**Structure and format of NOC 2016**

The National Occupational Classification 2016, is based on the NOC 2011 four-tiered hierarchical arrangement of occupational groups with successive levels of disaggregation. It contains broad occupational categories, major, minor and unit groups.

10 broad occupational categories

Each broad occupational category has a unique one-digit code number and is composed of one or more major groups.

40 major groups

Each major group has a unique two-digit code number and is composed of one or more minor groups. The first digit of this code indicates the broad occupational category to which the major group belongs.

140 minor groups

Each minor group has a unique three-digit code number and is composed of one or more unit groups. The first two digits of this code indicate the major group to which the minor group belongs.

500 Unit Groups

Each unit group has a unique four-digit code. The first three digits of this code indicate the major and minor groups to which the unit group belongs.

**Coding and the NOC 2016 classification structure**

When using the NOC for coding, it is best to exploit the hierarchical nature of the classification. First the **broad occupational category** (skill type) which seems most likely to contain the job should be identified. Next the most appropriate **major group** within the broad occupational category should be found. Skill level can also provide a guide to locating major groups by considering titles with terms such as "technical", "supervisor", "helper", and "labourer". The process should be continued to find the most appropriate **minor group** within the major group selected. Finally the most appropriate **unit group** within the minor group selected should be identified. The unit group definition should be read carefully before deciding if this unit group offers the best possible classification. In addition, the example titles listed for the unit group should be examined to ensure that the choice is actually the best.

As indicated previously, the first two digits of each code convey meaning with respect to the group's skill type and skill level category.

For all occupations, including management, the **first digit** of each code identifies the major, minor and unit group as belonging to one of the **skill type** categories. However, all management occupations are also included as part of skill level A.

For all non-management occupations, the **second digit** of each code identifies the major, minor and unit group as belonging to one of the four **skill level** categories.

For management occupations, the first two digits also convey meaning. The first digit is always 0 to convey management, while the second digit conveys the skill type category in which the management occupation is found.

The following charts summarize and illustrate the meanings embedded in the coding system.

|  |  |
| --- | --- |
| **The skill type category in relation to first digit** | |
| **Skill type category** | **First digit** |
| Management occupations | 0 |
| Business, finance and administration occupations | 1 |
| Natural and applied sciences and related occupations | 2 |
| Health occupations | 3 |
| Occupations in education, law and social, community and government services | 4 |
| Occupations in art, culture, recreation and sport | 5 |
| Sales and service occupations | 6 |
| Trades, transport and equipment operators and related occupations | 7 |
| Natural resources, agriculture and related production occupations | 8 |
| Occupations in manufacturing and utilities | 9 |

|  |  |
| --- | --- |
| **The skill level category in relation to the second digit** | |
| **Skill level category** | **Second digit** |
| Skill Level A | 0 or 1 |
| Skill Level B | 2 or 3 |
| Skill Level C | 4 or 5 |
| Skill Level D | 6 or 7 |

**Important note:**

For management, the first digit is always 0. Senior managers in major group 00 are generally managers of middle managers, therefore the second digit is also 0. For middle management occupations, the second digit represents the skill type categories, from 1 to 9, as above. All management occupations are included in skill level A.

For example:

0 - Management occupations

00 - Senior management occupations

001 - Legislators and senior management

0011 - Legislators

0012 - Senior government managers and officials

0013 - Senior managers - financial, communications and other business services

0014 - Senior managers - health, education, social and community services and membership organizations

0015 - Senior managers - trade, broadcasting and other services, n.e.c.

0016 - Senior managers - construction, transportation, production and utilities

The broad occupational category code, designated by a single digit, is repeated at all levels. Major group codes are created by adding a second digit. This digit appears in the second position at all lower levels in the structure. Minor group codes add a third digit. Finally, the 4-digit unit group codes contain the digit identifying the broad occupational group, followed by the digit identifying the major group and the digit identifying the minor group and a last digit identifying the unit group.

There are approximately 35,000 titles classified in the 500 unit groups of the NOC 2016. Some titles are clearly occupations, such as librarian and chef, while others reflect specializations within an occupational area, such as music librarian and pastry chef. Still others represent a range of jobs, such as furniture assembler and sawmill machine operator.

These titles are used to describe the work performed by many individuals holding similar jobs within an occupational area. The list of titles in the NOC is not meant to be exhaustive, but attempts to cover the most commonly used and universally understood labels that identify work in the labour market.