

How to assess your NOC

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NOC 2021 / TEER. Duties first. Titles are not a test.

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IRCC does not grade the label on an offer letter. It grades the work.

What IRCC actually tests

1. Main duties first. A substantial number of the main duties, including all essential duties. Match what was actually done, not the job title.
2. Lead statement second. The person must have performed the actions in the lead statement of that unit group.
3. Employment requirements third, as confirmation only. Usual education, licensing, and certification sit in the same confirmatory bucket as the Job Bank wage report. Wage is never the first indicator and never picks the code.

That duties-plus-lead test is the Federal Skilled Worker regulatory test in IRPR section 75. Paragraph 75(2)(b) requires the actions in the lead statement. Paragraph 75(2)(c) requires a substantial number of the main duties, including all of the essential duties.

Titles are not a test

Employer titles lie. A role called Technician can be labour. A role called Manager can be a cleaner. Example titles on the official unit group are examples, not a pass mark. Pith and substance is the actual work plus the workplace or industry, not the label on the offer.

IRCC Find your NOC:

"Make sure the main duties listed match what you did at your job. If they don't, you'll need to find a different job title with duties that match yours."

If the duties do not match, you do not massage the title. You keep hunting.

Use NOC 2021 and TEER

Current applications use NOC 2021 and TEER, not the old 4-digit skill-type 0 / A / B / C / D matrix. The code is five digits. The second digit is the TEER category (0 through 5). Express Entry skilled work is usually TEER 0, 1, 2, or 3. That is a program filter, not proof that the unit group is the right one.

How to assess your NOC (continued)

Open NOC 2021 Version 1.0 on noc.esdc.gc.ca. Each unit group profile has a lead statement, main duties, employment requirements, example titles, and exclusions. If IRCC's finder table conflicts with the ESDC profile, the ESDC profile wins.

Write the work first

Before you search, write what was actually done: daily tasks, what the person was paid to produce or decide, reporting lines, workplace or industry, and tools or licences that were actually used. Start from the week, not from the title you wish the role had.

Title search only starts the hunt

Search IRCC Find your NOC or noc.esdc.gc.ca. Shortlist two or three unit groups. That shortlist is not "the NOC." Compare duties next.

Main duties first

1. Did a substantial number of those main duties happen in the role?
2. Did every essential duty happen?
3. Is the real work mainly the duties of a different unit group?

"Substantial" is not "I touched one task once." It is the core of the job.

If two codes are close, compare essential duties and the workplace. Read the exclusions on the ESDC profile.

Lead statement second

The lead statement is the short paragraph at the top of the unit group. The FSW test requires those actions. If the duties list has some overlap but the lead statement describes a different kind of work, the code is wrong.

Employment requirements and wages confirm. They do not pick.

Open the official Job Bank wage search. Search the unit group title. Ask whether pay sits in a plausible range. If pay is wildly off, re-read the duties. If pay sits in range, that confirms nothing by itself. Do not scrape or invent a wage table. Use Job Bank.

Close codes and exclusions

Compare essential duties, not example titles. Compare the workplace or industry. Read exclusions. Do not pick the code that sounds more senior. Classic public example: 21231 Software engineers and designers sits next to 21232 Software developers and programmers. Those are different unit groups.

Official sources

How to assess your NOC (continued)

IRCC Find your NOC:

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/find-national-occupation-code.html>

ESDC NOC 2021: <https://noc.esdc.gc.ca/>

IRPR s. 75: <https://laws-lois.justice.gc.ca/eng/regulations/SOR-2002-227/section-75.html>

IRCC FSW:

<https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-v>

Job Bank wages: <https://www.jobbank.gc.ca/trend-analysis/search-wages>

Statistics Canada NOC 2021:

<https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1322554>