

Catalogue no. 81-595-M
ISSN 2818-7628
ISBN 978-0-660-78199-0

Education, Learning and Training Research Paper Series

Custom Education Grouping for Occupation and Major Field of Study Analysis: Technical report



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Release date: October 16, 2025



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Custom Education Grouping for Occupation and Major Field of Study Analysis: Technical report

by Katherine Wall and Finn O'Brien

Background

The Canadian Centre for Education Statistics (CCES) has created an education focused custom grouping for major field of study and occupation analysis. This custom grouping addresses stakeholders and public interest in understanding whether postsecondary graduates are employed in occupations related to their field of study and was built with input from both internal occupation and major field of study experts and external occupation experts from Employment and Social Development Canada (ESDC).

The custom grouping is not intended to express strict one-to-one relationships between occupation and major field of study. Graduates from any given field of study often work in many different occupations that utilize their skills and training in diverse ways. For this reason, it is generally not analytically valid to attempt to compare major field of study to occupation using binary “job match” concepts in which one or more occupational categories are considered a “match” for a given field of study, and all others are considered a “mismatch”.

By grouping occupations to better illustrate the connections between major field of study and occupation, this custom grouping will generate valuable analytical insights. Providing this custom grouping will also help limit the need for ad-hoc solutions and facilitate the comparability of research projects on the topic.

Methodology

The Custom Education Grouping for Occupation and Major Field of Study Analysis is constructed using the following methods:

1. Occupations in TEER (training, education, experience and responsibility) categories¹ 4 and 5 of the NOC were combined into a separate grouping, because these occupations typically do not require a postsecondary credential and thus were less relevant to the major field of study and occupation comparison. The subgroupings used for these occupations were designed to largely mirror the groupings used for the other occupations.
2. Apart from TEER 4 and 5 occupations, occupations within conceptually similar areas but in different TEER categories were grouped together (for example, in “H Health care” pharmacists, pharmacy technicians, pharmacy technical assistants and pharmacy assistants’ occupations are grouped together in the subgroup “H6 Pharmacy occupations”). This was done because the objective is to facilitate evaluations of whether a person’s job aligns with their field of study, without focusing on training, experience and education requirements. For example, a person with a Bachelor of Education who is working as a teaching assistant is doing work with more connection to their studies than one working as an administrative assistant, even though both those occupations are TEER 3. Importantly, this custom grouping was not designed to examine issues related to over-qualification.
3. The custom grouping retains the structure of the NOC where consistent with the purpose of comparison to major field of study. The custom grouping resulted in 15 grouping levels, from the 10 standard broad occupational categories (BOC) of the NOC, to better map occupation and major field of study concepts, including one to isolate the TEER 4 and 5 occupations. The four main regroupings were:

First, BOC 1 “Business, finance and administration occupations” was split into two new groupings for this custom grouping: “E Business and finance occupations” and “J Administrative occupations”. This was done because if administrative support jobs are considered “job match” for people who studied business programs but not for people who studied other programs, it can distort understanding of the data. This also interferes with accurate gender-based analyses, as empirical data from the 2021 census show that women from many different fields of study are more likely to work in “J Administrative occupations”. For example, 22.53% of women who studied “Legal professions and studies” ended up in “J Administrative occupations”

1. More information about the TEER categories of the NOC are available in the [Introduction to the National Occupational Classification \(NOC\) 2021 Version 1.0](#).

compared to only 5.28% of Men, while the proportion of women and men ending up in “Business and finance occupations” from a “Legal professions and studies” background is much closer together at 8.29% and 7.09% respectively.

There was a higher degree of subjectivity in this division than in the other major regroupings, particularly the placement of occupations concerned with financial administration (e.g. financial managers, accounting technicians). These were placed in “E Business and finance occupations”, being more consistent with those occupations than with administrative occupations.

Second, BOC 4 “Occupations in education, law and social, community and government services” was split into three new groupings for this custom grouping: “B Education occupations”, “D Occupations in social, cultural and government services”, and “I Occupations in legal, law enforcement and public protection services”. The separation of BOC 4 into its principal components makes it easier to analyze, for example, what share of people with a Bachelor of Education are working in education occupations.

Third, BOC 5 “Occupations in art, culture, recreation and sport” was split into three distinct parts: arts, culture, and recreation and sport. The culture portion (those occupations focused on libraries, museums, galleries, or written communication) was placed in grouping “D Occupations in social, cultural and government services”. Occupations in recreation and sport were placed in grouping “K Managers, supervisors and specialists in sales, services, sports and recreation”, and occupations in arts created “C Arts occupations”. This allows for simpler analysis of what share of people who had major fields of study in CIP primary grouping “Visual and performing arts, and communications technologies” worked in arts occupations.

Fourth, BOC 7 “Trades, transport and equipment operators and related occupations” was split into two new groupings for this custom grouping: “L Skilled trades and related occupations” and “M Managers, supervisors and specialists in transportation and heavy equipment operation”. This simplifies analysis assessing what share of people who studied trades like construction or mechanics/repair were working in the trades, without including other common occupations like truck driving.

In making these divisions and creating the subgroupings, internal NOC concepts continued to be used as much as possible when practical. The 3-digit sub-major groups and 4-digit minor groups of the standard NOC were particularly useful in this regard. For example, all the occupations in minor group “4002 Managers in education”, sub-major group “412 Professional occupations in education services” and sub-major group “431 Assisting occupations in education” were placed in grouping “B Education occupations”.

4. When specific connections could be identified between a detailed field of study and a particular occupation, the occupation was placed in a grouping consistent with the major field of study grouping in the Classification of Instructional Programs (CIP) 2021. For example, occupational class “63101 Real estate agents and salespersons” was placed in the grouping “Business and finance occupations”, whereas in the standard NOC it is in BOC 6 “Sales and services”. This was done because the CIP instructional program “52.1501 Real estate” has “real estate sales” as one of its examples and is part of series “52. Business, management, marketing and related support services”. Another example of this is the “L Skilled trades and related occupations” subgroupings “L1 Occupations related to construction trades and building maintenance”, “L2 Occupations in mechanics and repair”, and “L3 Occupations in precision metalworking” which were designed to align as closely as possible with the CIP series “46. Construction trades”, “47. Mechanic and repair technologies/technicians” and the subseries “48.05 Precision metal working”.
5. The order in which groups A through I of this custom grouping is listed aligns with corresponding primary groupings of the Classification of Instructional Programs 2021. For groupings J through N, which typically did not require a bachelor’s degree or higher, the sequence follows the broad occupational categories found in the standard NOC.

Usage

The Custom Education Grouping for Occupation and Major Field of Study Analysis is intended to allow for combinations of different groupings, subgroupings, and/or unit groups. For example, if a researcher is analyzing people with a bachelor’s degree in engineering, they may wish to use the subgroupings within grouping “F Occupations in natural and applied sciences and architecture”, but only the grouping level for all other occupations. Another use of the custom grouping could be for researchers who wish to select certain unit groups or subgroupings

within a grouping that are of particular interest for a certain field of study, while placing the remaining in an “Other” category within a grouping or subgrouping. For example, someone analyzing people with a bachelor’s degree in computer and information science outside of “F Occupations in natural and applied sciences and architecture” might find they want to split “C Arts occupations” into “52111 Graphic arts technicians”, “52120 Graphic designers and illustrators”, and “Other Arts occupations”.

These types of comparisons could provide a better understanding of whether people are working in jobs related to their major field of study, and when combined with demographic information can highlight disparities between different groups of people with the same major field of study and different jobs. The custom grouping could also allow for the creation of new engaging visualizations presenting the complex nature of occupation major field of study relationships. Finally, it could enable better specifications for regression analyses that incorporate occupation.

Structure

The structure of the Custom Education Grouping for Occupation and Major Field of Study Analysis is hierarchical. It is composed of three levels. The first two levels are new: the first consists of 15 groupings (with one-character alphabetical codes), the second of 66 subgroupings (with two-character alphanumeric codes). The third level uses the detailed 5-digit unit groups from NOC 2021 V1.0.

The first two levels are presented below, while the full detail including 5-digit unit groups available in annex A. It will also be accessible on request.

A Senior private-sector management occupations

A1 Senior private-sector management occupations

B Education occupations

B1 Occupations in post-secondary education

B2 Occupations in elementary and secondary education

B3 Early childhood educators and assistants and other education services

C Arts occupations

C1 Visual arts and related occupations

C2 Occupations in performing arts, motion pictures and broadcasting

D Occupations in social, cultural and government services

D1 Occupations in social and community services

D2 Occupations in government policy, program administration and social sciences

D3 Occupations related to libraries, museums and galleries

D4 Writing, translating and related communications professionals

E Business and finance occupations

E1 Accounting and related occupations

E2 Occupations in banking, finance, insurance and real estate

E3 Occupations in advertising, marketing and public relations

E4 Other business services managers and consultants

F Occupations in natural and applied sciences and architecture

F1 Occupations in natural sciences

F2 Occupations in architecture and land use

F3 Engineering and engineering technology and related occupations

F4 Mathematicians, statisticians, actuaries, and data scientists

F5 Occupations in computer and information systems

- G Managers, supervisors and specialists in agriculture, veterinary services and natural resources
 - G1 Managers, supervisors and specialists in agriculture, horticulture and landscaping
 - G2 Veterinary occupations
 - G3 Managers, supervisors and specialists in natural resources
- H Health care occupations
 - H1 Managers in health care
 - H2 Physicians
 - H3 Dental health care occupations
 - H4 Optometrists and opticians
 - H5 Nurses
 - H6 Pharmacy occupations
 - H7 Occupations in medical laboratory services and diagnostic imaging
 - H8 Therapy and assessment professionals and technicians
 - H9 Practitioners of natural healing
 - H10 Other health professionals and technicians
 - H11 Health care aides and other health care support occupations
- I Occupations in legal, law enforcement and public protection services
 - I1 Occupations in law and legal services
 - I2 Law enforcement occupations
 - I3 Firefighting occupations
 - I4 Commissioned officers and specialized operations members of the Canadian Forces
- J Administrative occupations
 - J1 Administrative services occupations
 - J2 Human resources occupations
 - J3 Purchasing, procurement and logistics occupations
 - J4 Record management, record-keeping and related occupations
- K Managers, supervisors and specialists in sales, services, sports and recreation
 - K1 Managers, supervisors and specialists in sales
 - K2 Managers, supervisors and specialists in food services
 - K3 Managers and specialists in recreation, sports and fitness
 - K4 Specialized service providers
 - K5 Other service managers and supervisors
- L Skilled trades and related occupations
 - L1 Occupations related to construction trades and building maintenance
 - L2 Occupations in mechanics and repair
 - L3 Occupations in precision metalworking
- M Managers, supervisors and specialists in transportation and heavy equipment operation
 - M1 Managers in transportation and postal and courier services
 - M2 Specialists in air and water transportation
 - M3 Supervisors and specialists in heavy equipment operation
 - M4 Supervisors and specialists in ground transportation and delivery services

N Managers, supervisors and specialists in manufacturing and utilities

N1 Manufacturing managers

N2 Managers, supervisors and specialists in petroleum, gas and chemical processing and utilities

N3 Supervisors and specialists in non-chemical manufacturing

O Occupations not typically requiring post-secondary education

O1 Support occupations in banking and finance

O2 Administrative support and supply chain logistics occupations

O3 Support occupations in security and the military

O4 Support occupations in sports, recreation, amusement and performance

O5 Non-technical sales representatives and sales support occupations

O6 Service workers and service support occupations

O7 Support and labouring occupations in the trades and public works

O8 Support and labouring occupations in transportation and delivery services

O9 Workers and labourers in natural resources, agriculture and landscaping

O10 Workers and labourers in manufacturing

Annex A

NOC 2021 V1.0 – Custom Grouping for Major Field of Study-Occupation Analysis

A Senior private-sector management occupations

A1 Senior private-sector management occupations

- 00012 Senior managers - financial, communications and other business services
- 00013 Senior managers - health, education, social and community services and membership organizations
- 00014 Senior managers - trade, broadcasting and other services
- 00015 Senior managers - construction, transportation, production and utilities

B Education occupations

B1 Occupations in post-secondary education

- 40020 Administrators - post-secondary education and vocational training
- 41200 University professors and lecturers
- 41210 College and other vocational instructors
- 41201 Post-secondary teaching and research assistants

B2 Occupations in elementary and secondary education

- 40021 School principals and administrators of elementary and secondary education
- 41220 Secondary school teachers
- 41221 Elementary school and kindergarten teachers
- 43100 Elementary and secondary school teacher assistants

B3 Early childhood educators and assistants and other education services

- 42202 Early childhood educators and assistants
- 42203 Instructors of persons with disabilities
- 43109 Other instructors

C Arts occupations

C1 Visual arts and related occupations

- 22211 Industrial designers
- 52111 Graphic arts technicians
- 52120 Graphic designers and illustrators
- 52121 Interior designers and interior decorators
- 53110 Photographers
- 53122 Painters, sculptors and other visual artists
- 53123 Theatre, fashion, exhibit and other creative designers
- 53124 Artisans and craftspersons
- 53125 Patternmakers - textile, leather and fur products
- 72022 Supervisors, printing and related occupations
- 73401 Printing press operators

C2 Occupations in performing arts, motion pictures and broadcasting

- 50011 Managers - publishing, motion pictures, broadcasting and performing arts
- 51120 Producers, directors, choreographers and related occupations
- 51121 Conductors, composers and arrangers

51122 Musicians and singers
52110 Film and video camera operators
52112 Broadcast technicians
52113 Audio and video recording technicians
52114 Announcers and other broadcasters
52119 Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts
53111 Motion pictures, broadcasting, photography and performing arts assistants and operators
53120 Dancers
53121 Actors, comedians and circus performers

D Occupations in social, cultural and government services

D1 Occupations in social and community services

40030 Managers in social, community and correctional services
41300 Social workers
42201 Social and community service workers
41301 Therapists in counselling and related specialized therapies
41320 Educational counsellors
41321 Career development practitioners and career counsellors (except education)
41302 Religious leaders
42204 Religion workers

D2 Occupations in government policy, program administration and social sciences

00010 Legislators
00011 Senior government managers and officials
12104 Employment insurance and revenue officers
40010 Government managers - health and social policy development and program administration
40011 Government managers - economic analysis, policy development and program administration
40012 Government managers - education policy development and program administration
40019 Other managers in public administration
41400 Natural and applied science policy researchers, consultants and program officers
41401 Economists and economic policy researchers and analysts
41402 Business development officers and market researchers and analysts
41403 Social policy researchers, consultants and program officers
41404 Health policy researchers, consultants and program officers
41405 Education policy researchers, consultants and program officers
41406 Recreation, sports and fitness policy researchers, consultants and program officers
41407 Program officers unique to government
41409 Other professional occupations in social science

D3 Occupations related to libraries, museums and galleries

50010 Library, archive, museum and art gallery managers
51100 Librarians
51101 Conservators and curators
51102 Archivists

52100 Library and public archive technicians

53100 Registrars, restorers, interpreters and other occupations related to museum and art galleries

D4 Writing, translating and related communications professionals

51110 Editors

51111 Authors and writers (except technical)

51112 Technical writers

51113 Journalists

51114 Translators, terminologists and interpreters

E Business and finance occupations

E1 Accounting and related occupations

11100 Financial auditors and accountants

12200 Accounting technicians and bookkeepers

13102 Payroll administrators

E2 Occupations in banking, finance, insurance and real estate

10010 Financial managers

10020 Insurance, real estate and financial brokerage managers

10021 Banking, credit and other investment managers

11101 Financial and investment analysts

11102 Financial advisors

11103 Securities agents, investment dealers and brokers

11109 Other financial officers

12011 Supervisors, finance and insurance office workers

12201 Insurance adjusters and claims examiners

12202 Insurance underwriters

12203 Assessors, business valuers and appraisers

13101 Property administrators

63100 Insurance agents and brokers

63101 Real estate agents and salespersons

63102 Financial sales representatives

E3 Occupations in advertising, marketing and public relations

10022 Advertising, marketing and public relations managers

11202 Professional occupations in advertising, marketing and public relations

E4 Other business services managers and consultants

11201 Professional occupations in business management consulting

10030 Telecommunication carriers managers

10029 Other business services managers

F Occupations in natural and applied sciences and architecture

F1 Occupations in natural sciences

20011 Architecture and science managers

21100 Physicists and astronomers

21101 Chemists

21102 Geoscientists and oceanographers

- 21103 Meteorologists and climatologists
- 21109 Other professional occupations in physical sciences
- 21110 Biologists and related scientists
- 21120 Public and environmental health and safety professionals
- 22100 Chemical technologists and technicians
- 22101 Geological and mineral technologists and technicians
- 22110 Biological technologists and technicians
- 22113 Conservation and fishery officers
- 22214 Technical occupations in geomatics and meteorology
- F2 Occupations in architecture and land use
 - 21200 Architects
 - 21201 Landscape architects
 - 21202 Urban and land use planners
 - 22210 Architectural technologists and technicians
- F3 Engineering and engineering technology and related occupations
 - 20010 Engineering managers
 - 21203 Land surveyors
 - 21300 Civil engineers
 - 21301 Mechanical engineers
 - 21310 Electrical and electronics engineers
 - 21311 Computer engineers (except software engineers and designers)
 - 21320 Chemical engineers
 - 21321 Industrial and manufacturing engineers
 - 21322 Metallurgical and materials engineers
 - 21330 Mining engineers
 - 21331 Geological engineers
 - 21332 Petroleum engineers
 - 21390 Aerospace engineers
 - 21399 Other professional engineers
 - 22212 Drafting technologists and technicians
 - 22213 Land survey technologists and technicians
 - 22300 Civil engineering technologists and technicians
 - 22301 Mechanical engineering technologists and technicians
 - 22302 Industrial engineering and manufacturing technologists and technicians
 - 22310 Electrical and electronics engineering technologists and technicians
 - 22230 Non-destructive testers and inspectors
 - 22231 Engineering inspectors and regulatory officers
 - 22232 Occupational health and safety specialists
- F4 Mathematicians, statisticians, actuaries, and data scientists
 - 21210 Mathematicians, statisticians and actuaries
 - 21211 Data scientists

F5 Occupations in computer and information systems

- 20012 Computer and information systems managers
- 21220 Cybersecurity specialists
- 21221 Business systems specialists
- 21222 Information systems specialists
- 21223 Database analysts and data administrators
- 21230 Computer systems developers and programmers
- 21231 Software engineers and designers
- 21232 Software developers and programmers
- 21233 Web designers
- 21234 Web developers and programmers
- 22220 Computer network and web technicians
- 22221 User support technicians
- 22222 Information systems testing technicians

G Managers, supervisors and specialists in agriculture, veterinary services and natural resources

G1 Managers, supervisors and specialists in agriculture, horticulture and landscaping

- 21112 Agricultural representatives, consultants and specialists
- 22111 Agricultural and fish products inspectors
- 22114 Landscape and horticulture technicians and specialists
- 80020 Managers in agriculture
- 80021 Managers in horticulture
- 82030 Agricultural service contractors and farm supervisors
- 82031 Contractors and supervisors, landscaping, grounds maintenance and horticulture services

G2 Veterinary occupations

- 31103 Veterinarians
- 32104 Animal health technologists and veterinary technicians

G3 Managers, supervisors and specialists in natural resources

- 21111 Forestry professionals
- 22112 Forestry technologists and technicians
- 80010 Managers in natural resources production and fishing
- 80022 Managers in aquaculture
- 82010 Supervisors, logging and forestry
- 82020 Supervisors, mining and quarrying
- 82021 Contractors and supervisors, oil and gas drilling and services
- 83100 Underground production and development miners
- 83101 Oil and gas well drillers, servicers, testers and related workers
- 83110 Logging machinery operators
- 83120 Fishing masters and officers
- 83121 Fishermen/women

H Health care occupations

H1 Managers in health care

- 30010 Managers in health care

H2 Physicians

31100 Specialists in clinical and laboratory medicine

31101 Specialists in surgery

31102 General practitioners and family physicians

H3 Dental health care occupations

31110 Dentists

32110 Denturists

32111 Dental hygienists and dental therapists

32112 Dental technologists and technicians

33100 Dental assistants and dental laboratory assistants

H4 Optometrists and opticians

31111 Optometrists

32100 Opticians

H5 Nurses

31300 Nursing coordinators and supervisors

31301 Registered nurses and registered psychiatric nurses

31302 Nurse practitioners

32101 Licensed practical nurses

H6 Pharmacy occupations

31120 Pharmacists

32124 Pharmacy technicians

33103 Pharmacy technical assistants and pharmacy assistants

H7 Occupations in medical laboratory services and diagnostic imaging

32120 Medical laboratory technologists

32121 Medical radiation technologists

32122 Medical sonographers

32123 Cardiology technologists and electrophysiological diagnostic technologists

33101 Medical laboratory assistants and related technical occupations

H8 Therapy and assessment professionals and technicians

31112 Audiologists and speech-language pathologists

31121 Dietitians and nutritionists

31200 Psychologists

31201 Chiropractors

31202 Physiotherapists

31203 Occupational therapists

31204 Kinesiologists and other professional occupations in therapy and assessment

32102 Paramedical occupations

32103 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists

32109 Other technical occupations in therapy and assessment

H9 Practitioners of natural healing

32200 Traditional Chinese medicine practitioners and acupuncturists

32201 Massage therapists

32209 Other practitioners of natural healing

H10 Other health professionals and technicians

31209 Other professional occupations in health diagnosing and treating

31303 Physician assistants, midwives and allied health professionals

32129 Other medical technologists and technicians

H11 Health care aides and other health care support occupations

33102 Nurse aides, orderlies and patient service associates

33109 Other assisting occupations in support of health services

I Occupations in legal, law enforcement and public protection services

I1 Occupations in law and legal services

41100 Judges

41101 Lawyers and Quebec notaries

42200 Paralegals and related occupations

I2 Law enforcement occupations

40040 Commissioned police officers and related occupations in public protection services

41310 Police investigators and other investigative occupations

41311 Probation and parole officers

42100 Police officers (except commissioned)

43200 Sheriffs and bailiffs

43201 Correctional service officers

43202 By-law enforcement and other regulatory officers

43203 Border services, customs, and immigration officers

I3 Firefighting occupations

40041 Fire chiefs and senior firefighting officers

42101 Firefighters

I4 Commissioned officers and specialized operations members of the Canadian Forces

40042 Commissioned officers of the Canadian Armed Forces

42102 Specialized members of the Canadian Armed Forces

43204 Operations members of the Canadian Armed Forces

J Administrative occupations

J1 Administrative services occupations

10019 Other administrative services managers

12010 Supervisors, general office and administrative support workers

12100 Executive assistants

13100 Administrative officers

13110 Administrative assistants

13111 Legal administrative assistants

13112 Medical administrative assistants

J2 Human resources occupations

10011 Human resources managers

11200 Human resources professionals

12101 Human resources and recruitment officers

J3 Purchasing, procurement and logistics occupations

- 10012 Purchasing managers
- 12102 Procurement and purchasing agents and officers
- 12013 Supervisors, supply chain, tracking and scheduling coordination occupations
- 13200 Customs, ship and other brokers
- 13201 Production and transportation logistics coordinators

J4 Record management, record-keeping and related occupations

- 12012 Supervisors, library, correspondence and related information workers
- 12110 Court reporters, medical transcriptionists and related occupations
- 12111 Health information management occupations
- 12112 Records management technicians
- 12113 Statistical officers and related research support occupations

K Managers, supervisors and specialists in sales, services, sports and recreation

K1 Managers, supervisors and specialists in sales

- 60010 Corporate sales managers
- 60020 Retail and wholesale trade managers
- 62010 Retail sales supervisors
- 62100 Technical sales specialists - wholesale trade
- 62101 Retail and wholesale buyers

K2 Managers, supervisors and specialists in food services

- 60030 Restaurant and food service managers
- 62020 Food service supervisors
- 62200 Chefs
- 63200 Cooks
- 63201 Butchers - retail and wholesale
- 63202 Bakers

K3 Managers and specialists in recreation, sports and fitness

- 50012 Recreation, sports and fitness program and service directors
- 53200 Athletes
- 53201 Coaches
- 53202 Sports officials and referees

K4 Specialized service providers

- 12103 Conference and event planners
- 62201 Funeral directors and embalmers
- 62202 Jewellers, jewellery and watch repairers and related occupations
- 63210 Hairstylists and barbers
- 63211 Estheticians, electrologists and related occupations
- 63220 Shoe repairers and shoemakers
- 63221 Upholsterers
- 73202 Pest controllers and fumigators

K5 Other service managers and supervisors

- 60031 Accommodation service managers
- 60040 Managers in customer and personal services
- 62021 Executive housekeepers
- 62022 Accommodation, travel, tourism and related services supervisors
- 62023 Customer and information services supervisors
- 62024 Cleaning supervisors
- 62029 Other services supervisors

L Skilled trades and related occupations

L1 Occupations related to construction trades and building maintenance

- 22233 Construction inspectors
- 22303 Construction estimators
- 70010 Construction managers
- 70011 Home building and renovation managers
- 70012 Facility operation and maintenance managers
- 72011 Contractors and supervisors, electrical trades and telecommunications occupations
- 72012 Contractors and supervisors, pipefitting trades
- 72013 Contractors and supervisors, carpentry trades
- 72014 Contractors and supervisors, other construction trades, installers, repairers and servicers
- 72200 Electricians (except industrial and power system)
- 72201 Industrial electricians
- 72202 Power system electricians
- 72203 Electrical power line and cable workers
- 72204 Telecommunications line and cable installers and repairers
- 72205 Telecommunications equipment installation and cable television service technicians
- 72300 Plumbers
- 72301 Steamfitters, pipefitters and sprinkler system installers
- 72302 Gas fitters
- 72310 Carpenters
- 72311 Cabinetmakers
- 72320 Bricklayers
- 72321 Insulators
- 72406 Elevator constructors and mechanics
- 72501 Water well drillers
- 73100 Concrete finishers
- 73101 Tilesetters
- 73102 Plasterers, drywall installers and finishers and lathers
- 73110 Roofers and shinglers
- 73111 Glaziers
- 73112 Painters and decorators (except interior decorators)
- 73113 Floor covering installers
- 73200 Residential and commercial installers and servicers

73201 General building maintenance workers and building superintendents

73402 Drillers and blasters - surface mining, quarrying and construction

L2 Occupations in mechanics and repair

22311 Electronic service technicians (household and business equipment)

22312 Industrial instrument technicians and mechanics

22313 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors

72020 Contractors and supervisors, mechanic trades

72400 Construction millwrights and industrial mechanics

72401 Heavy-duty equipment mechanics

72402 Heating, refrigeration and air conditioning mechanics

72403 Railway carmen/women

72404 Aircraft mechanics and aircraft inspectors

72405 Machine fitters

72410 Automotive service technicians, truck and bus mechanics and mechanical repairers

72411 Auto body collision, refinishing and glass technicians and damage repair estimators

72420 Oil and solid fuel heating mechanics

72421 Appliance servicers and repairers

72422 Electrical mechanics

72423 Motorcycle, all-terrain vehicle and other related mechanics

72429 Other small engine and small equipment repairers

73209 Other repairers and servicers

L3 Occupations in precision metalworking

72010 Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations

72100 Machinists and machining and tooling inspectors

72101 Tool and die makers

72102 Sheet metal workers

72103 Boilermakers

72104 Structural metal and platework fabricators and fitters

72105 Ironworkers

72106 Welders and related machine operators

72999 Other technical trades and related occupations

M Managers, supervisors and specialists in transportation and heavy equipment operation

M1 Managers in transportation and postal and courier services

70020 Managers in transportation

70021 Postal and courier services managers

M2 Specialists in air and water transportation

72600 Air pilots, flight engineers and flying instructors

72601 Air traffic controllers and related occupations

72602 Deck officers, water transport

72603 Engineer officers, water transport

M3 Supervisors and specialists in heavy equipment operation

72021 Contractors and supervisors, heavy equipment operator crews

72500 Crane operators

73400 Heavy equipment operators

M4 Supervisors and specialists in ground transportation and delivery services

72023 Supervisors, railway transport operations

72024 Supervisors, motor transport and other ground transit operators

72025 Supervisors, mail and message distribution occupations

72604 Railway traffic controllers and marine traffic regulators

73300 Transport truck drivers

73301 Bus drivers, subway operators and other transit operators

73310 Railway and yard locomotive engineers

73311 Railway conductors and brakemen/women

N Managers, supervisors and specialists in manufacturing and utilities

N1 Manufacturing managers

90010 Manufacturing managers

N2 Managers, supervisors and specialists in petroleum, gas and chemical processing and utilities

90011 Utilities managers

92011 Supervisors, petroleum, gas and chemical processing and utilities

92100 Power engineers and power systems operators

92101 Water and waste treatment plant operators

93101 Central control and process operators, petroleum, gas and chemical processing

N3 Supervisors and specialists in non-chemical manufacturing

92010 Supervisors, mineral and metal processing

92012 Supervisors, food and beverage processing

92013 Supervisors, plastic and rubber products manufacturing

92014 Supervisors, forest products processing

92015 Supervisors, textile, fabric, fur and leather products processing and manufacturing

92020 Supervisors, motor vehicle assembling

92021 Supervisors, electronics and electrical products manufacturing

92022 Supervisors, furniture and fixtures manufacturing

92023 Supervisors, other mechanical and metal products manufacturing

92024 Supervisors, other products manufacturing and assembly

93100 Central control and process operators, mineral and metal processing

93102 Pulping, papermaking and coating control operators

93200 Aircraft assemblers and aircraft assembly inspectors

O Occupations not typically requiring post-secondary education

O1 Support occupations in banking and finance

14200 Accounting and related clerks

14201 Banking, insurance and other financial clerks

14202 Collection clerks

64400 Customer services representatives - financial institutions

O2 Administrative support and supply chain logistics occupations

- 14100 General office support workers
- 14101 Receptionists
- 14102 Personnel clerks
- 14103 Court clerks and related court services occupations
- 14110 Survey interviewers and statistical clerks
- 14111 Data entry clerks
- 14112 Desktop publishing operators and related occupations
- 14300 Library assistants and clerks
- 14301 Correspondence, publication and regulatory clerks
- 14400 Shippers and receivers
- 14401 Storekeepers and partspersons
- 14402 Production logistics workers
- 14403 Purchasing and inventory control workers
- 14404 Dispatchers
- 14405 Transportation route and crew schedulers

O3 Support occupations in security and the military

- 44200 Primary combat members of the Canadian Armed Forces
- 64410 Security guards and related security service occupations

O4 Support occupations in sports, recreation, amusement and performance

- 54100 Program leaders and instructors in recreation, sport and fitness
- 55109 Other performers
- 64320 Tour and travel guides
- 64321 Casino workers
- 64322 Outdoor sport and recreational guides
- 65211 Operators and attendants in amusement, recreation and sport

O5 Non-technical sales representatives and sales support occupations

- 64100 Retail salespersons and visual merchandisers
- 64101 Sales and account representatives - wholesale trade (non-technical)
- 65100 Cashiers
- 65101 Service station attendants
- 65102 Store shelf stockers, clerks and order fillers
- 65109 Other sales related occupations

O6 Service workers and service support occupations

- 44100 Home child care providers
- 44101 Home support workers, caregivers and related occupations
- 45100 Student monitors, crossing guards and related occupations
- 64200 Tailors, dressmakers, furriers and milliners
- 64201 Image, social and other personal consultants
- 64300 Maîtres d'hôtel and hosts/hostesses
- 64301 Bartenders
- 64310 Travel counsellors

- 64314 Hotel front desk clerks
- 64409 Other customer and information services representatives
- 65200 Food and beverage servers
- 65201 Food counter attendants, kitchen helpers and related support occupations
- 65202 Meat cutters and fishmongers - retail and wholesale
- 65210 Support occupations in accommodation, travel and facilities set-up services
- 65220 Pet groomers and animal care workers
- 65229 Other support occupations in personal services
- 65310 Light duty cleaners
- 65311 Specialized cleaners
- 65312 Janitors, caretakers and heavy-duty cleaners
- 65320 Dry cleaning, laundry and related occupations
- 65329 Other service support occupations
- O7 Support and labouring occupations in the trades and public works
 - 74203 Automotive and heavy truck and equipment parts installers and servicers
 - 74204 Utility maintenance workers
 - 74205 Public works maintenance equipment operators and related workers
 - 75110 Construction trades helpers and labourers
 - 75119 Other trades helpers and labourers
 - 75212 Public works and maintenance labourers
- O8 Support and labouring occupations in transportation and delivery services
 - 64311 Purser and flight attendants
 - 64312 Airline ticket and service agents
 - 64313 Ground and water transport ticket agents, cargo service representatives and related clerks
 - 64401 Postal services representatives
 - 74100 Mail and parcel sorters and related occupations
 - 74101 Letter carriers
 - 74102 Couriers and messengers
 - 74200 Railway yard and track maintenance workers
 - 74201 Water transport deck and engine room crew
 - 74202 Air transport ramp attendants
 - 75100 Longshore workers
 - 75101 Material handlers
 - 75200 Taxi and limousine drivers and chauffeurs
 - 75201 Delivery service drivers and door-to-door distributors
 - 75210 Boat and cable ferry operators and related occupations
 - 75211 Railway and motor transport labourers
- O9 Workers and labourers in natural resources, agriculture and landscaping
 - 84100 Underground mine service and support workers
 - 84101 Oil and gas well drilling and related workers and services operators
 - 84110 Chain saw and skidder operators
 - 84111 Silviculture and forestry workers

84120 Specialized livestock workers and farm machinery operators

84121 Fishing vessel deckhands

85100 Livestock labourers

85101 Harvesting labourers

85102 Aquaculture and marine harvest labourers

85103 Nursery and greenhouse labourers

85104 Trappers and hunters

85110 Mine labourers

85111 Oil and gas drilling, servicing and related labourers

85120 Logging and forestry labourers

85121 Landscaping and grounds maintenance labourers

O10 Workers and labourers in manufacturing

94100 Machine operators, mineral and metal processing

94101 Foundry workers

94102 Glass forming and finishing machine operators and glass cutters

94103 Concrete, clay and stone forming operators

94104 Inspectors and testers, mineral and metal processing

94105 Metalworking and forging machine operators

94106 Machining tool operators

94107 Machine operators of other metal products

94110 Chemical plant machine operators

94111 Plastics processing machine operators

94112 Rubber processing machine operators and related workers

94120 Sawmill machine operators

94121 Pulp mill, papermaking and finishing machine operators

94122 Paper converting machine operators

94123 Lumber graders and other wood processing inspectors and graders

94124 Woodworking machine operators

94129 Other wood processing machine operators

94130 Textile fibre and yarn, hide and pelt processing machine operators and workers

94131 Weavers, knitters and other fabric making occupations

94132 Industrial sewing machine operators

94133 Inspectors and graders, textile, fabric, fur and leather products manufacturing

94140 Process control and machine operators, food and beverage processing

94141 Industrial butchers and meat cutters, poultry preparers and related workers

94142 Fish and seafood plant workers

94143 Testers and graders, food and beverage processing

94150 Plateless printing equipment operators

94151 Camera, platemaking and other prepress occupations

94152 Binding and finishing machine operators

94153 Photographic and film processors

94200 Motor vehicle assemblers, inspectors and testers

94201 Electronics assemblers, fabricators, inspectors and testers
94202 Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing
94203 Assemblers, fabricators and inspectors, industrial electrical motors and transformers
94204 Mechanical assemblers and inspectors
94205 Machine operators and inspectors, electrical apparatus manufacturing
94210 Furniture and fixture assemblers, finishers, refinishers and inspectors
94211 Assemblers and inspectors of other wood products
94212 Plastic products assemblers, finishers and inspectors
94213 Industrial painters, coaters and metal finishing process operators
94219 Other products assemblers, finishers and inspectors
95100 Labourers in mineral and metal processing
95101 Labourers in metal fabrication
95102 Labourers in chemical products processing and utilities
95103 Labourers in wood, pulp and paper processing
95104 Labourers in rubber and plastic products manufacturing
95105 Labourers in textile processing and cutting
95106 Labourers in food and beverage processing
95107 Labourers in fish and seafood processing
95109 Other labourers in processing, manufacturing and utilities