

What is NOC?

A guide for newcomers to British Columbia



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1. What is an NOC code?

Introduction

The National Occupational Classification (NOC) is Canada’s national system of organizing and describing occupations. It can help you locate information about occupations found throughout Canada's job market.

The NOC is a useful tool for job seekers. You can use it to research:

- *job descriptions*
- *educational requirements*
- *required skills*
- *related occupations*

The NOC is often used by employers to help them write job descriptions and identify skill requirements for new job postings.

The NOC is also used by many government agencies (including Immigration, Refugees and Citizenship Canada) to identify skills shortages in the Canadian job market.

The NOC is updated every 5 years by Employment and Social Development Canada (ESDC) and Statistics Canada. The most current version of the NOC is at:

- **NOC 2021**
<https://noc.esdc.gc.ca/>

2. How is the NOC Organized?

The NOC can seem confusing if you are not familiar with it. Basically, it is a tool that is used to classify occupations according to their skill level and skill type.

Every occupation is identified by a five-number code, called the NOC code. Each number represents a different trait, which describes the type of industry, and the education and skills required.

Major Groups

The **first number** of the NOC Code indicates the occupational category. ESDC has divided all occupations in Canada into 10 different broad categories:

NOC Occupations – Structure Breakdown

Structure breakdown - NOC 2021 Version 1.0	
▶ 0	Legislative and senior management occupations
▶ 1	Business, finance and administration occupations
▶ 2	Natural and applied sciences and related occupations
▶ 3	Health occupations
▶ 4	Occupations in education, law and social, community and government services
▶ 5	Occupations in art, culture, recreation and sport
▶ 6	Sales and service occupations
▶ 7	Trades, transport and equipment operators and related occupations
▶ 8	Natural resources, agriculture and related production occupations
▶ 9	Occupations in manufacturing and utilities

Source:

<https://noc.esdc.gc.ca/Structure/Hierarchy?objectid=%2Fd0IGA6qD8JPRfoj5UCjpg%3D%3D>

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The **second number** identifies the occupation's training, education, experience and responsibilities – TEER. Combined, these two digits define the NOC "Major Group" for all occupations with the same skill level and skill type. There are 45 major groups in NOC 2021.

Second number

TEER categories and examples of jobs

TEER	Occupation types	Examples
TEER 0	Management occupations	Advertising, marketing and public relations managers Financial managers
TEER 1	Occupations that usually require a university degree	Financial advisors Software engineers
TEER 2	Occupations that usually require <ul style="list-style-type: none"> • a college diploma • apprenticeship training of 2 or more years, or • supervisory occupations 	Computer network and web technicians Medical laboratory technologists
TEER 3	Occupations that usually require <ul style="list-style-type: none"> • a college diploma • apprenticeship training of less than 2 years, or • more than 6 months of on-the-job training 	Bakers Dental assistants and dental laboratory assistants
TEER 4	Occupations that usually require <ul style="list-style-type: none"> • a high school diploma, or • several weeks of on-the-job training 	Home child care providers Retail salespersons and visual merchandisers
TEER 5	Occupations that usually need short-term work demonstration and no formal education	Landscaping and grounds maintenance labourers Delivery service drivers and door-to-door distributors

Source: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/find-national-occupation-code-2021.html>

A TEER category is defined by the amount and type of training and education required to enter and perform the duties of an occupation. It also takes into

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consideration the experience required and the complexity of responsibilities involved in the work.

<https://www.statcan.gc.ca/en/subjects/standard/noc/2021/introductionV1>

Sub-major, Minor and Unit Groups

The **third number** further divides the major groups into 89 sub-major groups in NOC 2021.

The **fourth number** represents the Minor group of the classification - the domain in which an occupation is carried out. There are 162 minor groups in NOC 2021

The **fifth number** represents the Unit Group of the classification - the most detailed level of the classification and represents one or several occupations combined together within the NOC. There are 516 units groups in NOC 2021.

Here is an example of how these groups are combined for ***Lawyers and Judges***:

Level	NOC 2021 V1.0 Code	NOC 2021 V1.0 Title
Broad occupational group	4	Occupations in education, law and social, community and government services
Major group	41	Professional occupations in law, education, social, community and government services
Sub-minor group	411	Professional occupations in law
Minor group	4110	Judges, lawyers and Quebec notaries
Unit Group	41100	Judges
Unit Group	41101	Lawyers and Quebec notaries

Source: <https://www.statcan.gc.ca/en/subjects/standard/noc/2021/introductionV1>

3. How to select the correct NOC code

To figure out the NOC code for your occupation you can use:

- **Search the National Occupational Classification -**
<https://noc.esdc.gc.ca/>
Search for NOC codes using different options to help narrow down your occupation.
- **Search older four digit NOC code to identify the current NOC 2021 five digit code:**
https://www.statcan.gc.ca/en/statistical-programs/document/noc2016v1_3-noc2021v1_0
if you have an older four digit code, e.g. 4112 for 'Lawyers', you can search here to find the new five digit code, e.g. 41101

4. NOC for Immigration

Note: If you need to select your NOC code for immigration purposes, you may want to consult with an immigration professional to make sure you use the correct code. The sites below can help you get started.

- **Express Entry – Find Your NOC**
<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/find-national-occupation-code.html>
- **Determine Your Eligibility – Skilled Trades**
<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/skilled-trades.html>
- **BC Provincial Nominee Program**
<https://www.welcomebc.ca/Immigrate-to-B-C/B-C-Provincial-Nominee-Program>

5. NOC for Job Searching

Knowing the NOC code for your occupation before doing a job search can make searching easier and faster. Government job boards such as Job Bank and WorkBC organize job postings by the NOC code, so if you know the NOC code you can easily search for all jobs under that code.

If an employer includes a NOC number in a job posting, you are able to check the job description that will list special requirements for experience or education. The NOC also lists any related professions that require the same skills.

Note:

- *Even though NOC is a standardised system, many private companies are unfamiliar with NOC and may describe a job title differently than the NOC.*

6. Additional Resources

- **NOC Tutorial**

<https://noc.esdc.gc.ca/Training/TutorialHome>

Helps explain the how the NOC is organized and includes a quiz to test you're your understanding

- **NOC Career Handbook**

<https://noc.esdc.gc.ca/CareerHandbook/ChWelcome>

The Career Handbook is the counselling component of the National Occupational Classification (NOC) system. It includes information such as the aptitudes and interests best suited for each occupation, working conditions, workplaces and types of employers, and other details.

- **NOC Frequently Asked Questions**

<https://noc.esdc.gc.ca/Home/FrequeAskedQuestions>

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**Questions? Please ask the Information Staff in the Central Branch,
Vancouver Public Library or telephone 604-331-3603.**

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/>

