

Ministry of Labour, Immigration, Training and Skills Development

Better Jobs Ontario transition to National Occupational Classification (NOC) 2021 codes External Technical Questions and Answers

June 2023

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General

1. What is the National Occupational Classification (NOC) 2021?

The National Occupational Classification (NOC) provides a systematic classification structure that categorizes the entire range of occupational activity in Canada. The NOC is used to provide labour market information and support employment-related program administration.

On November 16, 2022, Employment and Social Development Canada (ESDC) released NOC 2021, which provides an updated standardized framework to describe and classify all occupations in Canada.

2. What are the main changes with NOC 2021?

[NOC 2021](#) replaces the NOC 2016 four-category “Skill Level” structure (A, B, C, D) by introducing a new six-category (0 – 5) system representing the degree of Training, Education, Experience and Responsibilities (TEER) required for entry in an occupation:

TEER	Employment Requirements
TEER 0	<ul style="list-style-type: none">• Management occupations.

TEER 1	<ul style="list-style-type: none"> • University degree (bachelor's, master's or doctorate)
TEER 2	<ul style="list-style-type: none"> • Supervisory responsibilities • College diploma (two to three years) • Apprenticeship training (two to five years)
TEER 3	<ul style="list-style-type: none"> • College certificate (less than two years) • Apprenticeship training (less than two years) • More than six months of on-the-job training
TEER 4	<ul style="list-style-type: none"> • Completion of high school diploma • Several weeks of on-the-job training
TEER 5	<ul style="list-style-type: none"> • Short work demonstration and no formal educational requirements.

NOC 2021 adopts a five-tiered hierarchical arrangement of occupational groups with successive levels of disaggregation containing broad occupational categories, major groups, sub-major groups, minor groups, and unit groups. NOC 2021 also introduces a brand new five-digit codification system to replace the current four-digit system [i.e. – 7511 (2016) to 73300 (2021)].

3. Why is the Better Jobs Ontario program switching to NOC 2021?

The Better Jobs Ontario program currently uses the NOC system as criteria for all major facets of the program, including eligibility, suitability, eligible skills training, labour market research, assessment, and data entry in EOIS-CaMS.

The Better Jobs Ontario program is being updated to NOC 2021 to align with the current labour market and to ensure that the program meets applicant's occupational needs.

4. When will NOC 2021 changes be implemented?

The Better Jobs Ontario program will be updated in EOIS-CaMS on the evening of **June 16, 2023**. The program guidelines and addendum will also be effective on that date.

Program Guidelines and Addendum

5. What revisions have been made to the Better Jobs Ontario program guidelines and Addendum due to the June 16th update?

The following changes have been made to the Better Jobs Ontario program guidelines:

- Updated all references in the program guidelines and addendum to the National Occupational Classification from NOC 2016 to NOC 2021 and the replacement of skill levels with the new Training, Education, Experience and Responsibilities (TEER) categories.
- Section 1.2.3 Second Career Redesign updated to include summary of program changes under Phase Three.
- Section 2.4.2 Occupational Demand with Evidence of Good Employment Prospects updated and subsequent references to local community priorities have been removed. Local community priorities have been removed from the Fast Track Addendum as no priorities have been identified by the Ministry.
- Minor clarifications under Section 2.3.2 on low-income threshold calculations.
- Section 2.3.4 to include more information about 900 Series SIN number eligibility for those awaiting permanent residence status and visitors under Emergency Travel measures enacted by the federal government
- Section 2.6.1.3 removed reference to tuition supports dependent upon a household income assessment
- Section 2.4.1.10 clarified university level training eligible under the Fast Track Stream
- Section 2.7 clarified household size as a factor in the financial needs assessment
- Section 2.7.1.1 clarified correct program practices requiring notice to the Ministry of changes to household income.
- Section 2.7.3.2 clarified eligibility of part-time training for the Training Access Payment.
- Minor revisions made to layout, formatting, grammar, and spelling.

6. Have changes been made to eligibility criteria?

No, eligibility criteria have not changed. However, some minor language changes were made to align with updating the program to NOC 2021 as well as changes to the 900-Series SIN policy. For example, the definition of “Interim Job” was updated to NOC 2021 and the reference to LICO was removed in Section 2.3.2 and replaced with a reference to the BJO Low-income Threshold outlined in the BJO Application for Financial Assistance. Additionally, Section 2.3.4 was updated to include more information about 900 Series SIN number eligibility for those awaiting permanent residence status and visitors under Emergency Travel measures enacted by the federal government.

7. Have any changes been made to the eligibility of individuals who have quit their employment then applied to Better Jobs Ontario?

No, individuals who quit or were terminated from their employment (excluding an Interim Job / low-level skill job) continue to not be eligible for Better Jobs Ontario. However, the definition of Interim Job / “low-level” skill job has changed from NOC D to TEER 5 in Section 2.3.5.

8. Why are individuals who quit or were terminated from a jobs classified as TEER 0-4 not eligible for Better Jobs Ontario?

Individuals who have voluntarily quit or been terminated from jobs classified as TEER 0-4 may have occupational skills gained from their work experience for which there is occupational demand in the labour market. They are therefore considered to have lower relative need for skills training than those who only have occupational experience from TEER 5 skill level jobs. It should be noted that several NOC C occupations have moved to TEER 5 which expands the potential eligibility of individuals who have quit or were terminated from their employment.

9. Have some of the labour market research resources highlighted in the Guidelines changed to NOC 2021?

Yes, some of the labour market research resources highlighted in Section 2.4.2, such as, the [Ontario labour market research](#) website and [Government of Canada Job Outlooks](#) have been updated to NOC 2021. Applicants can continue to use these resources to research occupational demand and to provide evidence of good employment prospects.

10. Have changes been made to the suitability criteria?

Yes, minor changes were made to suitability criteria to reflect changes from NOC 2016 to NOC 2021 in the “Type of Skills Training” and “Occupational Experience” criterion in Section 2.5.2 of the Guidelines.

Eligible Skills Training

11. What changes have been made to Eligible Skills Training?

Skills training is now allowable for NOC TEER category 2, 3 or 4 occupations and equivalent with good employment prospects in Ontario. Individuals (in both the regular and Fast Track Streams) may be eligible for skills training in a NOC TEER category 1 if it is for one of the identified in-scope occupations (Fast Track Stream Addendum).

12. How does NOC 2021 affect eligible training programs?

NOC 2021 moves over 500 occupations into new TEER levels. Most occupations from NOC 2016 continue to be eligible with NOC 2021. There are over 300 occupation groups that are eligible for BJO:

- TEER 1 = 5 eligible occupations
- TEER 2 = 161 eligible occupations
- TEER 3 = 65 eligible occupations
- TEER 4 = 96 eligible occupations

13. Are there new occupations that are now eligible for BJO because of the new NOC 2021 transition?

Yes, the following NOC codes have moved from Skills Level A to TEER 3 and are now eligible for BJO skills training:

- 5134 – Dancers
- 5135 – Actors and comedians
- 5136 – Painters, sculptors, and other visual artists

14. Are there skills training programs that are no longer eligible for BJO?

Yes, the following NOC codes have moved from Skill Level C to TEER 5 and are no longer eligible for BJO skills training:

- 6513 – Food and beverage servers
- 6563 – Pet groomers and animal care workers
- 6564 – Other personal service occupations
- 7451 – Longshore workers
- 7452 – Material handlers
- 7513 – Taxi and limousine drivers and chauffeurs
- 7514 – Delivery and courier service drivers
- 7533 – Boat and cable ferry operators and related occupations
- 8431 – General farm workers
- 8432 – Nursery and greenhouse workers
- 8442 – Trappers and hunters
- 9445 – Fabric, fur and leather cutters

However, ESDC has determined that skills training is not necessary to pursue these occupations because they require “short work demonstration and no formal educational requirements.” As these occupations are now TEER 5, they can also qualify as an “Interim Job” and individuals can quit or be terminated from them and still be eligible for BJO skills training.

15. What changes have been made to the eligible occupations in the Addendum?

All the occupations and codes in the Addendum have been updated to NOC 2021. No changes have been made to eligible occupations, but some occupations have been split, merged, and renamed.

16. Are there any changes to the eligible TEER 1 (formerly Skill Level A) training occupations in the Addendum?

Yes, because of occupation splitting there are now five TEER 1 occupations in the Addendum, compared to only two Skill Level A occupations previously. The following occupations are now eligible for both the Fast Track and Regular stream:

- Computer Systems Developers and Programmers (NOC 21230 – TEER 1)
- Software Developers and Programmers (NOC 21232 – TEER 1)
- Web Developers and Programmers (NOC 21234 – TEER 1)
- Web Designers (NOC 21233 – TEER 1)
- Physicians’ assistants, midwives, and allied health professionals (NOC 31303 – TEER 1)

17. Have any occupations been removed from the Fast Track stream?

Yes, “Material Handlers” (NOC 7452 – Level C) has been removed from the Addendum because it is now classified as a TEER 5 occupation (75101) which is not eligible.

BJO NOC 2021 Updates in EOIS-CaMS

18. What NOC 2021 updates have been made in EOIS-CaMS?

The following BJO operational products will be updated in EOIS-CaMS:

- Suitability Matrix
- Product Delivery Case data entry.

19. How has the Better Jobs Ontario Eligibility and Suitability Template been updated in EOIS-CaMS?

The Better Jobs Ontario Eligibility and Suitability Assessment Template (Matrix) has been updated to reflect the changes to the “Type of Skills Training” and “Occupational Experience” criterion. A new checkbox has also been added at the bottom of the template for service providers to specify if the applicant “Does not meet the suitability baseline score but is being recommended as an exception.”

Changes to BJO Forms and Tools (outside of EOIS-CaMS)

20. What supplementary forms and tools have been updated to include NOC 2021 codes?

The following forms and tools (outside of EOIS-CaMS) have been updated to include NOC 2021 codes:

- Application for Financial Assistance (PDF and Digital)
- Application for Financial Assistance - Information Sheet (PDF)
- Application Checklist for Employment Service/Integrated Employment Service Providers

21. When do applicants need to start using updated forms for their applications?

Better Jobs Ontario applicants will be required to use updated NOC 2021 forms once they are released, however, the Ministry has established a one-month grace period for applicants who were in the process of completing applications prior to the NOC 2021 launch. During the grace period, applicants that were in the process of completing their applications will not be required to resubmit their applications using updated forms.

Changes to Application for Financial Assistance Form

22. What updates have been made to the Application for Financial Assistance form?

The Application for Financial Assistance form has been updated to align with the guidelines and addendum. The following changes were also made to continue program re-design efforts to streamline information and simplify the program for applicants:

- Streamlined instructions and questions throughout form to reduce and simplify text. Where possible, removed context that is included in the Information Sheet (i.e., financial assistance information, dependent care etc.).
- Removed several questions in Section A - Identification Information that were collected in the Participant Registration Form.
- Updated the BJO Low-Income Thresholds with the StatsCan 2020 LICO figures and added form function that auto populates the threshold figure based on the applicants' selection for household size.
- The questions related to labour market research requirements are now their own section called "Section Labour Market Research". The "Ontario Student Assistance Program" and "Employment Insurance" sections have been combined into one section called "Other Funding for Skills Training".
- Revised Section I – Documentation to better clarify necessary documents and to separate those that must be provided by the applicant versus those provided by the service provider.
- Updated language in Section J – Notice of Collection and Consent to align with changes to participant agreement.

23. Will the Digital Application and Portal be updated?

Yes, the digital portal and application will also be updated. Additional updates will be made in July and August. The digital application will continue to provide the same content as the PDF Application for Financial Assistance but in a digital format. Updates have also been made to streamline language and usability of the application.

24. What changes have been made to the accompanying Information Sheet?

The following changes have been made to the Information Sheet:

- A table of contents has been added to the guide with hyperlinks to each section in the document.
- Streamlined instructions and questions throughout form to reduce and simplify text.
- Revised the NOC TEER language to align with the updated BJO guidelines and fast-track addendum.

25. When will the updated Application for Financial Assistance be available for use?

The updated Application for Financial Assistance (89-1889) and the accompanying Information Sheet will be released during the week of June 19.

26. Will applicants still be required to work with service providers to complete the Application for Financial Assistance form and the application package?

Yes, the service provider's role has not changed. It remains an integral part of the application process.

Changes to Application Checklist for Employment Service/Integrated Employment Service Providers

27. What changes have been made to the Better Jobs Ontario Application Checklist for Employment Service/Integrated Employment Service Providers?

In addition to updating the Application Checklist to NOC 2021, the following changes were made to streamline information and clarify the documents that must be submitted as part of an application package:

- Added "Confirmation that the applicant's contact information (i.e. - address, email, and phone number) is accurate and up to date in their EOIS-CaMS Employment Ontario (EO) Case" checkbox
- Reference to NOC 2021 added.
- Removed Section B – Validation of Documents and simplified it to a checkbox item in section 4 – "Validation of items required for client to participate in skills training and/or be employed in the field of training (i.e. – criminal record or medical assessment), if applicable".
- Removed "Signature of ES/IES provider staff member attesting to the appropriateness of BJO and date" checklist item in favour of an attestation –

“Service provider attestation that BJO is the most appropriate intervention for the applicant”.

- Removed Section C - Service Provider Contact Information and placed at the top of the checklist where the information can be entered and verified before completing the checklist.
- Added a live link to section 8 - “Confirmation that program information is on the [Private Career College \(PCC\) Search Service](#) site, if requested training is at a PCC”.