

What is NOC?

A guide for newcomers to British Columbia



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Contents

1. What is an NOC code?.....	2
2. How is the NOC Organized?	3
3. How to select the correct NOC code	5
4. NOC for Immigration	6
5. NOC for Job Searching	6
6. Additional Resources.....	7

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 and Statistics Canada. The most current version of the NOC is at:

- **NOC 2011**

- <http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Welcome.aspx>

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 four-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 skill type. HRSDC has divided all occupations in Canada into 10 different skill types:

Skill Type	Occupation
0	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: <http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Tutorial.aspx#3>

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The **second number** identifies the occupation's skill level. Combined, these two digits define the NOC "Major Group" for all occupations with the same skill level and skill type.

Second number

NOC Skill Levels		
Skill Level (alpha)	Skill Level (digit)	Nature of Education/ Training
A Occupations usually require university education.	0 or 1	University degree at the bachelor's, master's or doctorate level.
B Occupations usually require college or vocational education or apprenticeship training.	2 or 3	Two to three years of post-secondary education at a community college, institute of technology or CEGEP <i>or</i> Two to five years of apprenticeship training <i>or</i> Three to four years of secondary school and more than two years of on-the-job training, specialized training courses or specific work experience. Occupations with supervisory responsibilities and occupations with significant health and safety responsibilities, such as firefighters, police officers and registered nursing assistants are all assigned the Skill Level B.
C Occupations usually require secondary school and/or occupation-specific training.	4 or 5	Some secondary school education, with up to two years of on-the-job training, training courses or specific work experience.
D On-the-job training is usually provided for occupations.	6 or 7	Short work demonstration or on-the-job training <i>or</i> No formal educational requirements.

Source: <http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Tutorial.aspx#3>

Minor and Unit Groups

The **third number** further divides the major groups into 140 occupational categories. These are called "Minor Groups."

Finally, the **fourth number** represents the "Unit Group." There are 500 unit groups which include numerous job titles.

Example

Let's look at the occupation 'Bakers,' NOC code 6332, as an example. The code breaks down as follows:

- **6** is the skill type code for sales and service occupations
- **3** is a skill level code for occupations usually requiring college education or apprenticeship training.
- "Major Group" **63** represents all Service Supervisors and Specialized Service Occupations
- "Minor Group" **633** represents all workers classified as 'Butchers and Bakers'
- "Unit Group" **6332** is the code specific to 'Bakers'

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 - HRSD**
<http://www5.hrsdc.gc.ca/NOC/english/NOC/2011/SearchIndex.aspx>
Search for NOC codes using different options to help narrow down your occupation.

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**
<http://www.cic.gc.ca/english/immigrate/skilled/noc.asp>
- **Determine Your Eligibility – Skilled Trades**
<http://www.cic.gc.ca/english/immigrate/trades/apply-who.asp>
- **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 – Employment and Social Development Canada**
<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/Tutorial.aspx>
Helps explain the how the NOC is organized and includes a quiz to you're your understanding

**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/>