

Skilled Worker Stream Submission Guide

Nova Scotia Nominee Program

Skilled Worker Stream • Nova Scotia Nominee Program

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Part I: For the applicant

Thank you for choosing Nova Scotia!

This guide explains how to submit an expression of interest (EOI) to the Skilled Worker Stream of the Nova Scotia Nominee Program (NSNP). Please read it carefully.

Purpose of the Skilled Worker Stream

The Skilled Worker stream helps Nova Scotia employers hire and retain workers with skills our province needs. Some employers in Nova Scotia are unable to fill certain jobs because they cannot find a Canadian citizen or permanent resident with the required skills or experience.

The Skilled Worker Stream is for people who have a full-time, permanent job offer from a Nova Scotia employer. Full-time means you will work year-round for at least 30 hours a week. Permanent means your job does NOT have an end date. You must have an eligible job offer BEFORE you submit an EOI to this stream.

Eligibility criteria vary depending on the applicant's situation:

- A) Skilled Worker
- B) Critical Construction Worker
- C) Physician
- D) Occupations In-Demand

If you are approved through this stream, you, your spouse, and your dependents may apply to the Canadian government for permanent resident visas.

This stream is part of Nova Scotia's economic immigration program. You may NOT use it to immigrate to Canada for any of these reasons:

- the intention of settling in another Canadian province or territory,
- family reunification;
- because you need protection/protected person status; or,
- to remain in Canada for humanitarian or compassionate reasons.

This stream is one of several pathways available under NSNP. We encourage you to explore other NSNP streams, the Atlantic Immigration Program, and other permanent residence pathways administered by IRCC to determine the option that best aligns with your circumstances.

Expression of Interest

Your submission to the Nova Scotia Nominee Program (NSNP) is treated as an expression of interest (EOI).

You will submit a complete EOI form to indicate your interest in immigrating to Nova Scotia, and it will be added to our EOI pool. We periodically select EOIs from the pool for processing, based on factors such as current provincial priorities and labour market information, the number of NSNP approvals remaining in our annual allocation, the volume of all EOIs in the pool, and program integrity considerations.

If your submission is selected, you will receive direct communication from our department confirming that it has been chosen for processing; selection means your submission is moving to the next stage of processing, but it does not guarantee approval.

The decision to process and assess a particular submission is at the sole discretion of the Department of Labour, Skills and Immigration (LSI), Immigration and Population Growth branch (IPG). You will receive communication only if your submission is selected for processing.

Important! We will conduct a completeness check. Your application may be closed if you do not submit all required documents or if you do not meet the eligibility criteria for this stream.

NOTE: The Department of Labour, Skills and Immigration (LSI), Immigration and Population Growth Branch (IPG), is the official name of Nova Scotia's provincial immigration authority. References to Nova Scotia Immigration and Population Growth (NSIPG) or the Nova Scotia Office of Immigration (NSOI) are legacy names and refer to the same authority.

You are NOT eligible for this stream if

Do NOT submit an EOI to this stream if even ONE of the statements below is true:

- You have been found to have committed misrepresentation in relation to an immigration application in the last five years.
- You are currently living in a country in which you are NOT legally allowed to live.
- You have received a nomination or endorsement (NSNP or Atlantic Immigration Program) within the last 12 months.
- You are in Canada as part of the Live-In Caregiver Program.
- You have applied to immigrate to Canada on compassionate or humanitarian grounds or to claim refugee status.
- You have applied for refugee status in Canada and been refused.
- You have received a removal order from IRCC or the Canada Border Services Agency (CBSA)
- You are currently studying at a Canadian post-secondary institution.
- You received a scholarship or award that requires you to return to your home country upon graduation and you have not yet done so.
- You have a federal post-graduation work permit and work in a job that falls under NOC TEER category 5 (exception applies for Critical Construction Workers and Occupation in Demand categories).
- You are self-employed.
- You plan to start a business or to become self-employed.
- You have been offered a sales job for which you will ONLY be paid commission. Commission means you are paid a percentage of the value of the item you sell or the profit your employer makes from that item.
- Your job contravenes LSI policies related to:
 - Program Integrity Policy
 - On-site Home-based Businesses
 - Service Home-based Businesses
 - Businesses with a Telework Arrangement

You may not submit an EOI if any of the above applies to you.

You may be eligible for this stream if

This stream may be right for you if you meet ALL of the criteria below, and are able to provide the required documentation, under one of the following categories:

- A) Skilled Worker
- B) Critical Construction Worker
- C) Physician
- D) In-Demand Worker

Core Requirements – Applies to all Applicants

You must meet ALL of the following:

- You have been offered a full-time job. Full-time means you will work at least 30 hours a week year-round.
- Your offer is for a permanent job. Permanent means that your job has no end date.
- You have the work experience, skills, or qualifications required to perform the job being offered.
- You have language competency in English or French, and if your job falls under NOC TEER 4 or 5, you must submit the results of one of the approved language tests, issued within two (2) years of the date of your NSNP submission.
- The job you have been offered is located in Nova Scotia.
- You intend to live in Nova Scotia.
- Your employer is a Nova Scotia employer. That means:
 - If the employer is a commercial business, it must be registered with the Nova Scotia Registry of Joint Stock Companies AND show that it has a permanent establishment in Nova Scotia as defined in Canada's Income Tax Act.
 - If the employer is a not-for-profit organization, it must be registered under the Societies Act.
 - The employer must have operated in Nova Scotia for at least 2 years.

- You will be paid a sufficient wage or salary for your job.
- You are between the ages of 21 and 55 (except for Physicians).
- You have proof of your immigration status in the country where you are currently living.
- You have sufficient financial resources to settle in Nova Scotia and support your family, based on your family size.

A) Skilled Workers

See APPENDIX A for the document checklist.

You must meet all of the core requirements, in addition to the following:

- You are between the ages of 21 and 55
- You have a high school diploma.
- You have worked 12 complete calendar months within the last 5 years and a minimum of 1,560 hours. This work must be related to the job you are being offered, AND it must be paid work. It cannot include volunteer work or unpaid internships.
- If your job offer falls under the NOC TEER category 4 or 5, you have 6 months' paid work experience with the Nova Scotia employer who is offering you the job.

B) Critical Construction Workers

See APPENDIX B for the document checklist.

If you have a permanent, full-time job offer in one of the construction occupations listed below, and your employer operates in the construction sector (NAICS 23), you may qualify under the Construction Occupations category. Under this category, you may provide proof that you have completed a construction specific industry training program if you do not have a high school diploma or equivalent.

If your employer is not in the construction sector (NAICS 23), or your occupation is not listed below, the Skilled Worker category requirements will apply.

For the Critical Construction Worker category, you must meet all of the core requirements, in addition to the following:

- You are between the ages of 21 and 55
- Your job offer must be in the list of approved NOCs.
- Your employer is a Nova Scotia employer in the construction sector (NAICS 23).
- You have a language competency (English or French) at or above
 - CLB 5 if your job is in TEER 0, 1, 2, or 3,
 - CLB 4 if your job is NOC TEER 4 or 5 by an approved language test, issued within two (2) years of the date of your NSNP submission.
- You have worked 12 complete calendar months within the last 5 years and a minimum of 1,560 hours. This work must be related to the job you are offered AND it must be paid work. It cannot include volunteer work or unpaid internships.
- Education Requirements - CCW
 - You have a high school diploma;
 - OR
 - proof you have completed a construction specific industry training program.

Your job offer must be in one of these National Occupational Classification (NOCs)*:

- 70010 – Construction managers
- 70011 – Home building and renovation managers
- 72011 – Contractors and supervisors, electrical trades & telecommunications
- 72014 – Contractors and supervisors, other construction trades, installers,

- repairers and servicers
- 72020 – Contractors and supervisors, mechanic trades
- 72102 – Sheet metal workers
- 72106 – Welders and related machine operators
- 72200 – Electricians (except industrial and power system)
- 72201 – Industrial electricians
- 72310 – Carpenters
- 72320 – Bricklayers
- 72401 – Heavy-duty equipment mechanics
- 72402 – Heating, refrigeration and air conditioning mechanics
- 72500 – Crane operators
- 73100 – Concrete finishers
- 73102 – Plasterers, drywall installers and finishers and lathers
- 73110 – Roofers and shinglers
- 73200 – Residential and commercial installers and servicers
- 73400 – Heavy equipment operators
- 75101 – Material handlers
- 75110 – Construction trades helpers and labourers
- 75119 – Other trades helpers and labourers

**NOCs are subject to change at the discretion of LSI.*

C) Physicians

See APPENDIX C for the document checklist.

If you have a valid job offer from Nova Scotia Health (NSH) or the IWK to practice as a physician in Nova Scotia, you must meet all of the core requirements, in addition to the following

- You have received an approved job offer from the NSH or IWK in one of these National Occupational Classifications (NOC):
 - NOC 31100: Specialists in clinical and laboratory medicine

- NOC 31101: Specialists in surgery
- NOC 31102: General practitioners and family physicians
- You promise to live and work in Nova Scotia for at least 2 years.
- You have a valid Education credential assessment from the Medical Council of Canada OR proof that you meet all the criteria required to obtain a licence to practise medicine in Nova Scotia from the College of Physicians and Surgeons of Nova Scotia.
- You have valid immigration status in your country of residence.

D) Occupations In-Demand

See APPENDIX D for the document checklist.

If you have a permanent, full-time job offer in an occupation identified as in demand by the Immigration and Population branch of the Department of Labour, Skills and Immigration, you must meet all of the core requirements, in addition to the following:

- You are between the ages of 21 and 55
- You have worked 12 complete calendar months within the last 5 years and a minimum of 1,560 hours. This work must be related to the job you are being offered AND it must be paid work. It cannot include volunteer work or unpaid internships.

Exception to Core Requirement

- *The requirement for 6 months' paid work experience with the Nova Scotia employer for NOC TEER 4 or 5 does NOT apply under this category.*

Current Occupations In-Demand

There are no occupations listed in this category at this time.

What you need to know BEFORE you submit an EOI

Nova Scotia's Program Integrity Policy

You are required to acknowledge and comply with Nova Scotia's Program Integrity Policy, which guides the Immigration and Population Growth (IPG) Branch of the Department of Labour, Skills and Immigration (LSI). This policy promotes transparency, fairness, and accountability across all economic immigration programs and helps protect applicants, employers, and representatives by preventing fraud and misuse. Failure to follow the Program Integrity Policy may result in the refusal of your submission from current or future immigration programs. Review the full policy on our website.

You must apply to 2 levels of government: provincial and federal

Level 1: Nova Scotia (provincial)

First you submit an expression of interest (EOI) to the Nova Scotia Nominee Program (NSNP) Skilled Worker stream. If you are nominated for this stream, we will email you a nomination certificate. At the same time, we will send proof of your nomination to Immigration, Refugees and Citizenship Canada (IRCC).

Costs

There is no EOI submission fee for the NSNP, but there may be costs related to your EOI submission. For example,

- translation costs if your required documents are in neither English nor French
 - fees charged by a representative should you choose to hire one
- fees for English or French language testing if this is required

Level 2: Canada (federal)

Next, if you are nominated by the Province of Nova Scotia, apply to IRCC for your permanent resident visa within 12 months of receiving your nomination certificate. You may submit applications for yourself and include your spouse and dependents in the application.

Costs

There is a fee to apply for a permanent resident visa. For current fees, see the fee list on the IRCC website.

You are responsible for your submission

It is up to you to provide ALL of the documents we require including those that you get from your employer, your spouse or common-law partner, and your dependents. You must also ensure that all documents are valid when you submit your EOI for this stream AND when you apply for a permanent resident visa. If you are missing documents or any document is invalid, we will refuse your submission.

Important!

You must tell us if your status changes at any time before you receive a permanent resident visa. These are just a few examples of a change in status:

- a change in marital status for example, you got married or divorced
- you no longer have a job offer
- you changed employers

If your employer has indicated an immediate labour need and requested a letter of support for a work permit, you are expected to apply to IRCC for a work permit as soon as possible and travel to Canada as soon as possible if the work permit is issued. If you do not intend to do so or if your intention changes before you receive a permanent resident visa, you must tell us.

Warning!

Failure to inform us of relevant changes may result in losing provincial support for your nomination.

Know which family members are allowed to immigrate with you

Family members who immigrate with you as part of the NSNP are called “dependents.” These are limited to the following:

- your spouse, that is, the person you are legally married to
- your common-law partner:
 - Your partner may be of the same or opposite sex.
 - You must have lived together like spouses for at least one continuous year.
 - If you were prevented from living together, you must provide proof of what prevented you from living together.
 - You must provide a Statutory Declaration of Common-Law Union.
- your children including adopted children:
 - children under the age of 22 and without a spouse or common-law partner
 - children over the age of 22, dependent on you financially since before turning 22, and unable to support themselves financially because of a physical or mental condition.

You must hold legal status in your country of residence

If you reside in a country other than your country of citizenship, you must hold valid legal status in that country at the time you submit your expression of interest (EOI).

If you reside in Canada

You must hold a valid and non-expired temporary resident status document on the date you submit your EOI, such as a work permit or a study permit. Applicants in maintained status, formerly referred to as implied status, are not eligible to submit an EOI.

If your EOI is selected for assessment, you must continue to meet all program requirements. Officers will assess your eligibility at the time of assessment, not solely at the time of EOI submission.

Know the National Occupational Classification (NOC) for your job offer

The NOC 2021 has 6 categories based on training, education, experience and responsibility (TEER):

- 0 – Management jobs.
- 1 – Jobs that usually require a university degree.
- 2 – Jobs that usually require a college diploma of two to three years or completion of an apprenticeship training program of two to five years.
- 3 – Jobs that usually require a college diploma of less than two years or completion of an apprenticeship training program of less than two years.
- 4 – Occupations that usually require a high school diploma, or several weeks of on-the-job training.
- 5 – Occupations that usually need short-term work demonstration and no formal education.

Find out more about NOC 2021 on the [National Occupational Classification website](#).

The NOC is important for 3 reasons:

- It helps you to determine the level of English or French language ability you will need.
- It helps us to determine if your qualifications and experience match the requirements of the job.
- It helps us to determine whether the wage you are being offered is within Nova Scotia's wage range for that job.

You may need a licence or certificate for the job you have been offered

Before you submit an EOI to the Skilled Worker stream, find out if you need a licence or certificate to do the job you have been offered. Regulated occupations are clearly identified in the [Job Bank requirements section](#) for each occupation. Your employer can also help you with this.

You may use a representative

There are 2 kinds of representatives: paid and unpaid. Both can help you to complete and submit your EOI. When you appoint a representative, you are doing two things:

- You authorize us to share information about your submission with them.
- You authorize them to act on your behalf.

Unpaid representatives

As the name suggests, unpaid representatives do NOT charge for their services. Your representative could be a family member, a friend, or someone else.

Paid representatives

Paid representatives charge a fee for their services. If you are using a paid immigration representative, they must be authorized. Authorized representatives must be one of the following:

- An immigration consultant who is a member in good standing with the College of Immigration and Citizenship Consultants (CCIC)). Visit the [ICCRC website](#).
- A lawyer or paralegal who is a member in good standing of a Canadian law society, barristers' society, or barreau, or a law student under the supervision of a recognized lawyer. Visit the

Federation of Law Societies of Canada website for links to law societies across Canada.

- A notary public who is a member in good standing of the Chambre des notaires du Québec or a law student under their supervision.
Visit the Chambre website.

You don't need to use a representative to prepare and submit an EOI. If you choose to use a representative—paid or unpaid—they must complete an NSNP 50 – Use of a Representative form. You must submit this form with your EOI.

Please note:

- if your representative is unpaid, you must submit this form with your EOI.
- If you have a paid representative, they must submit your complete EOI, including the NSNP 50 form, through their authorized online portal account.

Warning!

We strongly recommend that if you choose to hire a representative, you choose one from the categories listed above. We do NOT deal with unauthorized representatives. Also, if your representative is NOT authorized, you may not have the ability to hold them accountable if they make an error or give you bad advice.

Duty to provide accurate information

Employers and Representatives

Labour, Skills and Immigration relies on information provided by employers and authorized representatives to assess whether an applicant is eligible to participate in the Nova Scotia Nominee Program (NSNP). If an employer or authorized representative provides information to LSI that:

- is false or misleading about one or more Nova Scotia Nominee Program eligibility criteria, OR
- leaves out or conceals requested information about one or more Nova Scotia Nominee Program eligibility criteria,

we may determine that they have committed misrepresentation or fraud.

The duty to provide accurate information applies to all information provided to LSI, including document(s) or verbal information provided in support of the NSNP applicant. If necessary, LSI (the Government of Nova Scotia) may ask for further information in support of a submission. Employers are obligated to provide this information.

Important!

Employers and authorized representatives who commit misrepresentation or fraud in relation to the Nova Scotia Nominee Program will NOT be allowed to participate in any provincial immigration programs for a period of five (5) years.

Misrepresentations disqualify you for 5 years

What is misrepresentation? Misrepresentation happens when you or someone else involved in your submission does one of these things:

- is not truthful about one or more of the eligibility criteria
- leaves out information we need to assess your submission

The individuals involved in your submission include yourself, your employer, your spouse, and your dependents, or an immigration representative if you decide to use one.

Important!

If you are refused for misrepresentation, you will NOT be allowed to submit an EOI or apply to any immigration program or stream for 5 years.

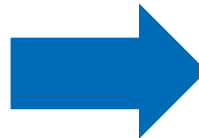
There are no guarantees

Submitting an EOI and meeting the eligibility requirements for the Skilled Worker stream do NOT guarantee that your submission will be processed, assessed, and approved.

Even if you are successful and receive a nomination certificate, we cannot guarantee that you will receive a work permit or permanent resident visa. IRCC has its own application process. They are the only ones who can issue these documents. Labour, Skills and Immigration (LSI) does not issue work permits or permanent resident visas.

Responsibilities of LSI

- assess nominee submissions
- issue letters of support for work permits (if applicable)
- issue nomination certificates



Responsibilities of IRCC

- assess work permits (if applicable)
- assess permanent resident applications
- issue permits and visas

Important!

LSI-issued letters of support or nomination certificates do NOT guarantee approval by IRCC.

Criteria may change; streams may close

We may stop accepting submissions for a period of time. We call this “closing”, “suspending”, or “pausing” a stream, or one of its categories.

If your EOI has been selected for processing and the Skilled Worker stream is later paused, closed, or suspended before a decision is made, we may not continue processing your submission and may return it to the EOI pool.

There may be a delay between the time we receive your submission, select it for processing. During that time, the criteria may change. We will assess your submission based on the criteria in place at that time, unless otherwise stated. Check our [immigration website](#) regularly to stay up-to-date with all changes.

Decisions are final; there are no appeals

If we decide to refuse your submission for the NSNP Skilled Worker stream, our decision is final. There is no appeal process. You may be eligible to submit a new EOI.

We may withdraw your nomination

We may withdraw your nomination at any time before you receive a permanent resident visa and before you arrive in Canada for any of these reasons:

- You no longer meet the eligibility requirements of the Skilled Worker stream.
- The Government of Canada has advised us that some information in your application for permanent residency is false.
- IRCC finds that you, your spouse or common-law partner, or a dependent is not allowed to immigrate to Canada.

You may withdraw your submission

You may withdraw your submission without penalty at any time before you receive a nomination certificate. There is one exception: you may NOT withdraw your application without penalty if we know or suspect that

you have NOT been truthful or have left out important information in your submission.

Post Nomination Responsibilities

Program participants must immediately notify LSI of any changes to information previously submitted in a program-related application or supporting documentation, whether the change occurs after submission or after nomination under a Nova Scotia immigration program.

For immigration candidates, this includes, but is not limited to, changes to:

- marital status
- job duties
- work location
- employment status
- immigration status
- any other particulars previously reported to LSI

Any third party, including employers, recruiters or immigration consultants, who submits information in support of a submission must also notify LSI immediately if that information changes.

Gather the documents you need

You will need a number of documents to complete your EOI submission. You will have to complete some of these documents yourself. Some will have to be completed by your employer. You will also have to get documents from third parties such as educational institutions and governments. Begin to gather these documents as soon as you know that you will submit an EOI for the Skilled Worker stream. It may take some time to gather all the documents you need.

Important!

- All documents must be PDF files.
- Documents with images must be scanned in colour.
- Text-only documents may be scanned in black and white.
- The total size of all documents must be no more than 50 megabytes (MB).
- Each file name must be no more than 50 characters.

- All documents must be clear enough to read.
- Scanner resolution must be 300 dots per inch (dpi).

Warning!

We may close your EOI if documents are missing, unsigned, unclear, or have been enhanced or edited.

Documents in languages other than English or French

Documents in languages other than English or French must be translated by a certified translator.

- Submit a copy of the original document AND a copy of the certified translation.
- Submit proof from the translator of their certification.

Warning!

These individuals are NOT allowed to translate your documents:

- members of your family
- anyone who works for the paid representative you have hired to help you with your submission

If your documents are NOT translated by a certified translator, we may NOT accept them and your submission may be closed.

Documents related to your job offer

For Skilled Worker (A), Critical Construction Worker (B), and Occupations in Demand (D) Categories

- NSNP 200—Your employer must complete and sign this form. It proves that they have offered you a permanent, full-time job.
- You must include any additional supporting documents listed in the NSNP 200 form, as applicable,

While your employer must complete and sign the NSNP 200 form, you are responsible for submitting the form and all supporting documents as part of your EOI.

For physicians (C)

- proof of your approved job offer from Nova Scotia Health (NSH) or IWK

You must have an approved job offer from NSH or IWK in one of these National Occupational Classifications (NOC):

- NOC 31100: Specialists in clinical and laboratory medicine
- NOC 31101: Specialists in surgery
- NOC 31102: General practitioners and family physicians

Your job offer must be written on official NSH or IWK letterhead and must meet these criteria:

- It is signed and dated by a person authorized to hire doctors at NSH or IWK.
- You have signed and dated the job offer to show that you have accepted it.
- It shows that you meet all the criteria required to obtain a licence to practise medicine in Nova Scotia from the College of Physicians and Surgeons of Nova Scotia.
- It shows that you meet all the criteria required to apply for privileges and credentials with NSH or the IWK.

Note: This job offer also serves as proof that you have the ability to practise medicine in either English or French

Documents related to your work experience

For Skilled Worker (A), Critical Construction Worker (B), and Occupations in Demand (D) Categories

To prove that you have the work experience and skills needed for the job, you must include letters of reference from your employers. These letters must be written on company letterhead and they must be stamped with the company's official seal if it has one.

Letters of reference must also include ALL of the following:

- the company's full address, telephone and fax numbers, email and website addresses

- your supervisor's signature or that of a responsible officer
- the specific period of time that you worked for the company
- the titles of the jobs you held while you worked for the company
- the amount of time you worked in each job
- your main duties in each job
- your annual salary plus benefits for each job
- the number of hours you worked per week in each job
- the number of hours you worked in total in each job

Send the above list to each employer you ask for a reference letter. This will help to ensure that they include all the information we need.

For physicians (C)

Not applicable. IPG does not require proof of work experience for physicians with a valid job offer from Nova Scotia Health (NSH) or IWK.

Documents related to your education and training

For Skilled Worker (A), Critical Construction Worker (B), and Occupations in Demand (D) Categories.

- a copy of your high-school diploma
- copies of the licences or certificates required for the job you have
- been offered, if needed

For physicians (C)

- copies of certificates, diplomas, degrees, or transcripts that prove that you meet all the criteria required to obtain a licence to practise medicine in Nova Scotia from the College of Physicians and Surgeons of Nova Scotia

OR

- a copy of your Educational Credential Assessment (ECA) report from the Medical Council of Canada

What is an ECA?

An ECA proves that your certificate, diploma, degree, or other proof of education is real and as valid as if it were earned in Canada.

When you submit your ECA, be sure that it meets these criteria:

- It was issued by the Medical Council of Canada.
- It meets the IRCC format and content requirements.
- It was issued within 5 years of the date that we receive your application AND of the date that you apply for permanent residence.
- It shows that your certificate, diploma, degree, or other proof of education is as valid as if it were earned in Canada.

Important!

You must include your proof of education OR your ECA report (if you need one) in your application as a Physician. Do NOT request that your ECA report be sent directly to us. Keep a copy of it for your records and future use.

Documents related to your ability to communicate in English or French

Warning!

If you are submitting official language test results to demonstrate your English or French ability, the results must have been issued within two (2) years of the date you submit your EOI. This is mandatory for applicants whose job falls under NOC TEER 4 or 5.

For Skilled Worker (A), Critical Construction Worker (B), and Occupations in Demand (D) Categories

NOC TEER 0, 1, 2, and 3

If your first language is NOT English or French, you must provide evidence that you meet one of the following:

- the criteria listed under Canadian Language Benchmarks (CLB) Level 5 or higher
- the criteria listed under Niveaux de compétence linguistique canadiens (NCLC) Level 5 or higher

We will consider these documents:

- educational transcripts or other documents that show English or French was the main language of instruction or communication

- employment history and references that show English or French as the main language of communication
- the results of one of these language tests:
 - International English Language Testing System (IELTS) General Training
 - Canadian English Language Proficiency Index Program (CELPIP) General
 - Pearson Test of English (PTE) Core
 - Test d'évaluation de français (TEF) Canada
 - Test de connaissance du français (TCF) Canada

This table shows the scores you need in each language test to meet the CLB/NCLC 5 standard.

Test	Listening	Reading	Writing	Speaking
IELTS	5	4	5	5
CELPIP	5	5	5	5
PTE	39	42	51	51
TEF	181	151	226	226
TCF	369	375	6	6

NOC TEER 4 and 5

You must submit the results of one of these language tests even if your first language is English or French:

- IELTS General Training
- CELPIP-General
- PTE Core
- TEF Canada
- TCF Canada

Your test results must show that you meet at least the CLB level 4 criteria for either the Canadian Language Benchmarks (CLB) OR Niveaux de compétence linguistique canadiens (NCLC).

This table shows the scores you need in each language test to meet the CLB/NCLC 4 standard:

Test	Listening	Reading	Writing	Speaking
IELTS	4.5	3.5	4	4
CELP	4	4	4	4
PTE	28	33	41	42
TEF	145	121	181	181
TCF	331	342	4	4

For Physicians (C)

Not applicable

Documents about you and your family

Passports

You, and everyone immigrating with you, must have a valid passport. The expiry date of all passports should be at least 2 years from the date of your EOI. Do NOT include the original passports in your EOI. Instead, include copies of pages that show these things:

- the passport number
- the date of issue and expiry
- the photo of the passport holder
- the name of the passport holder as well as their date and place of birth
- any changes to the passport holder's name, date of birth, or other identifying information
- any changes to the passport's expiry date
- any visas or visits to Canada

Documents related to your spouse and children if they are immigrating

with you

Include the documents that apply to you:

- a copy of your marriage certificate
- copies of birth certificates for dependent children
- copies of custody documents and permission for the child to come to Canada
- copies of adoption papers

Documents related to your immigration status

Include the documents that apply to you:

- If you currently live in Canada, include proof of your valid, and non-expired legal status document in Canada (“Maintained status” is not accepted). Ensure that your supporting documentation is valid at the time you submit your EOI, and that you maintain and demonstrate continued eligibility under the program requirements if your EOI is selected for processing.
- If you currently live in a country of which you are NOT a citizen, include proof of your legal status in that country.
- If you have applied to immigrate to Canada before, include copies of every letter you have received from the Canadian government or any provincial or territorial government regarding each application.

Documents related to your move to Nova Scotia

For Skilled Worker (A), Critical Construction Worker (B), and Occupations in Demand (D) Categories

You may provide one or both of the following:

- banking statements from the past 3 months showing all account balances and transaction history
- statements from your investment portfolio showing fixed deposits
- and the terms for withdrawing funds before the investment matures
This may include transferable funds in your name or your spouse’s name.

Important! Do NOT include real estate or personal items such as jewelry,

furniture, and vehicles.

Why do I need to include banking and investment information?

We need to know that you have enough money to pay for these things:

- your immigration costs
- your travel expenses
- the costs related to settling in Nova Scotia such as having enough money for food, rent, clothing, etc.

You can find the requirements regarding the settlement funds for your family size, and the form in which funds will be accepted on [IRCC's website](#).

Note: The above link mentions Express Entry. If you are submitting an EOI for the Skilled Worker stream, you will NOT submit through the Express Entry system. This link is only for information about the required settlement funds.

These requirements may be reduced if you are already living in Nova Scotia or have arranged employment. In all cases, you must provide proof of your financial resources in your own name. The reduction will be assessed by an officer on a case-by-case basis.

We will NOT approve your submission if it appears likely that your family income will be below Statistics Canada's Low Income Cut-Off (LICO). We calculate the LICO requirement based on your family size whether they are coming to Canada with you or not. Your family income includes these things:

- the income you will earn from your job offer
- your spouse's income if they have a permanent job offer in Nova Scotia

To find out if your income will be above or below LICO, compare your family income to the minimum incomes listed in [Table 1 of the Federal Income Scale](#).

Note: While the above link refers to specific IRCC program requirements, the only information that applies to you as a Skilled Worker applicant is under the heading Federal Income Scale.

For physicians (C)

No additional documentation required.

The Expression of Interest (EOI) process

Submitting an EOI

1. Go to novascotia.ca/ensnp to submit your EOI.

You must complete the eNSNP 100 form online and ensure that you include all the documents we need. On the form you must show your intention to settle in Nova Scotia. Be sure to write in detail

- why you chose to settle in Nova Scotia permanently
- what Nova Scotia can offer you
- what Nova Scotia can offer your family if you have one
- if you currently live in another Canadian province, explain why you would leave this province and come to Nova Scotia

These are some details you may want to include:

- where you plan to live
- how you will meet your daily needs
- where you will work, including details about your job
- where you will send your children, if any, to school or daycare
- what your plans are for improving your English or French
- how you plan to become part of the community to which you are moving

Important! You must write all this information in your own words. Do NOT copy information from other sources.

2. Your submission enters the EOI pool.

Submissions are treated as EOIs and entered into an EOI pool.

Selection for processing:

Nova Scotia will conduct periodic selections of EOIs for processing. Factors that may guide selection include provincial priorities, remaining allocation, EOI pool volume, and program integrity considerations.

If selected:

You will receive direct communication from our department confirming your submission has been selected for processing. Being selected means your submission

aligns with current priorities. It does not guarantee approval.

If not selected:

Your submission remains in the EOI pool. If you do not receive communication, your status has not changed.

Important! We will conduct a completeness check. Your application may be closed if you do not submit all required documents or if you do not meet the eligibility criteria for this stream.

3. You will either be nominated or refused (If you are drawn from the EOI pool)

If you are nominated

If you meet the Skilled Worker stream criteria, we will email a nomination certificate to you or your representative. The certificate expires at the end of the month one year after your nomination date. We will also send proof of your nomination directly to IRCC. You need to apply for this visa within 12 months of receiving your nomination certificate.

We may extend your nomination

You can ask us to extend your nomination period beyond 12 months. You must provide evidence that:

- you applied for permanent residency before the 12-month expiry date,
- the application was rejected by IRCC after the expiry date, and
- you resolved the issue for which your application was rejected.

We allow you only one such extension. This extension will expire 6 months after the original expiry date. We do NOT grant extensions after 18 months from the original nomination date. You will have to submit a new EOI to the program.

If we refuse your submission

We will refuse your submission if you do NOT meet the criteria for the Skilled Worker stream. We will notify you or your representative by email. This decision is final. There is no appeal process.

4. Ask for a Letter of Support for your Temporary Work Permit

After you have been nominated by the Province of Nova Scotia, you can request a Letter of Support from our office (Immigration and Population Growth Branch of LSI) if your work permit is expiring within the next several months. You can use this letter to apply for a temporary work permit or to renew your existing work permit with IRCC. A work permit lets you work in Nova Scotia while IRCC processes your application for a permanent resident visa.

5. Apply to IRCC for permanent residence

Within 12 months of your nomination certificate having been issued, submit a complete application for a permanent resident visa to IRCC. We will send you more information about this with your nomination certificate.

6. Tell us when you become a permanent resident

Contact us within 30 days of your arrival in Nova Scotia. Send us these documents:

- a copy of the Confirmation of Permanent Residence
- a copy of your passport
- your Nova Scotia contact information including
 - your current address
 - your phone number
 - your email address

Important! You must tell us if your status changes at any time before you receive a permanent resident visa.

These are just a few examples of a change in status:

- a change in marital status for example, you got married or divorced
- you no longer have a job offer
- you changed employers

Contact us by email at immigration@novascotia.ca or email your assessing officer. Be sure to include your case number if you have one.

Part 2: For employers

Note to physicians with a job offer from Nova Scotia Health or the IWK: These organizations are recognized as eligible employers under this stream. You do not need to provide additional evidence to demonstrate employer eligibility.

Warning! We may refuse your prospective employee's submission if you do NOT meet our requirements.

Is the Skilled Worker stream right for your job opportunity?

The Skilled Worker stream is for applicants who have a permanent, full-time job offer from a Nova Scotia employer.

Full-time means your employee will work year-round for a minimum of 30 hours per week.

Permanent means the employment has no pre-determined end date.

Nova Scotia employer means an employer that meets these criteria:

- If the employer is a commercial business, it must be registered with the Nova Scotia Registry of Joint Stock Companies AND show that it has a permanent establishment in Nova Scotia as defined in Canada's Income Tax Act.
- If the employer is a not-for-profit organization, it must be registered under the Societies Act.
- The employer must have operated in Nova Scotia for at least 2 years.

Does your business qualify for this stream?

In addition to the criteria listed above for a Nova Scotia employer, you must meet the following criteria as an employer:

- You must have a history of good workplace and business practices and must be compliant with all applicable laws and regulations.
- You must be in good standing with provincial occupational health and safety and labour authorities.
- You may need to get an Employer Registration Certificate from the Director of Labour Standards in order to recruit and hire foreign workers for employment in Nova Scotia.
- You must NOT be in violation of the Immigration and Refugee Protection Act or Immigration and Refugee Protection Regulations.
- You must NOT deduct the costs of bringing a foreign worker to Canada from their wages or salaries.
- If you are an employment agency or placement firm, you may NOT act as an employer unless you are hiring the applicant as a full-time permanent employee in your agency or firm.

Does the job offer qualify for this stream?

To qualify for the Skilled Worker stream the job offer must meet these criteria:

- The job must be with a Nova Scotia employer AND be located in Nova Scotia.
- The job must be permanent. That means there is no pre-determined end date.
- The job must be full-time. That means the employee will work a minimum of 30 hours per week.
- The employee must be paid a salary that meets provincial employment standards and the provincial wage range for the specific occupation.
- There must be a shortage of qualified permanent residents or Canadian citizens to fill the position.
- Hiring the applicant must NOT contravene any existing bargaining unit agreements, labour agreements or standards, nor can it be part of any employment disputes.

- Hiring the applicant must not contravene LSI policies related to:
 - Nova Scotia Program Integrity Policy
 - On-site Home-based Businesses
 - Service Home-based Businesses
 - Business with a Telework Arrangement

What you need to do BEFORE you offer a job to a foreign worker

Try to recruit Canadian citizens or permanent residents for the job

You must show that, BEFORE you offered the job to the applicant, you tried to recruit a Canadian citizen or permanent resident. We will accept these documents as proof:

- a copy of the positive Labour Market Impact Assessment (LMIA) you received from Employment and Social Development Canada (Service Canada) for this job. Your prospective employee must be named in this document AND the expiry date must be on or after the date that they submit their EOI to us (Immigration and Population Growth Branch of LSI).

OR

- proof that the worker is on an open work permit and legally entitled to work in Canada, for example with a Post-Graduation Work Permit or the position offered is LMIA exempt.

OR

- 3 advertisements and related information that meet the conditions described below.

We may ask for additional information.

Advertisements

If you do NOT have a current positive LMIA, or proof that the worker or the position is NOT LMIA exempt, you must show that you advertised for the position. Advertisements must meet these criteria:

- They must be in English or French and include these things:
 - your company's operating name, telephone and fax

numbers, email and mailing addresses

- job title
- duties
- skill requirements
- location of work (city or town)
- They must appear in 3 different publications. You must show that each publication targets a Canadian audience with the education, experience, language ability, and skill level needed for the job.
- They must have been published in the 6 months BEFORE the date you offered the job to the applicant.
- They must be publicly available for at least 4 weeks in a row.
- At least one of the advertisements must be in a Canada-wide recruitment tool that has a track record of finding workers for the job such as Job Bank.
- You must demonstrate that your recruitment did not result in any qualified candidates who are Canadian citizens or permanent residents. You must not make a job offer to a foreign national until all Canadian candidates have been vetted through the recruitment process.

Nova Scotia's Program Integrity Policy

You are required to acknowledge and comply with Nova Scotia's Program Integrity Policy, which guides the Immigration and Population Growth (IPG) Branch of the Department of Labour, Skills and Immigration (LSI). This policy promotes transparency, fairness, and accountability across all economic immigration programs and helps protect applicants, employers, and representatives by preventing fraud and misuse. Failure to follow the Program Integrity Policy may result in the refusal of your submission from current or future immigration programs. Review the full policy on our website.

Support the applicant through the immigration process

You may want to think about doing some of these things:

- Help to pay the immigration fees.
- Help your prospective employee to find housing.
- Refer your prospective employee to settlement services agencies and language classes.

Help your employee to succeed in their job

- Continue to offer the settlement supports described above.
- Offer bonuses or incentives.
- Offer career training, benefits packages, and advancement opportunities.

Prepare information to include on the NSNP 200 form

You will need to include the following information on the NSNP 200 form that you will give to your prospective employee as part of their immigration submission:

- a detailed job description. This includes the roles, responsibilities, qualifications, education, and experience needed for the job.
- detailed conditions of employment including supporting documents. These are some of the things you must include; we may ask for others:
 - wages, this includes wages paid during a probationary period.
 - Include the length of the probationary period.
 - overtime pay
 - vacation time and vacation pay
 - holiday pay
 - hours of work
 - location of employment
 - benefits, including accommodation if applicable

Duty to provide accurate information

Labour, Skills and Immigration relies on information provided by employers and authorized representatives to assess whether an applicant is eligible to participate in the Nova Scotia Nominee Program.

Information provided to LSI by employers or authorized representatives that:

- is false or misleading about one or more Nova Scotia Nominee Program eligibility criteria, OR
- leaves out or conceals requested information about one or more Nova Scotia Nominee Program eligibility criteria

may result in a determination that the employer or authorized representative has committed misrepresentation or fraud. This applies to all information provided to LSI, including information in the NSNP 200 form and any additional document(s) or verbal information provided in support of the NSNP applicant. As necessary, LSI may ask for further information in support of an submission, and employers are obligated to provide this information as requested by the Government of Nova Scotia.

Important! Employers and authorized representatives who commit misrepresentation or fraud in relation to the Nova Scotia Nominee Program will NOT be allowed to participate in any provincial immigration programs for a period of five (5) years.

Gather the documents you need

- ☐ NSNP 200 form. The authorized signing officer of the company making the job offer should complete and sign this form.

AND

- ☐ A signed copy of the accepted job offer

AND

- ☐ a copy of your Employer Registration Certificate if you need one

AND

- ☐ a copy of the LMIA in which the applicant is named. The expiry date must be on or after the date that the applicant submits their EOI to us (Immigration and Population Growth Branch of LSI).

OR

- ☐ proof that the worker or the position offered is LMIA exempt

OR

- ☐ copies of the advertisements described above

Give your prospective employee PDF copies of all these documents to include as part of their EOI submission.

Post Nomination Responsibilities

Program participants must immediately notify LSI of any changes to information previously submitted in a program-related application or supporting documentation, whether the change occurs after submission or after nomination under a Nova Scotia immigration program.

For employers, this includes, but is not limited to:

- operational changes within the workplace that have or could have implications for the program participant's job
- changes to work location(s)
- any other job-related particulars previously reported to LSI

Any third party, including employers, recruiters or immigration consultants, who submits information in support of an application must also notify LSI immediately if that information changes.

Questions?

Email immigration@novascotia.ca

Write to Labour, Skills and Immigration
Immigration and Population Growth
PO Box 697
Halifax, NS B3J 2T8
CANADA

Visit online liveinnovascotia.com

Visit in person Labour, Skills and Immigration
Immigration and Population Growth branch
1505 Barrington Street, 4th Floor (Maritime Centre)
Halifax, NS B3J 3K5
CANADA

Find Nova Scotia Immigration and Population Growth on social media:



APPENDICES: Document Checklists for the applicant AND the employer

APPENDIX A: Document checklist – Skilled Worker

Check your documents against the list below. Be sure that you have all the documents we have requested in this guide. We may ask you for more information if we need it.

Forms, Criteria, and Supporting Documents	Who must provide the document
NSNP FORMS	
<input type="checkbox"/> eNSNP 100 – Online expression of interest (EOI) at novascotia.ca/ensnp <input type="checkbox"/> NSNP 200 and supporting documents. See <u>Prepare information to include on the NSNP 200 form</u> and <u>Gather the documents you need</u> in Part 2 of this guide. <input type="checkbox"/> NSNP 50 – Use of a Representative (optional. Use only if a representative has helped you to complete and submit your EOI). See <u>You may use a representative</u> . <input type="checkbox"/> NSNP 60 – Authority to Release Personal Information (optional. Use only if you want us to send your submission information to someone other than yourself or your representative). <p>The person you choose will have access to information about your submission but they will NOT be able to act on your behalf.</p>	<p>Applicant</p> <p>Any dependents 19 and older</p>

Work Experience	
<input type="checkbox"/> Letters of reference from employers. See <u>Documents related to your work experience.</u>	Applicant
Forms, Criteria, and Supporting Documents	Who must provide the document
Education	
<input type="checkbox"/> Copies of all certificates, diplomas, and degrees <input type="checkbox"/> Proof of your licence or certification. See <u>Documents related to your education and training.</u>	Applicant
Language	
<input type="checkbox"/> Evidence of English or French language ability. See <u>Documents related to your ability to communicate in English or French.</u>	Applicant
Immigration status	
<input type="checkbox"/> Copies of passport pages as described under <u>Passports</u> in this guide. <input type="checkbox"/> A copy of proof of legal status for the country where you are currently living, including Canada. See <u>Documents related to your immigration status.</u> <input type="checkbox"/> Letters from previous attempts to immigrate to Canada. See <u>Documents related to your immigration status.</u>	Applicant Spouse or common-law partner Dependents
Accompanying family members (if applicable)	

<p>Copies of these documents:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Birth certificates for dependent children <input type="checkbox"/> Marriage certificate <input type="checkbox"/> Custody documents and permission for the child to come to Canada <input type="checkbox"/> Adoption papers 	<p>Applicant</p> <p>Spouse or common-law partner</p>
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APPENDIX B: Document checklist – Critical Construction Worker

Check your documents against the list below. Be sure that you have all the documents we have requested in this guide. We may ask you for more information if we need it.

Forms, Criteria, and Supporting Documents	Who must provide the document
NSNP FORMS	
<input type="checkbox"/> eNSNP 100 – Online application at novascotia.ca/ensnp <input type="checkbox"/> NSNP 200 and supporting documents. See Prepare information to include on the NSNP 200 form and Gather the documents you need in Part 2 of this guide. <input type="checkbox"/> NSNP 50 – Use of a Representative (Optional. Use only if a representative has helped you to complete and submit your application). See You may use a representative . <input type="checkbox"/> NSNP 60 – Authority to Release Personal Information (Optional. Use only if you want us to send your application information to someone other than yourself or your representative). The person you choose will have access to information about your application, but they will NOT be able to act on your behalf.	Applicant Any dependents 19 and older
Work Experience	
<input type="checkbox"/> Letters of reference from employers. See Documents related to your work experience .	Applicant

Forms, Criteria, and Supporting Documents	Who must provide the document
Education	
<input type="checkbox"/> Copies of all certificates, diplomas, and degrees <input type="checkbox"/> Proof of your licence or certification. See <u>Documents related to your education and training</u> .	Applicant
Language	
<input type="checkbox"/> Evidence of English or French language ability. See <u>Documents related to your ability to communicate in English or French</u> .	Applicant
Immigration status	
<input type="checkbox"/> Copies of passport pages as described under Passports in this guide. <input type="checkbox"/> A copy of proof of legal status for the country where you are currently living, including Canada. See <u>Documents related to your immigration status</u> . <input type="checkbox"/> Letters from previous attempts to immigrate to Canada. See <u>Documents related to your immigration status</u> .	Applicant Spouse or common-law partner Dependents
Accompanying family members (if applicable)	
Copies of these documents: <input type="checkbox"/> Birth certificates for dependent children <input type="checkbox"/> Marriage certificate <input type="checkbox"/> Custody documents and permission for the child to come to Canada <input type="checkbox"/> Adoption papers	Applicant Spouse or common-law partner

Forms, Criteria, and Supporting Documents	Who must provide the document
Settlement Funds	
<p>You may provide one or both of the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Official banking statements from a financial institution for the past 3 months. See <u>Documents related to your move to Nova Scotia.</u> <input type="checkbox"/> Statements for investment portfolio and fixed deposits and the terms and conditions for withdrawing these funds prior to maturity. See <u>Documents related to your move to Nova Scotia.</u> 	<p>Applicant Spouse or common-law partner</p>

APPENDIX C: Document checklist – Physicians

Check your documents against the list below. Be sure that you have all the documents we have requested in this guide. We may ask you for more information if we need it.

Forms, Criteria, and Supporting Documents	Who must provide the document
NSNP FORMS	
<input type="checkbox"/> eNSNP 100 – Online application at novascotia.ca/ensnp <input type="checkbox"/> NSNP 50 – Use of a Representative (optional. Use only if a representative has helped you to complete and submit your application). See You may use a representative . <input type="checkbox"/> NSNP 60 – Authority to Release Personal Information (optional. Use only if you want us to send your application information to someone other than yourself or your representative). The person you choose will have access to information about your application but they will NOT be able to act on your behalf.	Applicant Any <u>dependents</u> aged 19 and older
Documents Related to the Physician Stream	
<input type="checkbox"/> A copy of your approved job offer from NSH or IVK See Documents related to your application to the Physician Stream	Applicant

Forms, Criteria, and Supporting Documents	Who must provide the document
Education and Training	
<input type="checkbox"/> copies of certificates, diplomas, degrees, or transcripts that prove that you meet all the criteria required to obtain a licence to practise medicine in Nova Scotia from the College of Physicians and Surgeons of Nova Scotia OR <input type="checkbox"/> A copy of your valid Education credential assessment (ECA) from the Medical Council of Canada See <u>Documents related to your education and training.</u>	Applicant
Immigration status	
<input type="checkbox"/> Copies of passport pages as described under <u>Passports</u> in this guide <input type="checkbox"/> A copy of proof of legal status for the country where you are currently living, including Canada <input type="checkbox"/> Previous temporary residence permits, if applicable and available <input type="checkbox"/> Letters from previous attempts to immigrate to Canada See <u>Documents related to your immigration status.</u>	Applicant Spouse or common-law partner <u>Dependents</u>

Forms, Criteria, and Supporting Documents	Who must provide the document
Accompanying family members (if applicable)	
<p>Copies of these documents:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Birth certificates for dependent children <input type="checkbox"/> Marriage certificate <input type="checkbox"/> Statutory Declaration of Common-Law Union <input type="checkbox"/> Custody documents and permission for the child to come to Canada <input type="checkbox"/> Adoption papers <p>See <u>Documents related to your spouse and children</u> if they are immigrating with you</p>	<p>Applicant</p> <p>Spouse or common-law partner</p>

Forms, Criteria, and Supporting Documents	Who must provide the document
Language	
<input type="checkbox"/> Evidence of English or French language ability. See <u>Documents related to your ability to communicate in English or French.</u>	Applicant
Immigration status	
<input type="checkbox"/> Copies of passport pages as described under <u>Passports</u> in this guide. <input type="checkbox"/> A copy of proof of legal status for the country where you are currently living, including Canada. See <u>Documents related to your immigration status.</u> <input type="checkbox"/> Letters from previous attempts to immigrate to Canada. See <u>Documents related to your immigration status.</u>	Applicant Spouse or common-law partner Dependents
Accompanying family members (if applicable)	
Copies of these documents: <input type="checkbox"/> Birth certificates for dependent children <input type="checkbox"/> Marriage certificate <input type="checkbox"/> Custody documents and permission for the child to come to Canada <input type="checkbox"/> Adoption papers	Applicant Spouse or common-law partner
Settlement Funds	
You may provide one or both of the following: <input type="checkbox"/> Official banking statements from a financial institution for the past 3 months. See <u>Documents related to your move to Nova Scotia.</u> <input type="checkbox"/> Statements for investment portfolio and fixed deposits and the terms and conditions for withdrawing these funds prior to maturity. See <u>Documents related to your move to Nova Scotia.</u>	Applicant Spouse or common-law partner