

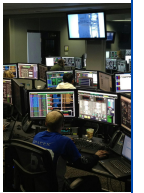
TEER vs NOC



Your 12 minute overview to the TEER and NOC-why you need to understand both for Canadian Economic Immigration.



Describe your work experience for Express Entry in terms IRCC officers understand.



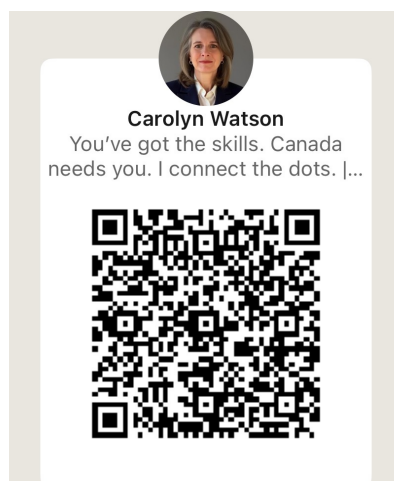
Want to nail the work experience requirements and show IRCC exactly how you qualify for permanent residency based on your skills and knowledge?

As a skilled professional applying for permanent residence in Canada you need to understand how your current job and previous employment experience define your eligibility for the **Express Entry** platform.

There's a lot of noise on social media and in Reddit posts about TEERs and NOCs, but what does it really mean? Do you need a job in a certain TEER or a specific NOC to be eligible for Express entry?

All it takes is 7 minutes to understand how the TEER and NOC define your skilled work!

If you want more strategies for understanding the Express Entry system, scan the QR code and check out my LinkedIn profile.



Connect with me on LinkedIn and let me know how this overview worked for you!

TEER vs NOC and why you need to understand both

TEERs and NOCs are, in fact, integrated, not an either or, and IRCC uses them to evaluate your real or potential economic contribution to Canada.

Your TEER category will enable you to enter the Express Entry platform and create a profile that will ideally get you an invitation to apply for permanent residence.

But your NOC code, in addition to employment letters that confirm you have done the work you claim to have done, will demonstrate to IRCC that you have the skills and experience required to do the job and prove you have what it takes to become a permanent resident.

1 - TEERs

TEER stands for **Training, Education, Experience and Responsibility**. It's a categorization of work based on the level of skill required to perform it. Sometimes education and experience are the main quantitative factors, while in other cases experience and responsibility are more definitive.

If you're applying or considering applying to an economic immigration pathway in Canada, you've probably heard of the TEER category and know it's important. Here's why:

TEER 0	TEER 1	TEER 2	TEER 3
Management occupations	Usually require a university degree	Usually require a college diploma, apprenticeship training of 2+ years, or are supervisory occupations	Usually require a college diploma or apprenticeship training of -2 years or 6+ months of on-the-job training

These TEER 0-3 jobs are eligible employment for Canada's **Express Entry** immigration platform for permanent residence through the **Federal Skilled Worker Program, Canadian Experience Class,**

the **Federal Skilled Trades Program**, and the current **category-based selection** targeting in-demand skills and occupations. The TEER category forms part of the NOC code, as you'll see below.

TEER 4-5 occupations require little or no training or experience and are not eligible for the Express Entry platform, but may be eligible for some **Provincial Nominee Programs**, regional immigration programs, or immigration pilots.

2 - NOCs

NOC stands for **National Occupation Classification** and it identifies 10 broad occupational categories ranging from 0 to 9. Each specific occupation is assigned a five-digit number starting with a number that identifies the broader occupational category, then a number identifying the TEER category, followed by 3 numbers that narrow down the occupation even further.

Let's look at NOC [21320](#) **Chemical Engineers** to understand how it should be read and how to identify the TEER category.

First Digit - 2

Identifies it belongs to the 'Natural and Applied Sciences and Related Occupations' classification

Second Digit - 1

Identifies it belongs to TEER 1 requiring a university degree. Combined, 2 and 1 specify the major group (21, professional occupations in natural and applied sciences)

Third Digit - 3

Identifies the sub major group (213, **professional occupations in engineering**).

Fourth Digit - 2

Identifies the minor group (2132, **manufacturing and process engineers**).

Fifth Digit - 0

Identifies the unit group (21320), which in this example indicates it is the main unit for that occupation.

3 - The Lead Statement

***PRO TIP:** Job titles don't need to match the 'Example Titles' or 'Index of Titles' listed—your job description is what counts.

Before looking at the example job titles, you'll want to review the lead statement directly under the NOC heading. In this example it reads:

Chemical engineers research, design, and develop chemical processes and equipment, oversee the operation and maintenance of industrial chemical, plastics, pharmaceutical, resource, pulp and paper, and food processing plants and perform duties related to chemical quality control, environmental protection and biochemical or biotechnical engineering. They are employed in a wide range of manufacturing and processing industries, consulting firms, government, research and educational institutions.

If, after reviewing the lead statement, you can say it's the job you perform (or performed in a previous position, if applicable) it *may* be the NOC to use on your immigration profile or application. But you need to keep reading and evaluating.

4 - Main Duties

Next, you want to read the section titled 'Main Duties' to ensure that in your current (or previous) job you perform a majority of these duties. IRCC is not entirely clear on what constitutes a majority, but you should be able to identify 70% to 80% of them as duties you perform(ed). Anything less and you may have difficulty convincing IRCC that NOC corresponds to your job.

In this example, the following are the main duties:

- *Conduct economic and technical feasibility studies in areas related to chemical, petroleum, pulp and paper, food or other processing industries*
- *Conduct research into the development or improvement of chemical engineering processes, reactions and materials*
- *Evaluate chemical process technology and equipment and determine production specifications*
- *Design and test chemical processing and associated plants and equipment*
- *Oversee the construction, modification, operation and maintenance of pilot plants, processing units or processing plants*
- *Establish and conduct quality control programs, operating procedures and control strategies to ensure consistency and adherence to standards for raw materials, products and waste products or emissions*
- *Prepare contract documents and evaluate tenders for the process aspects of industrial construction*
- *Supervise technicians, technologists and other engineers*
- *May work in an administrative capacity, for example, in the development of guidelines and specifications for the handling of dangerous chemicals, environmental protection, or standards for foods, materials and consumer goods.*

Chemical engineers may specialize in the products and processes of a particular industry such as pulp and paper manufacturing, pharmaceuticals, petroleum refining, energy processing, plastics, metal extraction and refining, or adhesives and coatings production. They may also specialize in functional areas of various industries such as process control, pollution control or fermentation processes.

***PRO TIP:** Those identified as “may work...” or “may specialize...” are the ones you wouldn’t necessarily have to perform to meet the list of duties.

5 - Employment Requirements

The section on ‘Employment Requirements’ may be important to review, depending on the specific NOC that corresponds to your job. It isn’t always necessary to have the employment requirements listed and IRCC will usually indicate this by using the word ‘may,’ as in ‘may be required.’

In this example, the NOC clearly states the education required as:

- *A bachelor's degree in chemical engineering or in a related engineering discipline is required.*
- *A master's degree or doctorate in a related engineering discipline may be required.*
- *Licensing by a provincial or territorial association of professional engineers is required to approve engineering drawings and reports and to practise as a Professional Engineer (P.Eng.).*
- *Engineers are eligible for registration following graduation from an accredited educational program, and after three or four years of supervised work experience in engineering and passing a professional practice examination.*

6 - Exclusions

The ‘Exclusions’ section is important for two reasons. First, if your job description and duties correspond to one of the listed exclusions, rather than the code you are evaluating, you will have to change your NOC code.

Second, this section can be helpful, particularly if the work you are doing corresponds only to some of the description in the lead statement and/or the main duties don’t all apply to your job, to steer you toward a more appropriate NOC. Click on the excluded NOCs to see if any of them are a closer match.

- *Agricultural engineer (See 21399 Other professional engineers)*
- *Biomedical engineer (See 21399 Other professional engineers)*
- *Chemists (See 21101 Chemists)*
- *Civil environmental engineer (See 21300 Civil engineers)*
- *Electrical process control engineer (See 21310 Electrical and electronics engineers)*
- *Engineering managers (See 20010 Engineering managers)*
- *Metallurgical and materials engineers (See 21322 Metallurgical and materials engineers)*
- *Petroleum engineers (See 21332 Petroleum engineers)*

If none of the exclusions correspond to your job description or duties, you can use keywords associated with your job title or industry to search the NOC database to find a better match.

Remember: read and evaluate the lead statement and main duties rather than NOC title or job title.

Ready to Move Forward?

Now that you understand the TEER category and NOC code, you can explain how your work experience and current employment make you eligible for the Express Entry program that best suits your needs.

Keep in mind when asking employers for letters confirming your current or previous experience they should identify your job description and duties in their own words so that IRCC officers clearly and easily understand how your skills and experience qualify you for Express Entry.

Key Takeaways

- ✓ TEERs and NOCs work together to demonstrate your eligibility
- ✓ TEER 0-3 occupations are eligible for Express Entry
- ✓ Your job duties matter more than your job title
- ✓ Match 70-80% of the main duties listed in your NOC
- ✓ Use the lead statement and exclusions to find the right NOC
- ✓ Employment letters should describe your duties clearly

Connect with me!

Want more strategies for understanding the Express Entry system?



Scan the QR code to connect with me right now on LinkedIn!

About Carolyn Watson



With two decades of experience navigating immigration policy and conducting research in academia, Carolyn knows what it takes to succeed in Canada's immigration system. She now channels that expertise into one-on-one consulting, helping skilled professionals and their families turn their Canadian dreams into reality.

www.cewimmigration.com