

## PATHWAYS ABILITIES SOCIETY

### **POLICY: BC PROVINCIAL NOMINEE PROGRAM (BCPNP) APPLICATION AND SPONSORSHIP CRITERIA**

**Applies to:** All Personnel

Original Approval Date: February 26, 2024

Date Board Approved: July 29, 2024

Replaces Policy Dated: February 26, 2024

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Board Member's Signature

### **PREAMBLE**

An employee who is a non-permanent resident of Canada and an employee of Pathways Abilities Society may apply to the BC Provincial Nominee Program (BCPNP) and request the assistance of the People and Culture Manager and the Executive Director to obtain their required application criteria in the event the following criteria are met. The BCPNP administration process poses an additional administrative commitment on the agency; therefore, Pathways defined a minimum term of commitment from the employee to engage in the program. The employee must remain in good standing during the employer's engagement with the BCPNP program.

Who this applies to:

- The employee is a newcomer to Canada and has a temporary work permit.
- The employee has a temporary Social Insurance Number starting with 9.

### **POLICY**

Pathways Abilities Society is not required to support an employee's application to the BCPNP program.

To be considered for the PNP Employee Application and Sponsorship Criteria, the employee must remain in good standing with the agency for a minimum of 6 months from the end of their probation period, committed to staying with Pathways in good standing for the duration of the BCPNP applicant process and be awarded a position with guaranteed hours of 30 hours or more with a single NOC code. (Community Support Worker NOC: 42201).

To successfully complete the probationary period satisfactory job performance must occur as per Probationary Reports, suitability determined and all preemployment employee information submitted as outlined in the Certification and Qualification policy and procedure.