on your previous immigration applications to Canada, if applicable, including <ul style="list-style-type: none"> ○ any provincial or territorial programs, ○ any federal programs, and

	<ul style="list-style-type: none"> ○ any temporary residence applications such as visitor visas and study or work permits.
<input type="checkbox"/>	<p>Relatives living in Canada</p> <ul style="list-style-type: none"> • Provide proof of your family relationship to the person living in Canada, if applicable. • Provide proof of their status in Canada. • In this case, a relative may be a parent, grandparent, child, grandchild, brother, sister, uncle, aunt, nephew, or niece.
Dependent tab	
<input type="checkbox"/>	<p>Dependent child's documents</p> <p>In addition to the required documents listed in the previous sections, upload the following documents if applicable:</p> <ul style="list-style-type: none"> • Adoption documents • Proof of custody or proof that a child can immigrate to Canada • Proof of studies in Canada • IMM 5604 Declaration from Non-accompanying Parent/Guardian for Minors Immigrating to Canada form (instead of the NB-009)
Consent and declaration tab	
<input type="checkbox"/>	<p>NB-005 Consent and Declaration form</p> <ul style="list-style-type: none"> • You and your spouse or common-law partner must complete, date, and sign this form.
My representative tab	
<input type="checkbox"/>	<p>NB-007 Use of Representative form</p> <ul style="list-style-type: none"> • If you are using a representative, you and your spouse or common-law partner must complete, date, and sign this form. Upload it on INB. • If you have a dependent child over the age of 18, they must also complete their own form. You will then upload it on INB.