



## **The Imminent Changes in NOC Codes**

The Immigration, Refugees, and Citizenship Canada (IRCC) has indicated that it will overhaul the NOC Codes (version 2016) with new NOC codes (version 2021). The changes will start to be implemented on November 16, 2022.

These changes are likely to affect candidates in:

- Express Entry
- Provincial Nominee Program
- Atlantic Immigration Program
- Rural and Northern Immigration Pilot
- Agri-Food Pilot
- Caregivers program
- International Mobility Program



NOC stands for National Occupational Classification. It is an integral part of Canada's immigration system to classify candidates' occupations. Foreign workers need to demonstrate their work experience corresponds with NOC requirements of the program they are applying to.

There are skills type and skills level structure under the current NOC (2016 version):

- NOC 0 represents jobs that is in managerial level.

- NOC A represents jobs that tend to require university degrees
- NOC B represents jobs that are in the skilled trades or require a college diploma
- NOC C represents jobs that require intermediate skills or job-specific training
- NOC D are labour jobs that require on the job training.

Under the new NOC (2021 version), some changes that are going to happen:

- Programs that used the NOC skill type or levels will now use TEER categories. The skill type and skill level structure (NOC 0, A, B, C, D) will be replaced with a 6-category system representing the training, education, experience, and responsibilities (TEER) needed to work in an occupation.
- The 4-digit occupation codes will become 5-digit codes,
- Most jobs will stay in the TEER category that is equal to the skill level. However, some jobs may change to different TEER category, particularly the skill level B jobs.

Skill type or level	TEER category
Skill type 0	TEER 0
Skill level A	TEER 1
Skill level B	TEER 2 and TEER 3
Skill level C	TEER 4
Skill level D	TEER 5

TEER 0	<ul style="list-style-type: none"> <li>• Management occupations.</li> </ul>
TEER 1	<ul style="list-style-type: none"> <li>• Completion of a university degree (bachelor's, master's or doctorate); or</li> <li>• Several years of experience in a specific occupation from TEER category 2 (when applicable).</li> </ul>
TEER 2	<ul style="list-style-type: none"> <li>• Completion of a post-secondary education program of two to three years at community college, institute of technology or CÉGEP; or</li> <li>• Completion of an apprenticeship training program of two to five years; or</li> <li>• Occupations with supervisory or significant safety (police officers and firefighters) responsibilities; or</li> <li>• Several years of experience in a specific occupation from TEER category 3 (when applicable).</li> </ul>
TEER 3	<ul style="list-style-type: none"> <li>• Completion of a post-secondary education program of less than two years at community college, institute of technology or CÉGEP; or</li> <li>• Apprenticeship training of less than 2 years; or</li> <li>• More than six months of on-the-job training, training courses or specific work experience with some secondary school education; or</li> <li>• Several years of experience in a specific occupation from TEER category 4 (when applicable).</li> </ul>
TEER 4	<ul style="list-style-type: none"> <li>• Completion of secondary school; or</li> <li>• Several weeks of on-the-job training with some secondary school education; or</li> <li>• Several years of experience in a specific occupation from TEER category 5 (when applicable).</li> </ul>

### **Implication of the changes**

Many immigration programs may have to adjust the eligibility requirements because of this change. Some applicants will find themselves eligible for additional programs since their work experience has been reclassified. Others may find themselves probably no longer eligible for the same reason. How far is the implication to the applicants remains to be seen.

Canada is pursuing aggressive immigration policy. However, entering Canada is not an easy pursuit. The recent changes in regulations and systems have caused significant disruption in approval rates. As Canada immigration is now in transition of using new systems called Chinook and AI, refusal cases are now at the highest level. With the changes in NOC, it will add to more complication and confusion, at least within the short time. Therefore, it is suggested that the serious candidates to get help from the immigration experts like RCICs or Immigration Lawyers. Trying to apply on your own and then being refused will completely diminish your dream to come to or stay in Canada.

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