

GMS Flash Alert

Immigration Edition

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Canada - New National Occupation Classification System

On November 16, 2022, Canada will transition to a new version of the National Occupational Classification (NOC) system.¹

The existing NOC system was introduced in 2016. However, it will now be replaced with a six-category system and will represent the Training, Education, Experience and Responsibilities (“TEER”) needed to work in an occupation. Canada’s NOC categorizes all occupations in Canada. The NOC is based on the type of work performed; occupations are grouped by the duties, responsibilities, and employment requirements associated with each role.

WHY THIS MATTERS

- The new NOC system will affect both permanent residence (Express Entry points eligibility and points calculation) and temporary work permit programs (Global Skills Strategy work permit processing, and eligible occupations under the Global Talent Stream). Affected programs will have their eligibility criteria updated in response to this change.
- The new NOC system will enable Canada to better target applicants to fill gaps in Canada’s labour market.
- The new NOC system may impact prevailing wage rates. As prevailing wages are expected to be updated this week, Canadian employers should review their mobility policies and explore strategies to retain talent while providing best value for their business.

Updated Eligibility Requirements

The following programs will have updated eligibility requirements because of this change:

[Express Entry](#)

[International Mobility Program](#)

[Temporary Foreign Worker Program](#)

[Atlantic Immigration Program](#)

[Provincial Nominee Program](#)

[Caregivers programs](#)

[Rural and Northern Immigration Pilot](#)

[Agri-Food Pilot](#)

[Out-of-status construction workers](#)

A Six-Category “TEER” System

Under the new *Training, Education, Experience and Responsibilities* (TEER) system, what were previously four-digit occupation codes will now become five-digit codes. Programs that previously used the NOC skill type or levels will now use TEER categories.

Notably, skill type B occupations, which comprise of approximately one-third of current NOC codes, have been divided into two TEERs – 2 and 3 – to create clearer distinctions based on employment requirements.

2016 Skill type or level	2021 TEER category	Occupation Types
Skill type 0	TEER 0	Management occupations
Skill level A	TEER 1	Occupations that usually require a university degree.
Skill level B	TEER 2 and TEER 3	Occupations that usually require a college diploma, apprenticeship training, or supervisory occupations / more than six months of on-the-job training.

2016 Skill type or level	2021 TEER category	Occupation Types
Skill level C	TEER 4	Occupations that usually require a high school diploma, or several weeks of on-the-job training.
Skill level D	TEER 5	Occupations that usually need short-term work demonstration and no formal education.

Source: KPMG Law LLP in Canada

Permanent Residence – Impact on Express Entry Eligibility

Immigration, Refugee, Citizenship Canada (IRCC) uses the NOC system to determine a candidate's eligibility for Express Entry. Currently, only candidates with work experience in NOC skill types A, B, or 0 are eligible to submit an Express Entry profile. Under the new system, occupations in TEERs 0, 1, 2, and 3 will be eligible for Express Entry programs.

The new NOC system will change the way IRCC evaluates work experience. Many occupations from the previous NOC system will carry over the same eligibility for Express Entry. However, 16 previously ineligible occupations will become eligible for Express Entry based on their updated educational and experience requirements.

Specifically, the following occupations will become eligible for Express Entry on November 16:

- Payroll administrators;
- Dental assistants and dental laboratory assistants;
- Nurse aides, orderlies and patient service associates;
- Pharmacy technical assistants and pharmacy assistants;
- Elementary and secondary school teacher assistants;
- Sheriffs and bailiffs;
- Correctional service officers;
- Bylaw enforcement and other regulatory officers;
- Aestheticians, electrologists and related occupations;
- Residential and commercial installers and servicers;
- Pest controllers and fumigators;
- Other repairers and servicers;

- Transport truck drivers;
- Bus drivers, subway operators and other transit operators;
- Heavy-equipment operators; and
- Aircraft assemblers and aircraft assembly inspectors.

In addition, three occupations will become ineligible for Express Entry based on the updated requirements:

- Other performers;
- Program leaders and instructors in recreation, sport and fitness; and
- Tailors, dressmakers, furriers and milliners

Although the above three occupations will become ineligible for Express Entry as of November 16, they may still be eligible for other programs such as [Provincial Nominee Programs](#).

KPMG NOTE

Individuals who have questions or concerns about the new measures are encouraged to contact their qualified immigration counsel or a member of the immigration team with KPMG Law LLP in Canada for further guidance.

FOOTNOTE:

1 See the “NOC 2021” webpage at: <https://noc.esdc.gc.ca/Structure/Noc2021?wbdisable=true> . Also see “Find Your NOC” at: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/find-national-occupation-code.html> .

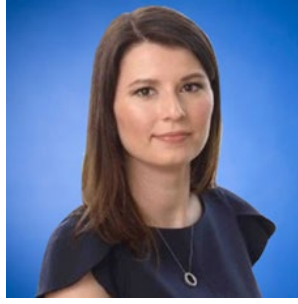
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Contact us

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