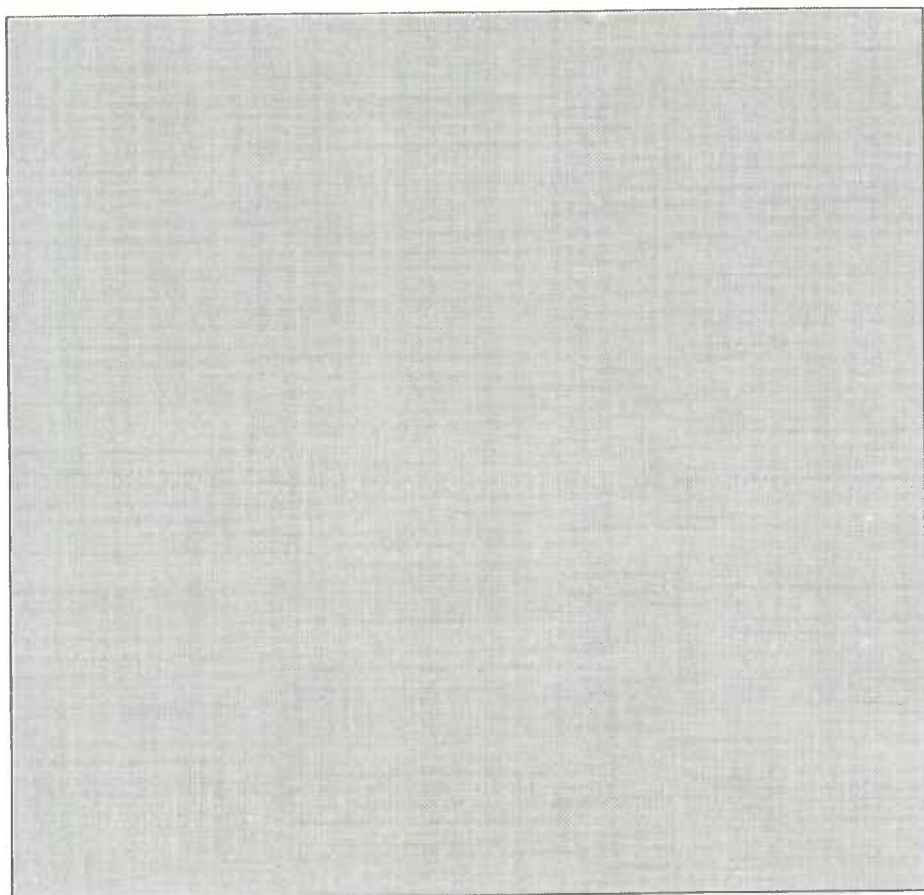


**Guide To
The 1991 Standard Occupational Classification
and
The National Occupational Classification**



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GUIDE TO THE SOC 1991 AND THE NOC

**Additional copies of this guide and further
information can be obtained from:**

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OCCUPATIONAL CLASSIFICATION IN CANADA

The Standard Occupational Classification (SOC) 1991 continues a tradition, established in 1971, of having a related set of occupational classifications to meet both statistical and human resource needs. At that time, Statistics Canada and what is now Human Resources Development Canada produced two integrated classifications, the Occupational Classification Manual (OCM), a statistical classification, and the Canadian Classification and Dictionary of Occupations (CCDO), a classification for human resource planning and placement. Since then, Statistics Canada has replaced the OCM with the SOC 1980, which is now being replaced with the SOC 1991. Similarly, Human Resources and Development Canada, has replaced the CCDO and its annual updates with the National Occupational Classification.

The research undertaken by the two departments has resulted in an up-to-date set of classifications that have added new and emerging occupations, while deleting obsolete ones, to reflect the current labour market. The SOC 1991 has "skill type" major groups while the NOC has "skill level" major groups. Together they cater to the two main requirements of users.

THE STANDARD OCCUPATIONAL CLASSIFICATION 1991 (SOC 1991)

Occupational data collected by Statistics Canada follows the structural framework of the Standard Occupational Classification. The Standard Occupational Classification 1991 is a revision of the Standard Occupational Classification 1980. The SOC 1991 is designed as a statistical classification with a similar format to its predecessor. Occupational groups are defined at all levels and example titles are listed alphabetically for each unit group. Consideration of population distribution in the development of the skill type major groups has improved the utility of the SOC 1991 over that of the 1980 SOC.

The 1991 Census of Population has been coded to both SOC 1980 and SOC 1991. The SOC 1991 will replace the SOC 1980 as the standard for the Census of Population in 1996. Other surveys, such as the Labour Force Survey, will convert to the updated coding system at a date to be announced in the future.

THE NATIONAL OCCUPATIONAL CLASSIFICATION (NOC)

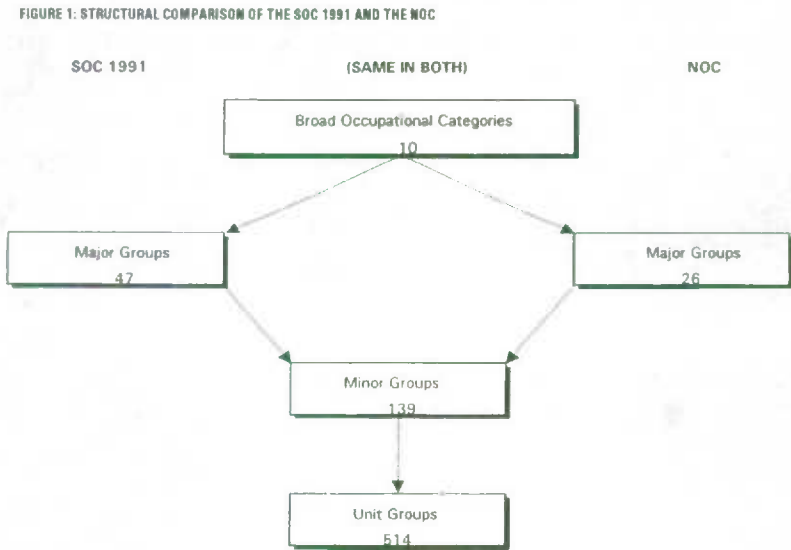
The National Occupational Classification is used by Human Resources Development Canada and others for various issues, such as employment equity, human resource planning and placement. The NOC contains a variety of information not found in a statistical classification, such as employment requirements of an occupation and typical occupational progression.

RELATIONSHIP BETWEEN THE STANDARD OCCUPATIONAL CLASSIFICATION 1991 AND THE NATIONAL OCCUPATIONAL CLASSIFICATION

STRUCTURE

The SOC 1991 and the NOC share a common hierarchical framework. Both are divided into ten **broad occupational categories**. These are further divided into **major groups**. The major groups are composed of **minor groups**. Finally, the minor groups are broken down into **unit groups**. (See Figure 1.)

The two occupational classifications share the same 514 unit groups (506 identical and 8 comparable), and 139 minor groups. (See section on Unit Groups for exceptions.) The minor groups are then aggregated into different major groups. The SOC 1991 contains 47 major groups compared to 26 in the NOC. At the highest level of aggregation, both classifications share the same 10 broad occupational categories.



Note: The NOC splits 8 of the SOC 1991 unit groups into 16 unit groups found only within the NOC. Those groups are clearly labeled and the splits are explained within the NOC.

The broad occupational categories constitute the 10 skill types, into which the classes of the NOC and SOC 1991 are organized. The major groups of the NOC subdivide the skill types by skill level. Each class of the classification is assigned to one of four skill levels based on entry level education (including experience and inherent talent where applicable) required for an occupation. There may be as many as four possible skill levels for each skill type. The skill level major groups are the distinctive feature of the NOC structure and are presented as a matrix within its documentation. Skill type major groups have been developed for SOC 1991, many of which are also homogeneous in terms of skill level.

UNIT GROUPS

At the highest level of detail, there are 514 unit groups in the SOC 1991 compared to 522 in the NOC. The SOC 1991 and the NOC share 506 identical occupational unit groups (See section on Military Unit Groups, page 4, for exceptions.). The NOC has an additional 16 unit groups which could not be implemented by Statistics Canada. Instead, the 16 NOC unit groups were collapsed into eight unit groups in the SOC 1991 structure. So, while the unit groups in both classifications are not all identical, they are perfectly comparable. For example, the NOC has separate unit groups for Dental Technicians and Dental Laboratory Bench Workers. In the SOC 1991, these two groups are combined into one unit group called Dental Technicians and Laboratory Bench Workers. The collapsed unit groups can be easily identified by the unique SOC code, having a final digit of "0". *(See Table 1 on page 6 for all SOC unit groups composed of collapsed pairs of NOC unit groups.)*

Unit Group Titles

There may be slight differences in the unit group titles. For example, some of the unit groups in the SOC 1991 include the acronym "n.e.c." (not elsewhere classified) while the NOC unit group labels do not. This reflects the fact that the SOC 1991 was designed for statistical applications but in no way does it affect the content of the groups.

Descriptions and Occupational Titles

Both the SOC 1991 and the NOC contain descriptions and example occupational titles for each occupational unit group. Included in the descriptions are the characteristics of the group, such as principal tasks and duties of the occupations that form the group. The NOC includes other characteristics that are not in the SOC 1991, such as employment requirements. The example titles facilitate the use of the classification and are listed alphabetically in the accompanying indexes. The example titles differ in the two classifications due to differences in intended use of the classifications and the fact that the titles were drawn from different sources.

Military Unit Groups

The SOC 1991 and the NOC differ in their classification of military personnel. The SOC 1991 classifies all military personnel, regardless of whether their occupations have civilian counterparts, in military occupation unit groups. On the other hand, the NOC unit groups for military occupations include only those military personnel whose occupations do not have a civilian counterpart. For example, infantry officers, artillery soldiers, dental officers and military police officers would all be classified in military occupation unit groups in the SOC 1991. The NOC would only include infantry officers and artillery soldiers within the military unit groups. Dental officers would be classified with dentists and military police officers with police occupations in the NOC.

Military Unit Groups

SOC 1991		NOC	
Commissioned Officers, Armed Forces	A353.0643	Commissioned Officers, Armed Forces	0643
Other Ranks, Armed Forces	G624.6464	Occupations Unique to the Armed Forces	6464

MINOR GROUPS

Both classifications share the same 139 minor groups. Differences occur only when the unit groups have been further subdivided in the NOC. For example, in the NOC, Dental Technicians and Dental Laboratory Bench Workers are classified in different major groups due to differences in the skill level required for such occupations. This implies that the occupational groups are classified to different minor groups as well. In the SOC 1991, however, these two NOC unit groups are combined into one unit group and, therefore, these occupations are classified to one minor group. Similarly, differences in the unit group classification of military occupations cause slight differences in the content of the minor groups.

MAJOR GROUPS

The NOC combines the minor groups into 26 major groups according to skill level. Under each broad occupational category, there can be up to 4 skill levels, defined in terms of education, training, experience, or inherent talent. The first digit of the NOC indicates to which of the ten broad occupational categories the occupation belongs, in other words, it indicates the skill type. The second digit of the NOC code indicates the skill level. Thus, the two digit major group code indicates both the skill type, as reflected in the broad occupational categories (e.g. health occupations or sales and service occupations), and the skill level (e.g. professional occupations or labouring and elemental occupations). This coding system permits the use of a skill type / skill level matrix which can be found in the NOC documentation. This coding applies to all occupations except management. All management occupations are coded with 0 as the first digit and skill type as the second digit. Skill level is excluded from the management codes.

The SOC 1991 aggregates the minor groups into 47 major groups to meet several statistical and analytical considerations. The criterion used to create the SOC 1991 major groups is "kind of work performed." The SOC 1991 major groups were designed to:

- maximize the occupational detail available at the major group level
- create groups with a population distribution as even as possible
- have a population minimum sufficient for use by the Census of Population for increased geographical detail and cross classifications
- be suitable as detailed classes for the Labour Force Survey
- serve analytical needs not met by skill level major groups

Some of the major groups of the SOC 1991 are the same as those of the NOC, others are subdivisions of NOC major groups, and yet others are quite different groupings of minor groups. The focus on work performed and the population criteria used in determining the SOC 1991 major groups has resulted in 47 skill type groups, 36 of which are also homogenous by skill level.

The larger number of major groups in the SOC 1991 occurs particularly in two broad occupational categories: Sales and Service Occupations; and Trades, Transport Equipment Operators and Related Occupations. These categories have large populations in the labour force which required further breakdown, permitting a significant degree of occupational detail for the major groups. The similarities and differences between the SOC 1991 and NOC major groups are listed by broad occupational category in Tables A through J (located in Table II, pages 9 to 13).

BROAD OCCUPATIONAL CATEGORIES

The two classifications share the same 10 broad occupational categories. The NOC codes them from 0 to 9 while the SOC 1991 codes them from A to J. The broad occupational groups and major groups of the SOC 1991 and the NOC are listed in Table II on pages 9 to 13.

TABLE I

SOC UNIT GROUPS COMPOSED OF COLLAPSED PAIRS OF NOC UNIT GROUPS

SOC 1991	NOC
A121.0210 Engineering, Science and Architecture Managers	0211 Engineering Managers 0212 Architecture and Science Managers
A141.0720 Facility Operation and Maintenance Managers	0721 Facility Operations Managers 0722 Maintenance Managers
C131.2230 Civil Engineering Technologist and Technicians and Construction Estimators	2231 Civil Engineering Technologists and Technicians 2234 Construction Estimators
D223.3220 Dental Technicians and Laboratory Bench Workers	3223 Dental Technicians 3412 Dental Laboratory Bench Workers
E034.4160 Health and Social Policy Researchers, Consultants and Program Officers	4164 Social Policy Researchers, Consultants and Program Officers 4165 Health Policy Researchers, Consultants and Program Officers
G813.6470 Early Childhood Educators and Assistants	4214 Early Childhood Educators 6473 Early Childhood Educator Assistants
G731.6670 Attendants in Amusement, Recreation and Sport	6443 Amusement Attraction Operators and Other Amusement Occupations 6671 Attendants in Recreation and Sport
J195.9510 Welders and Soldering Machine Operators	7265 Welders 9515 Welding, Brazing and Soldering Machine Operators

THE CODING SYSTEM

SOC 1991

The coding system of the SOC 1991 is designed in such a way that the classification structures of either the SOC 1991 or the NOC can be applied. The unit group and minor group codes carry a two part number to indicate placement within both the SOC 1991 and the NOC classification structure.

The first character of the SOC 1991 code is a capital letter from A to J. This indicates to which of the ten broad occupational categories the occupation belongs. For example, the letter A represents Management Occupations. Adding a number to that letter indicates the major group: A0 represents Senior Management Occupations (major group). The addition of a third character (numeric) indicates the minor group and is followed by a period and a three digit code. This second code is the NOC minor group code for that occupational group. Finally, the unit group is represented by a four character code (minor group code plus one digit) followed by a period and the NOC unit group code. For example:

A	MANAGEMENT OCCUPATIONS	<i>-broad occup. cat.</i>
A0	SENIOR MANAGEMENT OCCUPATIONS	<i>-major group</i>
A01.001	Legislators and Senior Management	<i>-minor group</i>
A011.0011	Legislators	<i>-unit group</i>

NOC

In the NOC, the broad occupational categories carry the numbers 0 through 9. The coding system follows the hierarchical structure of the classification in a manner similar to that of the SOC 1991. For example:

0	MANAGEMENT OCCUPATIONS	<i>-broad occup. cat.</i>
00	SENIOR MANAGEMENT OCCUPATIONS	<i>-major group</i>
001	Legislators and Senior Management	<i>-minor group</i>
0011	Legislators	<i>-unit group</i>

In the above example, the two classifications follow identical structures. However, in most instances the major groups of the two classifications differ. This results in differences between the minor and unit group codes of the SOC 1991 and the NOC even though the group descriptions and definitions are almost identical. For this reason, the SOC 1991 has adopted both sets of codes for minor and unit groups.

For example, the SOC 1991 unit group code for firefighters is G612.6262. "G6" indicates that the occupation belongs to the Occupations in Protective Services major group of the SOC 1991. The "62" after the period indicates that firefighters belong to the NOC major group Skilled Sales and Service Occupations. (This difference may be seen in Table II - G on page 11.)

The coding system of the NOC reflects the skill levels required for the occupations. With the exception of management occupations, the second digit of the NOC code represents the skill level. There are four possible skill levels with six possible numerical codes. (See the National Occupational Classification for more information.)

TABLE II

**BROAD OCCUPATIONAL CATEGORIES AND MAJOR GROUPS OF THE SOC 1991
AND THE NOC:**

SOC 1991

NOC

TABLE A

MANAGEMENT OCCUPATIONS	MANAGEMENT OCCUPATIONS
A0 SENIOR MANAGEMENT OCCUPATIONS	00 SENIOR MANAGEMENT OCCUPATIONS
A1 SPECIALIST MANAGERS	
A2 MANAGERS IN RETAIL TRADE, FOOD AND ACCOMMODATION SERVICES	
A3 OTHER MANAGERS N.E.C.	
	01-09 MIDDLE AND OTHER MANAGEMENT OCCUPATIONS

TABLE B

BUSINESS, FINANCE AND ADMINISTRATIVE OCCUPATIONS	BUSINESS, FINANCE AND ADMINISTRATIVE OCCUPATIONS
B0 PROFESSIONAL OCCUPATIONS IN BUSINESS AND FINANCE	11 PROFESSIONAL OCCUPATIONS IN BUSINESS AND FINANCE
B1 FINANCE AND INSURANCE ADMINISTRATIVE OCCUPATIONS	
B2 SECRETARIES	
B3 ADMINISTRATIVE AND REGULATORY OCCUPATIONS	
B4 CLERICAL SUPERVISORS	
B5 CLERICAL OCCUPATIONS	12 SKILLED ADMINISTRATIVE AND BUSINESS OCCUPATIONS
	14 CLERICAL OCCUPATIONS

SOC 1991

NOC

TABLE C

NATURAL AND APPLIED SCIENCES AND RELATED OCCUPATIONS	NATURAL AND APPLIED SCIENCES AND RELATED OCCUPATIONS
C0 PROFESSIONAL OCCUPATIONS IN NATURAL AND APPLIED SCIENCES	21 PROFESSIONAL OCCUPATIONS IN NATURAL AND APPLIED SCIENCES
C1 TECHNICAL OCCUPATIONS RELATED TO NATURAL AND APPLIED SCIENCES	22 TECHNICAL OCCUPATIONS RELATED TO NATURAL AND APPLIED SCIENCES

TABLE D

HEALTH OCCUPATIONS	HEALTH OCCUPATIONS
D0 PROFESSIONAL OCCUPATIONS IN HEALTH	31 PROFESSIONAL OCCUPATIONS IN HEALTH
D1 NURSE SUPERVISORS AND REGISTERED NURSES	32 TECHNICAL AND SKILLED OCCUPATIONS IN HEALTH
D2 TECHNICAL AND RELATED OCCUPATIONS IN HEALTH	34 ASSISTING OCCUPATIONS IN SUPPORT OF HEALTH SERVICES
D3 ASSISTING OCCUPATIONS IN SUPPORT OF HEALTH SERVICES	

TABLE E

OCCUPATIONS IN SOCIAL SCIENCE, EDUCATION, GOVERNMENT SERVICE AND RELIGION	OCCUPATIONS IN SOCIAL SCIENCE, EDUCATION, GOVERNMENT SERVICE AND RELIGION
E0 JUDGES, LAWYERS, PSYCHOLOGISTS, SOCIAL WORKERS, MINISTERS OF RELIGION, AND POLICY AND PROGRAM OFFICERS	41 PROFESSIONAL OCCUPATIONS IN SOCIAL SCIENCE, EDUCATION, GOVERNMENT SERVICES AND RELIGION
E1 TEACHERS AND PROFESSORS	42 PARAPROFESSIONAL OCCUPATIONS IN LAW, SOCIAL SERVICES, EDUCATION AND RELIGION
E2 PARALEGALS, SOCIAL SERVICES WORKERS AND OCCUPATIONS IN EDUCATION AND RELIGION, N.E.C.	

SOC 1991

NOC

TABLE F

OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT	OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT
F0 PROFESSIONAL OCCUPATIONS IN ART AND CULTURE	51 PROFESSIONAL OCCUPATIONS IN ART AND CULTURE
F1 TECHNICAL OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT	52 TECHNICAL AND SKILLED OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT

TABLE G

SALES AND SERVICE OCCUPATIONS	SALES AND SERVICE OCCUPATIONS
G0 SALES AND SERVICE SUPERVISORS	62 SKILLED SALES AND SERVICE OCCUPATIONS
G1 WHOLESALE, TECHNICAL, INSURANCE, REAL ESTATE SALES SPECIALISTS, AND RETAIL, WHOLESALE AND GRAIN BUYERS	64 INTERMEDIATE SALES AND SERVICE OCCUPATIONS
G2 RETAIL SALESPERSONS AND SALES CLERKS	66 ELEMENTAL SALES AND SERVICE OCCUPATIONS
G3 CASHIERS	
G4 CHEFS AND COOKS	
G5 OCCUPATIONS IN FOOD AND BEVERAGE SERVICE	
G6 OCCUPATIONS IN PROTECTIVE SERVICES	
G7 OCCUPATIONS IN TRAVEL AND ACCOMMODATION INCLUDING ATTENDANTS IN RECREATION AND SPORT	
G8 CHILDCARE AND HOME SUPPORT WORKERS	
G9 SALES AND SERVICE OCCUPATIONS N.E.C.	

SOC 1991

NOC

TABLE H

TRADES, TRANSPORT AND EQUIPMENT OPERATORS AND RELATED OCCUPATIONS	TRADES, TRANSPORT AND EQUIPMENT OPERATORS AND RELATED OCCUPATIONS
H0 CONTRACTORS AND SUPERVISORS IN TRADES AND TRANSPORTATION	
H1 CONSTRUCTION TRADES	72-73 TRADES AND SKILLED TRANSPORT AND EQUIPMENT OPERATORS
H2 STATIONARY ENGINEERS, POWER STATION OPERATORS AND ELECTRICAL TRADES AND TELECOMMUNICATIONS OCCUPATIONS	74 INTERMEDIATE OCCUPATIONS IN TRANSPORT, EQUIPMENT OPERATION, INSTALLATION AND MAINTENANCE
H3 MACHINISTS, METAL FORMING, SHAPING AND ERECTING OCCUPATIONS	
H4 MECHANICS	76 TRADES HELPERS, CONSTRUCTION LABOURERS AND RELATED OCCUPATIONS
H5 OTHER TRADES N.E.C.	
H6 HEAVY EQUIPMENT AND CRANE OPERATORS INCLUDING DRILLERS	
H7 TRANSPORTATION EQUIPMENT OPERATORS AND RELATED WORKERS, EXCLUDING LABOURERS	
H8 TRADES HELPERS, CONSTRUCTION, AND TRANSPORTATION LABOURERS AND RELATED OCCUPATIONS	

SOC 1991

NOC

TABLE I

OCCUPATIONS UNIQUE TO PRIMARY INDUSTRY	OCCUPATIONS UNIQUE TO PRIMARY INDUSTRY
I0 OCCUPATIONS UNIQUE TO AGRICULTURE EXCLUDING LABOURERS	82 SKILLED OCCUPATIONS IN PRIMARY INDUSTRY
I1 OCCUPATIONS UNIQUE TO FORESTRY OPERATIONS, MINING, OIL AND GAS EXTRACTION, AND FISHING, EXCLUDING LABOURERS	84 INTERMEDIATE OCCUPATIONS IN PRIMARY INDUSTRY
I2 PRIMARY PRODUCTION LABOURERS	86 LABOURERS IN PRIMARY INDUSTRY

TABLE J

OCCUPATIONS UNIQUE TO PROCESSING, MANUFACTURING AND UTILITIES	OCCUPATIONS UNIQUE TO PROCESSING, MANUFACTURING AND UTILITIES
J0 SUPERVISORS IN MANUFACTURING	92 PROCESSING MANUFACTURING AND UTILITIES SUPERVISORS AND SKILLED OPERATORS
J1 MACHINE OPERATORS IN MANUFACTURING	94-95 PROCESSING AND MANUFACTURING MACHINE OPERATORS AND ASSEMBLERS
J2 ASSEMBLERS IN MANUFACTURING	96 LABOURERS IN PROCESSING, MANUFACTURING AND UTILITIES
J3 LABOURERS IN PROCESSING, MANUFACTURING AND UTILITIES	

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CONCORDANCE TABLES BETWEEN THE SOC 1991 AND SOC 1980

Concordances tables showing the classification relationships between the 1991 SOC and the 1980 SOC are included in the 1991 SOC Manual. The concordances are also available in machine readable form directly from the Standards Division of Statistics Canada. Telephone (613) 951-8576, FAX.(613) 951-8576

FURTHER INFORMATION

Further information about the SOC 1991 and the SOC 1980 and the availability of various classification components and related products in machine readable form can be obtained from:

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Further information about the NOC can be obtained from:

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Further information on the use of the SOC 1980, SOC 1991 or the NOC, for Employment Equity reporting can be obtained from:

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