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Information disclosed under the Access to Information Act
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Immigration, Refugees
and Citizenship Canada

Deputy Minister

Ottawa K1A 1 L 1

Immigration, Refugies
et Citoyennete Canada

Sous-ministre

F-1214953

CONFIDENTIAL

MEMORANDUM TO THE MINISTER

NATIONAL OCCUPATIONAL CLASSIFICATION-2021 AND THE FEDERAL SKILLED TRADES PROGRAM

FOR APPROVAL

SUMMARY

• The purpose of this memorandum is to seek your approval on an approach for the
implementation of the National Occupational Classification- 2021 (NOC 2021)
within the Federal Skilled Trades Program.

• Immigration, Refugees and Citizenship Canada (IRCC) currently uses NOC 2016 to
determine the eligibility of occupations under its temporary and permanent residency programs. As of November 2022, NOC 2021 must be used for this purpose in accordance with the Immigration and Refugee Protection Regulations.

• While the approach to implement NOC 2021 in most programs has already been
determined, a decision is required for the Federal Skilled Trades Program. If

• Your approval is required by February 25, 2022 to allow sufficient time to update the
Department's IT systems, and to confirm the Department's full implementation approach to provinces and territories,
This process must
be completed by November 2022, including for Orders in Council to amend
regulations.

• We recommend that you approve the outlined approach for the implementation of the
National Occupational Classification - 2021 within the Federal Skilled Trades
Program by checking the "I concur" box and signing this memorandum by
February 25, 2022.

BACKGROUND:

• IRCC currently uses the National Occupational Classification- 2016 (NOC 2016) to determine the eligibility of occupations under several temporary and permanent residency programs.

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CONSULTATIONS:

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• The Department will confirm its approach upon approval of this memorandum and will
engage provinces and territories as necessary over the coming months to ensure a successful implementation in November 2022.

RESOURCE IMPLICATIONS:

• The total cost for the full implementation of NOC 2021 is estimated to be $5.lM in
2022-2023, with $712,000 ongoing, which includes the proposed changes to the FSTP. While a source of funds has been identified for the upcoming year, the Department will need to identify an external source of funds for the ongoing costs.

COMMUNICATIONS IMPLICATIONS:

• Media interest and coverage of the NOC is quite limited, but is expected to gamer some
attention given the changes to some limited, changes changes

quite coverage funds

external ongoing,

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• Necessary amendments to the Regulations and various Ministerial Instructions for the Federal Skilled Trades Program and other programs will also be drafted for your approval in late summer

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Annex A

OVERVIEW OF PAST DECISIONS AND IMPACTS ON IRCC PROGRAMS

• Changes to the NOC are based on a comprehensive analysis of occupational requirements in
the Canadian labour market conducted by ESDC and StatCan, and are therefore outside of
the Department's control.

• Among the changes in NOC 2021 is the replacement of NOC 2016's five Skill Type/Level
groupings-used to determine eligibility for several IRCC programs-with a new
categorization of six TEER (representing the requisite Training, Education, Experience, and
Responsibilities of each occupation).

• In September 2020, IRCC's Executive Committee decided that the new TEER structure would
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