

## Second Career Strategy- National Occupational Classification (NOC) Summary\*

*\*The following is a summary prepared by MTCU of the information found on the Statistics Canada internet site.*

The *National Occupational Classification* (NOC) is a system for describing the occupations of Canadians. It gives statisticians, labour market analysts, career counsellors, employers and individual job seekers a standardized way of describing and understanding the nature of work.

NOC is used for looking up occupational titles, finding occupational descriptions, for coding purposes and for other applications.

**Labour Market Analysis:** The NOC provides the context for the interpretation of statistical information. Users analyze the Canadian labour market to understand emerging trends, to guide policy decisions and to develop systems for training, recruiting and job matching. National, regional, and local labour market information can be accessed by visiting [www.labourmarketinformation.ca](http://www.labourmarketinformation.ca).

**Career Planning and Job Seeking:** Career developers, counsellors and students use the NOC for career planning. An understanding of occupational definitions, requirements and opportunities is central to their goal of matching the interests and aptitudes of individuals to the requirements and opportunities associated with occupations. Job seekers, employment counsellors and employers rely on the NOC to make effective use of labour market information services.

**Skill Type:** Skill Type is based on the type of work performed, but it also reflects the field of training or experience that is normally required for entry into the occupation. This includes the educational area of study required, as well as the industry of employment in cases where experience within an internal job ladder is required for entry.

The first digit of the NOC code normally designates the Skill Type (see chart below). For example, *Occupations Unique to Processing, Manufacturing and Utilities* start with the digit 9. An occupation that is coded with a first digit of 1 through 9 refers to the Skill Type of that occupation. An occupation that has a 0 as the first digit indicates management.

The **10 Skill Types** that represent the first digit of a NOC code:

NOC 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 Social Science, Education, Government Service and Religion
5	Occupations in Art, Culture, Recreation and Sport
6	Sales and Service Occupations
7	Trades, Transport and Equipment Operators and Related Occupations
8	Occupations Unique to Primary Industry
9	Occupations Unique to Processing, Manufacturing

The **4 Skill Levels** (both alphabetic characters and numerical values) used in the NOC.

NOC Skill Levels		
Skill Level (alpha)	Skill Level (digit)	Nature of Education/Training
<b>A</b> Occupations usually require university education.	1	University degree at the bachelor's, masters or doctorate level.
<b>B</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.
<b>C</b> Occupations usually require secondary school and/or occupation-specific training.	4 or 5	One to four years of secondary school education <i>or</i> Up to two years of on-the-job training, specialized training courses or specific work experience.
<b>D</b> On-the-job training is usually provided for occupations.	6	Short work demonstration or on-the-job training <i>or</i> No formal educational requirements.

A *major group* is the first two digits of an NOC code. There are **26 major groups**.

At the three-digit level, the major groups are further divided into **140 minor groups**. For example, major group 64, Intermediate Sales and Service occupations, includes eight minor groups.

At the four-digit level, the system is expanded into **520 occupational groups** identified as *unit groups*. Unit groups represent further specificity within an occupational domain. To continue with the same example from above, minor group 643, *Occupations in Travel and Accommodation*, is further divided into five unit groups.

**The Matrix:** The NOC *Matrix* shows the Major and the Minor groups, and the relationship between Skill Types and Skill Levels. This provides an overview of the entire classification structure.

**FOR ADDITIONAL INFORMATION FROM STATISTICS CANADA ON THE INTERNET:**

The Matrix is included in the NOC and it may also be downloaded at:  
[http://www5.hrsdc.gc.ca/NOC-CNP/docs/Matrix\\_Poster\\_English.pdf](http://www5.hrsdc.gc.ca/NOC-CNP/docs/Matrix_Poster_English.pdf)

The NOC Tutorial can be downloaded in its entirety at:  
<http://www5.hrsdc.gc.ca/NOC-CNP/app/training.aspx?lc=e#php>