

Standard Occupational Classification System (SOC)



Standard Occupational Classification (SOC)

- A universal classification system
- Mandatory for all federal agencies that collect occupational data.
 - Bureau of Labor Statistics
 - Employment and Training Administration
 - Census
- May be used by other groups



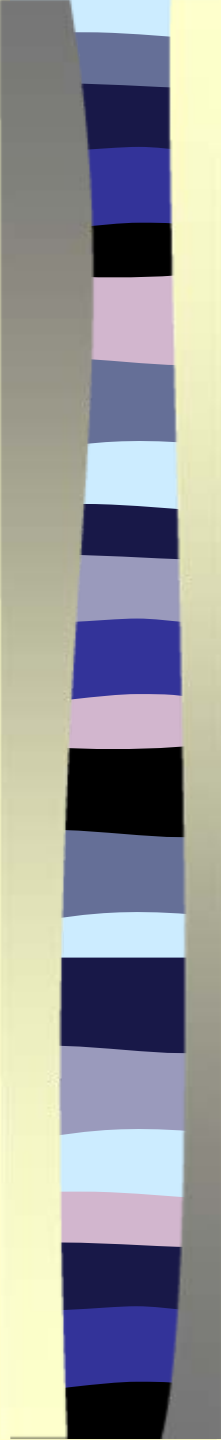
NAICS AND SOC

- The NAICS employment structure groups workers by industry
- In contrast, the SOC groups workers by skill and work performed



Standard Occupational Classification

- Classifies all occupations in which work is performed for pay or profit.
- Includes private, public, and military specific occupations.



The SOC structure is based on four levels of classification

- 23 Major Groups Occupations
 - 33-0000 Protective Service
- 97 Minor Groups
 - 33-3000 Law Enforcement Workers
- 461 Broad Occupations
 - 33-3010 Bailiffs, Correctional Officers, and Jailers
- 840 Detailed Occupations
 - 33-3011 Bailiffs

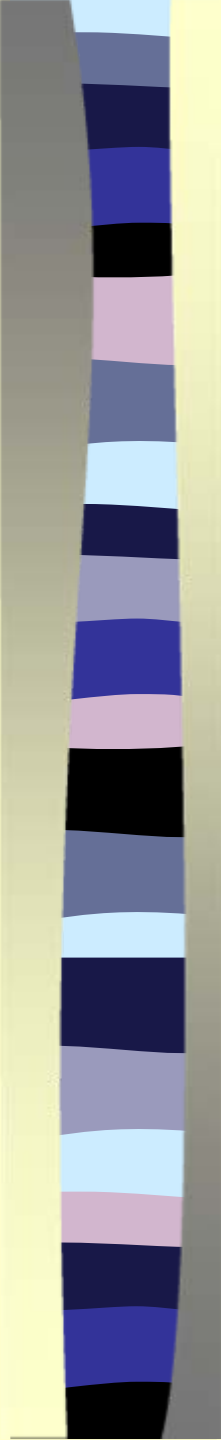
SOC Codes

The first two digits represent the major group

The third digit represents the minor group

The fourth and fifth digits represent the broad occupation

The sixth digit represents the detailed occupation



13 - 2061



Major Groups ...

All occupations are classified into one of 23 major groups at the most aggregated level of the structure

11- Management

Professional and Technical Occupations

13- Business and Financial Operations

15- Computer and Mathematical

17- Architecture and Engineering

19- Life, Physical, and Social Science

21- Community and Social Services

23- Legal

25- Education, Training, and Library

27- Arts, Design, Entertainment, Sports, and Media

29- Healthcare Practitioners and Technical

31- Healthcare Support

Production Workers

33- Protective Services

35- Food Preparation and Serving Related

37- Building and Grounds Cleaning and Maintenance

39- Personal Care and Service

41- Sales and Related

43- Office and Administrative Support

45- Farming, Fishing, and Forestry

47- Construction and Extraction

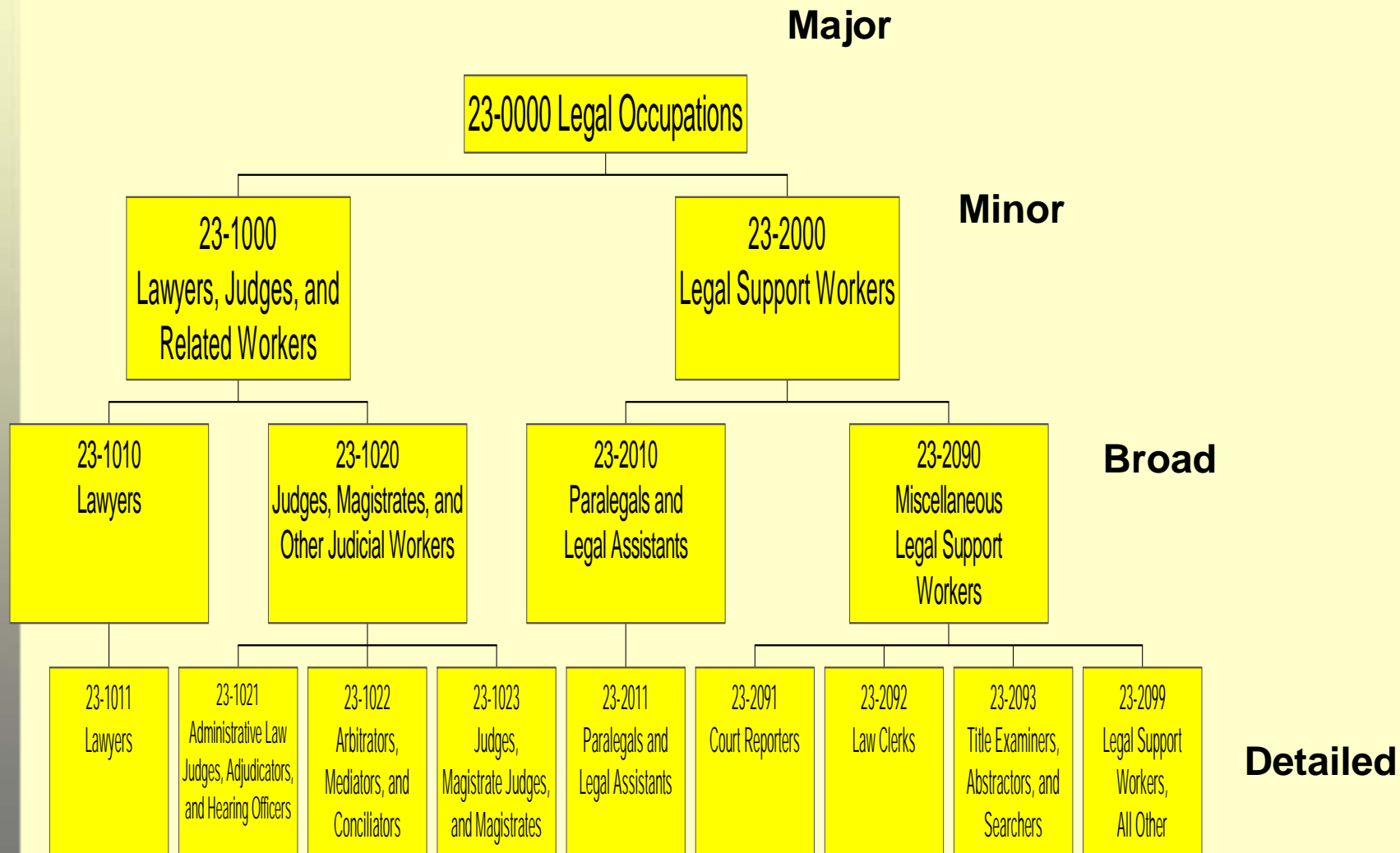
49- Installation, Maintenance, and Repair

51- Production

53- Transportation and Material Moving

55- Military Specific Occupations

The SOC structure





Coding Rules

Worker should be classified based on work performed, and required skills.

Work performed: Classify workers based upon what is actually being done on the job, not on the title of the occupation.



Ways to measure skill

- Higher skilled occupation implies:
 - More required training time
 - Ability to perform duties of another occupation, as well
 - Formal credentials



Coding Rules

When workers may be classified in more than one occupation, they should be classified in the occupation that requires the highest level of skill.

- Hairdressers and Shampooers
- Engineers and Drafters
- Chefs and Food preparation workers



Coding Rules

- If there is no measurable difference in skill requirements for a job, the worker is coded to the occupation in which he or she spends the most time.
- When multiple duties are completed by the reported occupation, the worker is coded to the occupation with the highest skill level.



Coding Rules

Supervisors of professional and technical workers are classified with the workers they supervise.

- Example: The supervisor for a staff of civil engineers is usually an engineer



Coding Rules

Supervisors of production workers who spend less than 20 percent of their time performing the same work as the workers they supervise, are classified separately.

- Separate management occupations are found in major groups 33-0000 through 53-0000
- Supervisors who spend 20 percent or more performing the same work as the workers are classified the same as the workers



Coding Rules

Apprentices and trainees should be classified with the occupations for which they are being trained.

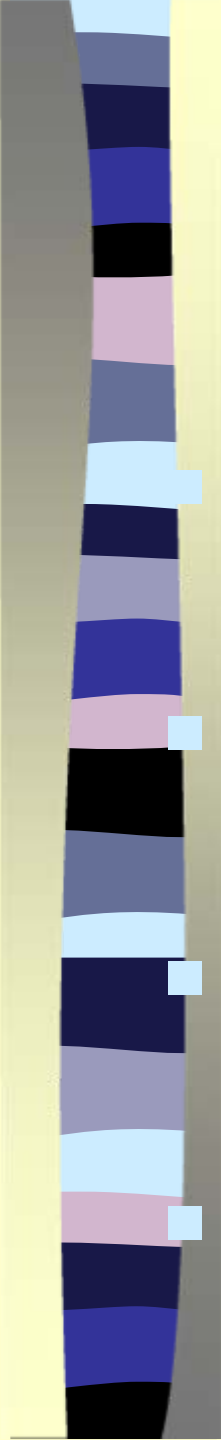
- Apprentice plumbers are classified as plumbers.
- Medical Residents and Interns are classified with Physicians and Surgeons.
- People receiving on-the-job training, should be classified according to the job they are training for
 - Unlicensed teachers
 - Buyer's assistants



Coding Rules

Helpers and aides should be classified separately from the occupations which they are assisting.

- Occupational Therapist Assistants
- Nurse's Aides
- Carpenter's Helpers
- Food preparation workers
- Bussers
- Teacher's assistants
- Laboratory technicians
- Engineering technicians



Registered nurse occupations that are broken out with the 2010 SOC system

29-1141 Registered Nurses

29-1151 Nurse Anesthetists

29-1161 Nurse Midwives

29-1171 Nurse Practitioners