



Data Guide for the FIRO-B[®] Inventory

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Research Department
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Demographic Items

Variable Name	Variable Description	Response Values
CUSTOMER_NUM	CPP customer number	numeric
WEBUSER_ID	Webuser ID - value associated with SkillsOne® account	numeric
CLIENT_USER_ID_NUM	Unique client ID number	numeric
EMAIL	Respondent's e-mail address	text
FIRST_NAME	Respondent's first name	text
LAST_NAME	Respondent's last name	text
BATCH_NAME	Name of batch assigned by customer	text
BATCH_NUMBER	Unique identifier for each SkillsOne® batch	numeric
GENDER	Respondent's gender	F = Female; M = Male
PERSONAL_ID	Personal ID number field	Text or numeric
ETH_AFRICAN	African American or Black	0 = Not endorsed; 1 = Endorsed
ETH_AMERICAN_INDIAN	American Indian or Alaskan Native	0 = Not endorsed; 1 = Endorsed
ETH_ASIAN	Asian	0 = Not endorsed; 1 = Endorsed
ETH_CAUCASIAN	Caucasian or White	0 = Not endorsed; 1 = Endorsed
ETH_INDIAN	Indian - from Indian subcontinent	0 = Not endorsed; 1 = Endorsed
ETH_LATIN	Latino, Latina or Hispanic	0 = Not endorsed; 1 = Endorsed
ETH_MIDEAST	Middle Easterner - from Middle East or North Africa	0 = Not endorsed; 1 = Endorsed
ETH_OTHER	Other	0 = Not endorsed; 1 = Endorsed
ETH_PACIFIC	Native Hawaiian or Pacific Islander	0 = Not endorsed; 1 = Endorsed
ETH_OTHER_DESC	Description of other ethnicity	text
COUNTRY_ORIGIN	Country of origin	See Appendix A
AGE	Respondent's age	Range from 10 to 99 years
ZIP_CODE	Zip code	text or numeric



Variable Name	Variable Description	Response Values
PRESENT_STATUS	Present employment status	1 = Working full-time 2 = Working part-time 3 = Not working for income 4 = Retired 5 = Enrolled as a full-time student 6 = None of the above
REASON_FOR_ASSESSMENT	Reason for completing the assessment	1 = Training 2 = Employment testing 3 = Career counseling 4 = Education 5 = Personal growth
CURRENT_OCCUPATION_CATEGORY	Employed respondent's occupation category	See Appendix C
CURRENT_OCCUPATION_TITLE	Employed respondent's occupation title	See Appendix D
NEW_OCCUPATION_CATEGORY	Job applicant's occupation category	See Appendix C
NEW_OCCUPATION_TITLE	Job applicant's occupation title	See Appendix D
VOC_OCCUPATION_CATEGORY	Vocational goal occupation category	See Appendix C
VOC_OCCUPATION_TITLE	Vocational goal occupation title	See Appendix D
EDUCATION_LVL_GOAL	Respondent's education goal – item presented to students only	1 = High school diploma 2 = Trade/technical school degree 3 = Associate/Community college degree 4 = College coursework, not seeking degree 5 = Bachelor's degree 6 = Master's degree 7 = Professional degree (e.g., DDS, JD, MD) 8 = Doctorate (e.g., PhD, EdD)
EDUCATION_YRS_GOAL	Years spent working toward degree/diploma	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years



Variable Name	Variable Description	Response Values
EDUCATION_FEEL	Satisfaction with current major or course of study	0 = No response 1 = Very satisfied 2 = Satisfied 3 = Somewhat satisfied 4 = Somewhat dissatisfied 5 = Dissatisfied 6 = Very dissatisfied
CURRENT_WORK_YEARS	Years spent working in current occupation	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
CURRENT_WORK_FEEL	Satisfaction with current job	0 = No response 1 = Very satisfied 2 = Satisfied 3 = Somewhat satisfied 4 = Somewhat dissatisfied 5 = Dissatisfied 6 = Very dissatisfied
CURRENT_WORK_LEVEL	Organizational level of current job	1 = Entry-level employee 2 = Nonsupervisory employee 3 = Supervisor 4 = Manager 5 = Executive 6 = Top executive
NEW_WORK_LEVEL	Job applicant's level of job applied for	1 = Entry-level employee 2 = Nonsupervisory employee 3 = Supervisor 4 = Manager 5 = Executive 6 = Top executive
NEW_WORK_YEARS	Job applicant's number of years in occupation applied for	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years



Variable Name	Variable Description	Response Values
EDUCATION_LVL_COMPLETED	Respondent's highest level of education completed	1 = Some high school 2 = High school diploma/GED 3 = Trade/technical training 4 = Some college - no degree 5 = Associate/Community college degree 6 = Bachelor's degree 7 = Master's degree 8 Professional degree (e.g., DDS, JD, MD) 9 = Doctorate (e.g., PhD, EdD)
COUNTRY_RESIDENCE	Country of residence	See Appendix A
LANG_ENGLISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_CANTONESE	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_DANISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_DUTCH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_FINNISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_FRENCH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_GERMAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_HINDI	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_ITALIAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_JAPANESE	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_KOREAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_MANDARIN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_NORWEGIAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_PORTUGUESE	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_RUSSIAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_NASPANISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_CASPANISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_SWEDISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_OTHER	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_OTHER_DESC	Other language speak fluently	text
EDUCATION_YRS_COMPLETED	Years of education completed (since age 15)	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
EDUCATION_MAJOR	Educational major or concentration	See Appendix B



Variable Name	Variable Description	Response Values
EDUCATION_YRS_ADDITIONAL	Additional years of education planned	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
EDUCATION_OCCUPATION_INDUS TRY	Student's industry of most interest	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other
EDUCATION_OCCUPATION_SECTOR	Student's sector of most interest	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other
CURRENT_OCCUPATION_INDUSTRY	Industry of current employer	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other
CURRENT_OCCUPATION_SECTOR	Sector of current employer	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other
CURRENT_OCCUPATION_TURN OVR	Likelihood of leaving job within year	1 = Very likely 2 = Somewhat likely 3 = Neither likely nor unlikely 4 = Somewhat unlikely 5 = Very unlikely



Variable Name	Variable Description	Response Values
NEW_OCCUPATION_INDUSTRY	Industry of organization to which job applicant is applying	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other
NEW_OCCUPATION_SECTOR	Sector of organization to which job applicant is applying	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other
VOC_OCCUPATION_INDUSTRY	Respondent's industry of most interest	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other
VOC_OCCUPATION_SECTOR	Respondent's sector of most interest	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other
Month	Month of assessment	Range 1 to 12
Day	Calendar day of assessment	Range 1 to 31
Year	Year of assessment	numeric
Virtual_Work	What percentage of the time do you work in a remote or home office?	1 = 0-10%; 2 = 11-20%; 3 = 21-30%; 4 = 31-40%; 5 = 41-50%; 6 = 51-60%; 7 = 61-70%; 8 = 71-80%; 9 = 81-90%; 10 = 91-100%



FIRO-B® Items

Variable Name	Variable Description	Response Values
V1	I try to be with people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V2	I let other people decide what to do.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V3	I join social groups.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V4	I try to have close relationships with people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V5	I tend to join social organizations when I have an opportunity.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V6	I let other people strongly influence my actions.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V7	I try to be included in informal social activities.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V8	I try to have close, personal relationships with people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V9	I try to include other people in my plans.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V10	I let other people control my actions.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V11	I try to have people around me.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V12	I try to get close and personal with people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V13	When people are doing things together, I tend to join them.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V14	I am easily led by people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V15	I try to avoid being alone.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V16	I try to participate in group activities.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V17	I try to be friendly to people.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V18	I let other people decide what to do.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V19	My personal relations with people are cool and distant.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V20	I let other people take charge of things.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V21	I try to have close relationships with people.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V22	I let other people strongly influence my actions.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people

Variable Name	Variable Description	Response Values
V23	I try to get close and personal with people.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V24	I let other people control my actions.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V25	I act cool and distant with people.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V26	I am easily led by people.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V27	I try to have close, personal relationships with people.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V28	I like people to invite me to things.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V29	I like people to act close and personal with me.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V30	I try to influence strongly other people's actions.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V31	I like people to invite me to join in their activities.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V32	I like people to act close toward me.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V33	I try to take charge of things when I am with people.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V34	I like people to include me in their activities.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V35	I like people to act cool and distant toward me.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V36	I try to have other people do things the way I want them done.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V37	I like people to ask me to participate in their discussions.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V38	I like people to act friendly toward me.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V39	I like people to invite me to participate in their activities.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people



Variable Name	Variable Description	Response Values
V40	I like people to act distant toward me.	1 = Nobody; 2 = One or two people; 3 = A few people; 4 = Some people; 5 = Many people; 6 = Most people
V41	I try to be the dominant person when I am with people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V42	I like people to invite me to things.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V43	I like people to act close toward me.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V44	I try to have other people do things I want done.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V45	I like people to invite me to join their activities.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V46	I like people to act cool and distant toward me.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V47	I try to influence strongly other people's actions.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V48	I like people to include me in their activities.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V49	I like people to act close and personal with me.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V50	I try to take charge of things when I'm with people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V51	I like people to invite me to participate in their activities.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V52	I like people to act distant toward me.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V53	I try to have other people do things the way I want them done.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually
V54	I take charge of things when I'm with people.	1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually



FIRO-B[®] Scales

Variable Name	Variable Description	Response Values
EXPRESSED_INCLUSION	EXPRESSED INCLUSION	0-9
EXPRESSED_CONTROL	EXPRESSED CONTROL	0-9
EXPRESSED_AFFECTION	EXPRESSED AFFECTION	0-9
WANTED_INCLUSION	WANTED INCLUSION	0-9
WANTED_CONTROL	WANTED CONTROL	0-9
WANTED_AFFECTION	WANTED AFFECTION	0-9
INCLUSION_TOTAL	INCLUSION TOTAL	0-18
CONTROL_TOTAL	CONTROL TOTAL	0-18
AFFECTION_TOTAL	AFFECTION TOTAL	0-18
EXPRESSED_TOTAL	EXPRESSED TOTAL	0-27
WANTED_TOTAL	WANTED TOTAL	0-27
SCORE_TOTAL	SCORE TOTAL	0-54
CAT_EXPRESSED_INCLUSION	CATEGORY EXPRESSED INCLUSION	1 = Low; 2 = Medium; 3 = High
CAT_EXPRESSED_CONTROL	CATEGORY EXPRESSED CONTROL	1 = Low; 2 = Medium; 3 = High
CAT_EXPRESSED_AFFECTION	CATEGORY EXPRESSED AFFECTION	1 = Low; 2 = Medium; 3 = High
CAT_WANTED_INCLUSION	CATEGORY WANTED INCLUSION	1 = Low; 2 = Medium; 3 = High
CAT_WANTED_CONTROL	CATEGORY WANTED CONTROL	1 = Low; 2 = Medium; 3 = High
CAT_WANTED_AFFECTION	CATEGORY WANTED AFFECTION	1 = Low; 2 = Medium; 3 = High
CAT_INCLUSION_TOTAL	CATEGORY INCLUSION TOTAL	1 = Low; 2 = Medium; 3 = High
CAT_CONTROL_TOTAL	CATEGORY CONTROL TOTAL	1 = Low; 2 = Medium; 3 = High
CAT_AFFECTION_TOTAL	CATEGORY AFFECTION TOTAL	1 = Low; 2 = Medium; 3 = High
CAT_EXPRESSED_TOTAL	CATEGORY EXPRESSED TOTAL	1 = Low; 2 = Medium; 3 = High
CAT_WANTED_TOTAL	CATEGORY WANTED TOTAL	1 = Low; 2 = Medium; 3 = High
CAT_SCORE_TOTAL	CATEGORY SCORE TOTAL	1 = Low; 2 = Medium-Low; 3 = Medium-High; 4 = High



Appendix A – Country List

For variables:

COUNTRY_ORIGIN

COUNTRY_RESIDENCE

Code	Country	Code	Country	Code	Country
US	United States	CO	Colombia	IN	India
GB	United Kingdom	CG	Congo Republic of	ID	Indonesia
CA	Canada	CK	Cook Islands	IR	Iran
AF	Afghanistan	CR	Costa Rica	IQ	Iraq
AL	Albania	HR	Croatia	IE	Ireland Republic of
DZ	Algeria	CU	Cuba	IL	Israel
AS	American Samoa	CB	Curacao	IT	Italy
AD	Andorra	CY	Cyprus	CI	Ivory Coast
AO	Angola	CZ	Czech Republic	JM	Jamaica
AI	Anguilla	DK	Denmark	JP	Japan
AG	Antigua	DJ	Djibouti	JO	Jordan
AR	Argentina	DM	Dominica	KZ	Kazakhstan
AM	Armenia	DO	Dominican Republic	KE	Kenya
AW	Aruba	EC	Ecuador	KI	Kiribati
AU	Australia	EG	Egypt	KW	Kuwait
AZ	Azerbaijan	SV	El Salvador	KG	Kyrgyzstan
AP	Azores	EN	England	LA	Laos
BU	Bahamas	GQ	Equatorial Guinea	LV	Latvia
BI	Bahrain	ER	Eritrea	LB	Lebanon
BE	Bangladesh	EE	Estonia	LS	Lesotho
BD	Barbados	ET	Ethiopia	LR	Liberia
BB	Barbuda	FO	Faeroe Islands	LY	Libya
BY	Belarus	FK	Falkland Islands	LI	Liechtenstein
BF	Belgium	FJ	Fiji	LT	Lithuania
BZ	Belize	FT	Finland	LU	Luxembourg
BL	Benin	FR	France	MO	Macau
BN	Bermuda	GF	French Guiana	MK	Macedonia
BT	Bhutan	PF	French Polynesia	MG	Madagascar
BR	Bolivia	GA	Gabon	ME	Madeira
BM	Bonaire	GM	Gambia	MW	Malawi
BA	Bosnia	GE	Georgia	MY	Malaysia
BW	Botswana	DE	Germany	MV	Maldives
BS	Brazil	GH	Ghana	ML	Mali
VG	British Virgin Islands	GI	Gibraltar	MT	Malta
BO	Brunei	GR	Greece	MH	Marshall Islands
BH	Bulgaria	GL	Greenland	MQ	Martinique
BG	Burkina Faso	GD	Grenada	MR	Mauritania
BJ	Burundi	GP	Guadeloupe	MU	Mauritius
KH	Cambodia	GU	Guam	MX	Mexico
CM	Cameroon	GT	Guatemala	FM	Micronesia Federated States of
IC	Canary Islands	GN	Guinea	MD	Moldova
CV	Cape Verde	GW	Guinea-Bissau	MC	Monaco
KY	Cayman Islands	GY	Guyana	MN	Mongolia
CF	Central African Republic	HT	Haiti	MS	Montserrat
TD	Chad	HN	Honduras	MA	Morocco
CD	Channel Islands	HK	Hong Kong	MZ	Mozambique
CL	Chile	HU	Hungary	MM	Myanmar
CN	China Peoples Republic of	IS	Iceland	NA	Namibia

Code	Country	Code	Country	Code	Country
NP	Nepal	SF	Scotland	TJ	Tajikistan
NL	Netherlands	SN	Senegal	TZ	Tanzania
AN	Netherlands Antilles	RS	Serbia	TH	Thailand
KN	Nevis	SC	Seychelles	TI	Tinian
NC	New Caledonia	SL	Sierra Leone	TG	Togo
NZ	New Zealand	SG	Singapore	TO	Tonga
NI	Nicaragua	SK	Slovakia	TL	Tortola
NE	Niger	SI	Slovenia	TT	Trinidad & Tobago
NG	Nigeria	SB	Solomon Islands	TN	Tunisia
NF	Norfolk Island	SO	Somalia	TR	Turkey
NB	Northern Ireland	ZA	South Africa	TM	Turkmenistan
MP	Northern Mariana Islands	KR	South Korea	TC	Turks and Caicos Islands
NO	Norway	ES	Spain	TV	Tuvalu
OM	Oman	LK	Sri Lanka	VI	U.S. Virgin Islands
PK	Pakistan	NT	St. Barthelemy	UG	Uganda
PW	Palau	SW	St. Christopher	UA	Ukraine
PA	Panama	SX	St. Croix	UI	Union Island
PG	Papua New Guinea	EU	St. Eustatius	AE	United Arab Emirates
PY	Paraguay	UV	St. John	UY	Uruguay
PE	Peru	SD	St. Kitts	UZ	Uzbekistan
PH	Philippines	LC	St. Lucia	VU	Vanuatu
PL	Poland	MB	St. Maarten	VE	Venezuela
PT	Portugal	TB	St. Martin	VN	Vietnam
PR	Puerto Rico	VL	St. Thomas	VR	Virgin Gorda
QA	Qatar	VC	St. Vincent & the Grenadines	WK	Wake Island
RE	Reunion	SD	Sudan	WL	Wales
RO	Romania	SR	Suriname	WF	Wallis and Futuna Islands
RT	Rota	SZ	Swaziland	WS	Western Samoa
RU	Russia	SE	Sweden	YE	Yemen Republic of
RW	Rwanda	CH	Switzerland	YU	Yugoslavia Federal Republic of
SS	Saba	SY	Syria	ZR	Zaire Democratic Republic of
SM	San Marino	TA	Tahiti	ZM	Zambia
SA	Saudi Arabia	TW	Taiwan	ZW	Zimbabwe



Appendix B – Educational Major List

Major	Code	Major	Code
Accounting	1	Machine Technology	47
Administration	2	Management	48
Advertising	3	Marketing	49
Agriculture	4	Mathematics	50
Anthropology	5	Medical Technology	51
Applied Art and Design	6	Military Studies	52
Archaeology	7	Performance and Fine Arts	53
Architecture	8	Philosophy	54
Astronomy	9	Physics	55
Automotive Technology	10	Plumbing	56
Aviation Technology	11	Political Science	57
Biological Science	12	Printing	58
Broadcasting and Film	13	Psychology	59
Carpentry	14	Religion and Theology	60
Chemistry	15	Rehabilitation Counseling & Services	77
Child Care	16	Social Work	61
Coaching	17	Sociology	62
Communications	18	Statistics	63
Computer and Information Sciences	19	Student Counseling & Personnel Services	64
Computer Technology	20	Telecommunications Technology	65
Construction	21	Tool and Die Technology	66
Cosmetology	22	Urban and Regional Planning	67
Culinary Arts	23	Welding	68
Cultural and Foreign Studies	24	Women's Studies	69
Drafting and Technical Drawing	25	Word-processing	70
Earth, Atmospheric, and Marine Sciences	26	Other Humanities & Liberal Arts	71
Economics	27	Other Physical Sciences	72
Education	28	Other Social Sciences	73
Electronic Technology	29	Other Vocational and Technical Studies	74
Engineering	30	Other	75
Fashion Design and Textiles	31		
Finance	32		
Fire Science	33		
Foreign Languages	34		
Geography	35		
Health and Medical Science	36		
Heating and Refrigeration	37		
History	38		
Industrial Maintenance	39		
International Business	40		
Journalism	41		
Land Surveying	42		
Law	43		
Law Enforcement & Protective Services	44		
Library Science	45		
Literature	46		



Appendix C – Values of Occupation Category Questions

For variables:

CURRENT_OCCUPATION_CATEGORY

NEW_OCCUPATION_CATEGORY

VOC_OCCUPATION_CATEGORY

Value	Occupation Category
1	Business and financial operations
2	Computer and mathematical occupations
3	Architecture and engineering
4	Life, physical, and social sciences
5	Community and social services
6	Legal
7	Education, training, and library occupations
8	Arts, design, entertainment, sports, and media
9	Healthcare practitioner and technical occupations
10	Healthcare support occupations
11	Protective services
12	Food preparation and food service
13	Building and grounds cleaning and maintenance
14	Personal care and personal service
15	Sales and related occupations
16	Office and administrative support
17	Farming, fishing, and forestry
18	Construction and extraction occupations
19	Installation, maintenance, and repair occupations
20	Production occupations
21	Transportation and materials moving
22	Military specific occupations

Appendix D – Values of Occupation Title Questions

For variables:

CURRENT_OCCUPATION_TITLE

NEW_OCCUPATION_TITLE

VOC_OCCUPATION_TITLE

Value	Occupation Title
11300000	Sole proprietor
11110110	Top executive
11110210	General or operations manager
11120210	Marketing manager
11120220	Sales manager
11120310	Public relations manager
11130110	Administrative services manager
11130310	Financial manager
11130400	Human resources manager
11130410	Compensation and benefits manager
11130420	Training and development manager
11130610	Purchasing manager
11191410	Property, real estate, or community association manager
11310000	Supervisor of business or financial operations workers
11310110	Agent or business manager of artists, performers, or athletes
11310210	Farm products purchasing agent
11310220	Wholesale or retail buyer
11310230	Purchasing agent
11310311	Claims examiner
11310312	Insurance adjuster, examiner, or investigator
11310320	Auto damage insurance appraiser
11310410	Compliance officer
11310411	Environmental compliance inspector
11310412	Licensing examiner or inspector
11310413	Equal opportunity representative or officer
11310414	Government property inspector or investigator
11310510	Cost estimator
11310610	Emergency management specialist
11310711	Employment training specialist
11310712	Recruiter, employment or placement specialist
11310713	Employment interviewer
11310720	Compensation, benefits, or job analysis specialist
11310730	Training and development specialist
11310799	Human resources or labor relations specialist
11310810	Logistician
11311110	Management analyst
11311210	Meeting or convention planner
11311999	Other business operations specialist
11320111	Accountant
11320112	Auditor
11320210	Real estate appraiser or assessor
11320310	Budget analyst
11320410	Credit analyst
11320510	Financial analyst
11320520	Personal financial advisor

Value	Occupation Title
11320530	Underwriter
11320610	Financial examiner
11320710	Loan counselor
11320720	Loan officer
11320810	Tax examiner or revenue agent
11320820	Tax preparer
11399999	Other
21500000	Sole proprietor
21110110	Top executive
21510110	Computer or information systems scientist
21510210	Computer programmer
21510310	Computer application software engineer
21510320	Computer systems software engineer
21510410	Computer support specialist
21510510	Computer systems analyst
21510610	Database administrator
21510710	Network systems administrator
21510711	Computer security specialist
21510810	Network systems or data communications analyst
21510999	Other computer specialist
21520110	Actuary
21520210	Mathematician
21520310	Operations research analyst
21520410	Statistician
21520910	Mathematical technician
21530001	Manager of computer or mathematical workers
21530002	Supervisor of computer or mathematical workers
21530210	Computer or information systems manager
21599999	Other
31700000	Sole proprietor
31110110	Top executive
31190411	Manager of engineers
31190412	Manager of architects
31710001	Supervisor of engineers
31710002	Supervisor of architects
31710110	Architect
31710120	Landscape architect
31710210	Cartographer
31710220	Surveyor
31720110	Aerospace or aeronautical engineer
31720210	Agricultural engineer
31720310	Biomedical engineer
31720410	Chemical engineer
31720510	Civil engineer
31720610	Computer hardware engineer
31720710	Electrical engineer
31720720	Electronics engineer
31720810	Environmental engineer
31721110	Health and safety engineer
31721111	Industrial safety or health engineer
31721112	Fire-prevention or protection engineer
31721113	Product safety engineer
31721120	Industrial engineer
31721210	Marine or naval architect

Value	Occupation Title
31721211	Marine engineer
31721310	Materials engineer
31721410	Mechanical engineer
31721510	Mining or geological engineer
31721610	Nuclear engineer
31721710	Petroleum engineer
31730110	Architectural drafter
31730120	Electrical or electronics drafter
31730130	Mechanical drafter
31730220	Civil engineering technician
31730231	Electronics engineering technician
31730233	Electrical engineering technician
31730240	Electro-mechanical technician
31730250	Environmental engineering technician
31730260	Industrial engineering technician
31730270	Mechanical engineering technician
31730310	Surveying technician
31730312	Mapping technician
31799999	Other
41900000	Sole proprietor
41110110	Top executive
41191210	Natural sciences manager
41910000	Manager of life, physical, or social sciences workers
41910001	Supervisor of life, physical, or social sciences workers
41910110	Animal scientist
41910120	Food scientist
41910131	Plant scientist
41910132	Soil scientist
41910201	Biologist
41910211	Biochemist
41910212	Biophysicist
41910220	Microbiologist
41910230	Zoologist or wildlife biologist
41910310	Conservation scientist
41910311	Soil conservationist
41910312	Range manager
41910313	Park naturalist
41910320	Forester
41910410	Epidemiologist
41910420	Medical scientist
41910999	Other life scientist
41920110	Astronomer
41920120	Physicist
41920210	Atmospheric or space scientist
41920310	Chemist
41920320	Materials scientist
41920410	Environmental scientist
41920420	Geoscientist
41920421	Geologist
41920430	Hydrologist
41920999	Other physical scientist
41930110	Economist
41930210	Market research analyst
41930220	Survey researcher

Value	Occupation Title
41930311	School or educational psychologist
41930312	Clinical psychologist
41930313	Counseling psychologist
41930320	Industrial organizational psychologist
41930399	Other psychologist
41930410	Sociologist
41930510	Urban or regional planner
41930911	Anthropologist
41930912	Archeologist
41930920	Geographer
41930930	Historian
41930940	Political scientist
41930999	Other social scientist
41940110	Agricultural or food science technician
41940210	Biological or agricultural technician
41940310	Chemical technician
41940410	Geological or petroleum technician
41940411	Geological data technician
41940412	Geological sample test technician
41940511	Nuclear technician
41940512	Nuclear monitoring technician
41940610	Social science research assistant
41940611	City or regional planning aide
41940910	Environmental science technician
41940920	Forensic science technician
41940930	Forest or conservation technician
41999999	Other
52100000	Sole proprietor
51110110	Top executive
51191510	Social or community service manager
52110000	Supervisor of social or community service workers
52110110	Substance abuse or behavioral disorder counselor
52110121	School counselor
52110122	Career counselor
52110130	Marriage or family therapist
52110140	Mental health counselor
52110150	Rehabilitation counselor
52110199	Other counselor
52110210	Child or family social worker
52110220	Medical or public health social worker
52110230	Mental health or substance abuse social worker
52110299	Other social worker
52110910	Public health educator
52110920	Probation officer or correctional treatment specialist
52110930	Social or human service assistant
52120110	Clergy
52120210	Director of religious education or activities
52120999	Other religious worker
52199999	Other
62300000	Sole proprietor
61110110	Top executive
61110111	Elected public official
62310001	Manager of workers in the legal profession
62310002	Supervisor of workers in the legal profession

Value	Occupation Title
62310110	Lawyer
62310210	Administrative law judge, adjudicator, or hearing officer
62310220	Arbitrator, mediator, or conciliator
62310230	Judge, magistrate judge, or magistrate
62320110	Legal assistant or paralegal
62320910	Court reporter
62320920	Law clerk
62320930	Title examiner, abstractor, or searcher
62399999	Other
72500000	Sole proprietor
71110110	Top executive
71190310	Administrator or director of child care center or preschool program
71190320	Administrator of elementary or secondary school education
71190330	Administrator of postsecondary education institution
72510000	Supervisor of education, training, or library workers
72510110	University or college business faculty member
72510210	University or college computer science faculty member
72510220	University or college mathematical science faculty member
72510310	University or college architecture faculty member
72510320	University or college engineering faculty member
72510410	University or college agricultural science faculty member
72510420	University or college biological science faculty member
72510430	University or college forestry or conservation science faculty member
72510510	University or college atmospheric, earth, marine, or space science faculty member
72510520	University or college chemistry faculty member
72510530	University or college environmental science faculty member
72510540	University or college physics faculty member
72510610	University or college anthropology or archeology faculty member
72510620	University or college area, ethnic, or cultural study faculty member
72510630	University or college economics faculty member
72510640	University or college geography faculty member
72510650	University or college political science faculty member
72510660	University or college psychology faculty member
72510670	University or college sociology faculty member
72510699	University or college social science faculty member
72510710	University or college health specialties faculty member
72510720	University or college nursing faculty member
72510810	University or college education faculty member
72510820	University or college library science faculty member
72511110	University or college criminal justice or law enforcement faculty member
72511120	University or college law faculty member
72511130	University or college social work faculty member
72511210	University or college art, drama, or music faculty member
72511220	University or college communications faculty member
72511230	University or college English language or literature faculty member
72511240	University or college foreign language or literature faculty member
72511250	University or college history faculty member
72511260	University or college philosophy or religion faculty member
72511910	Graduate teaching assistant
72511920	University or college home economics faculty member
72511930	University or college recreation or fitness studies faculty member
72511940	University or college vocational education faculty member
72511999	Other college or university faculty member
72520110	Preschool teacher

Value	Occupation Title
72520120	Kindergarten teacher
72520210	Elementary school teacher
72520220	Middle school teacher
72520230	Vocational education teacher
72520310	Secondary school teacher
72520410	Special education teacher
72530110	Adult literacy, remedial education, or GED teacher
72530210	Continuing education teacher or community education instructor
72540110	Archivist
72540120	Curator
72540130	Museum conservator or technician
72540210	Librarian
72540310	Library technician
72590110	Audiovisual specialist
72590210	Farm or home management advisor
72590310	Instructional coordinator
72590410	Teacher aide
72599999	Other
82700000	Sole proprietor
81110110	Top executive
82710001	Manager of art, design, entertainment, sports, or media workers
82710002	Supervisor of art, design, entertainment, sports, or media workers
82710111	Art director
82710120	Craft artist
82710130	Fine artist
82710140	Multimedia artist or animator
82710210	Commercial or industrial designer
82710220	Fashion designer
82710230	Floral designer or florist
82710240	Graphic designer
82710250	Interior designer
82710260	Merchandise displayer
82710270	Set or exhibit designer
82720110	Actor
82720120	Producer or director
82720210	Professional athlete
82720220	Coach or scout
82720230	Umpire or referee
82720310	Dancer
82720320	Choreographer
82720411	Music director
82720413	Composer or song writer
82720421	Singer
82720422	Musician
82730110	Radio or TV announcer
82730120	Public address system announcer
82730210	Broadcast news analyst
82730220	Reporter or correspondent
82730310	Public relations specialist
82730410	Editor
82730420	Technical writer
82730430	Writer or author
82730431	Poet or lyricist
82730910	Interpreter or translator

Value	Occupation Title
82740110	Audio or video equipment technician
82740120	Broadcast technician
82740130	Radio operator
82740140	Sound engineering technician
82740210	Photographer
82740310	Camera operator, television, video, or motion picture
82740320	Film or video editor
82799999	Other
92900000	Sole proprietor
91110110	Top executive
91191110	Manager of medical or health services workers
92910000	Supervisor of medical or health service workers
92910110	Chiropractor
92910210	Dentist
92910220	Oral surgeon
92910230	Orthodontist
92910240	Prosthodontist
92910299	Other dentists
92910310	Dietitian or nutritionist
92910410	Optometrist
92910510	Pharmacist
92910610	Anesthesiologist
92910620	Family or general practitioner
92910630	Internist
92910640	Obstetrician or gynecologist
92910650	Pediatrician
92910660	Psychiatrist
92910670	Surgeon
92911272	Pathologist
92910699	Other physician or surgeon
92910710	Physician assistant
92910810	Podiatrist
92911110	Registered nurse
92911210	Audiologist
92911220	Occupational therapist
92911230	Physical therapist
92911240	Radiation therapist
92911250	Recreational therapist
92911260	Respiratory therapist
92911271	Speech pathologist
92911299	Other therapist
92911311	Veterinarian
92920112	Medical or clinical laboratory technologist
92920121	Medical or clinical laboratory technician
92920210	Dental hygienist
92920310	Cardiology technologist
92920320	Diagnostic medical sonographer
92920330	Nuclear medicine technologist
92920341	Radiologic technologist
92920342	Radiologic technician
92920410	Emergency medical technician or paramedic
92920510	Dietetic technician
92920520	Pharmacy technician
92920530	Psychiatric technician



Value	Occupation Title
92920540	Respiratory therapy technician
92920550	Surgical technician or technologist
92920560	Veterinary technician
92920610	Licensed practical nurse
92920710	Medical records technician
92920810	Dispensing optician
92920910	Orthotist and prosthetist
92990110	Occupational health and safety inspector
92990120	Occupational health and safety technician
92990910	Athletic trainer
11310416	Coroners
92999999	Other
103100000	Sole proprietor
101110110	Top executive
103190910	Dental assistant
103110110	Home health aide
103110001	Manager of healthcare support workers
103190110	Massage therapist
103190920	Medical assistant
103190930	Medical equipment preparer
103190940	Medical transcriptionist
103110120	Nurse aide or orderly
103120120	Occupational therapy aide
103120110	Occupational therapy assistant
103190950	Pharmacy aide
103120220	Physical therapy aide
103120210	Physical therapy assistant
103110130	Psychiatric aide
103110002	Supervisor of healthcare support workers
103190960	Veterinary assistant
103199999	Other
113300000	Sole proprietor
111110110	Top executive
113310111	Manager of correctional officers
113310112	Supervisor of correctional officers
113310121	Manager of police officers
113310122	Supervisor of police officers
113310211	Manager of firefighters
113310212	Supervisor of firefighters
113320110	Firefighter
113320210	Fire inspector or investigator
113320220	Forest fire inspector or prevention specialist
113330110	Bailiff
113330120	Correctional officer
113330211	Police detective
113330212	Police identification or records officer
113330213	Criminal investigator or special agent
113330214	Child support, missing person, or unemployment insurance fraud investigator
113330215	Immigration or customs inspector
113330310	Fish and game warden
113330410	Parking enforcement worker
113330511	Police patrol officer
113330513	Sheriff or deputy sheriff
113330520	Transit or railroad police



Value	Occupation Title
113390110	Animal control worker
113390210	Private investigator
113390310	Gaming surveillance officer or investigator
113390320	Security guard
113390910	Crossing guard
113390920	Lifeguard, ski patrol, or other recreational protective service worker
113399999	Other
123500000	Sole proprietor
121110110	Top executive
121190510	Food service manager
123510110	Chef
123510121	Manager of food service workers
123510122	Supervisor of food service workers
123520110	Fast food cook
123520120	Institution or cafeteria cook
123520130	Private household cook
123520140	Restaurant cook
123520150	Short order cook
123520999	Other cook
123530110	Bartender
123530111	Barista
123530210	Food preparation worker
123530220	Food counter worker
123530310	Waiter or waitress
123590110	Dining room or cafeteria attendant or bartender helper
123590210	Kitchen helper or dishwasher
123590310	Host or hostess
123599999	Other
133700000	Sole proprietor
131110110	Top executive
133710111	Manager of housekeeping or janitorial workers
133710112	Supervisor of housekeeping or janitorial workers
133710121	Manager of landscaping, lawnservice, or groundskeeping workers
133710122	Supervisor of landscaping, lawnservice, or groundskeeping workers
133720110	Janitor
133720120	Maid or housekeeper
133720210	Pest control worker
133730110	Landscape gardener or lawn maintenance worker
133730120	Pesticide sprayer
133730130	Tree trimmer or pruner
133799999	Other
143900000	Sole proprietor
141110110	Top executive
141190510	Funeral director
141190710	Gaming manager
141190810	Lodging manager
143910110	Gaming supervisor
143910120	Slot key worker
143910211	Manager of personal service workers
143910212	Supervisor of personal service workers
143920110	Animal trainer
143920210	Animal caretaker
143930110	Gaming dealer
143930210	Motion picture projectionist



Value	Occupation Title
143930310	Usher, lobby attendant, or ticket taker
143930910	Recreation or amusement attendant
143930920	Costume attendant
143930930	Locker room, coatroom, or dressing room attendant
143940110	Embalmer
143940210	Funeral attendant
143950110	Barber
143950120	Hairdresser or cosmetologist
143950910	Makeup artist
143950920	Manicurist
143950930	Shampooer
143950940	Skin care specialist
143960110	Porter or bellhop
143960120	Concierge
143960210	Tour guide
143960220	Travel guide
143960310	Flight attendant
143990110	Child care worker
143990111	Nanny
143990210	Personal or home care aide
143990310	Fitness trainer or instructor
143990320	Recreation worker
143990410	Residential advisor
143999999	Other
154200000	Sole proprietor
151110110	Top executive
154110111	Manager of retail sales workers
154110112	Supervisor of retail sales workers
154110121	Manager of non-retail sales workers
154110122	Supervisor of non-retail sales workers
154120110	Cashier
154120120	Gaming or booth cashier
154120210	Counter clerk
154120220	Parts salesperson
154120310	Retail salesperson
154130110	Advertising sales agent
154130210	Insurance sales agent
154130310	Securities, commodities, or financial services sales agent
154130410	Travel agent
154130999	Service sales representative
154140110	Technical sales representative
154140111	Agricultural sales representative
154140112	Chemical or pharmaceutical sales representative
154140113	Electrical or electronic sales representative
154140114	Mechanical equipment or supply sales representative
154140115	Medical sales representative
154140116	Instrument sales representative
154140120	Wholesale or manufacturing sales representative
154140999	Other sales representative
154190110	Demonstrator or promoter
154190120	Model
154190210	Real estate broker
154190220	Real estate sales agent
154190310	Sales engineer



Value	Occupation Title
154190410	Telemarketer
154190910	News or street vendor
154199999	Other
164300000	Sole proprietor
161110110	Top executive
161191310	Postmaster or mail superintendent
164310111	Manager of clerical or administrative support workers
164310112	Supervisor of clerical or administrative support workers
164320110	Answering service or switchboard operator
164320210	Telephone operator
164330110	Bill or account collector
164330210	Billing or posting machine operator
164330310	Bookkeeping or accounting clerk
164330410	Gaming cage worker
164330510	Payroll clerk
164330610	Procurement clerk
164330710	Bank teller
164340110	Brokerage clerk
164340210	Correspondence clerk
164340311	Municipal clerk
164340312	Court clerk
164340313	License clerk
164340410	Credit authorizer, checker, or clerk
164340510	Customer service representative
164340612	Welfare eligibility worker or interviewer
164340710	File clerk
164340810	Hotel, motel, or resort desk clerk
164341110	Interviewing clerk
164341210	Library assistant
164341310	Loan interviewer or clerk
164341410	New accounts clerk
164341510	Order clerk
164341610	Human resources assistant
164341710	Receptionist or information clerk
164341810	Reservation or ticket agent
164350110	Cargo or freight agent
164350210	Messenger or courier
164350310	Emergency vehicles dispatcher
164350320	Radio dispatcher
164350410	Utility meter reader
164350510	Postal service clerk
164350520	Postal service mail carrier
164350530	Postal service mail processor
164350610	Production clerk
164350710	Shipping or receiving clerk
164350810	Stock clerk or order filler
164351110	Recordkeeping weigher, measurer, checker, or sampler
164360110	Administrative or executive assistant
164360120	Legal secretary
164360130	Medical secretary
164360140	Secretary
164390110	Computer operator
164390210	Data entry keyer
164390220	Word processor or typist

Value	Occupation Title
164390310	Desktop publisher
164390411	Insurance claim clerk
164390412	Insurance processing clerk
164390511	Mail machine operator
164390512	Mail clerk
164390610	General office clerk
164390710	Office machine operator
164390810	Proofreader
164391110	Statistical assistant
164399999	Other
174500000	Sole proprietor
171110110	Top executive
171190110	Manager of agricultural workers
171190120	Farmer or rancher
174510110	Supervisor of agricultural workers
174510120	Farm labor contractor
174520110	Inspector of agricultural products
174520210	Animal breeder
174520410	Agricultural grader or sorter
174520910	Agricultural equipment operator
174520920	Farmworker or laborer
174520921	Nursery worker
174520922	General farmworker
174520930	Farm or ranch animals farmworker
174530110	Fishers or related fishing worker
174530210	Hunter or trapper
174540110	Forest or conservation worker
174540210	Faller
174540220	Logging equipment operator
174540230	Log grader or scaler
174599999	Other
184700000	Sole proprietor
181110110	Top executive
181190211	Construction or extraction manager
184710112	Supervisor of construction or extraction workers
184720110	Boilermaker
184720210	Brickmason
184720220	Stonemason
184720310	Carpenter
184720314	Ship carpenter or joiner
184720315	Boat builder or shipwright
184720316	Brattice builder
184720410	Carpet installer
184720420	Floor layer
184720430	Floor sander or finisher
184720440	Tile or marble setter
184720510	Concrete finisher or cement mason
184720530	Terrazzo worker or finisher
184720610	Construction laborer
184720710	Paving or surfacing equipment operator
184720720	Pile-driver operator
184720731	Construction equipment operator
184720732	Construction operating engineer
184720810	Drywall or ceiling tile installer



Value	Occupation Title
184720820	Taper
184721110	Electrician
184721210	Glazier
184721310	Insulation worker
184721410	Painter
184721420	Paperhanger
184721510	Pipelayer
184721521	Pipefitter
184721522	Plumber
184721610	Plasterer or stucco mason
184721710	Reinforcing iron or rebar worker
184721810	Roofer
184722110	Sheet metal worker
184722210	Structural iron or steel worker
184730110	Brick and stonemason helper
184730120	Carpenter helper
184730130	Electrician helper
184730140	Painter or paperhanger helper
184730150	Plumber or pipefitter helper
184730160	Roofer helper
184740110	Construction or building inspector
184740210	Elevator installer or repairer
184740310	Fence builder
184740410	Hazardous materials removal worker
184740510	Highway maintenance worker
184740610	Rail-track laying and maintenance equipment operator
184740710	Septic tank servicer
184740910	Segmental paver
184750110	Oil or gas derrick operator
184750120	Oil or gas well driller
184750130	Oil, mining, or gas service unit operator
184750210	Earth driller
184750310	Explosive worker, blaster, or ordnance handler
184750410	Continuous mining machine operator
184750420	Mine cutting or channeling machine operator
184750510	Rock splitter
184750610	Roof bolter
184750710	Roustabout
184750810	Extraction helper
184799999	Other
194900000	Sole proprietor
191110110	Top executive
194910111	Manager of mechanics, installers, or repairers
194910112	Supervisor of mechanics, installers, or repairers
194920111	Office machine repairer
194920113	Automatic teller machine servicer
194920112	Computer equipment repairer
194920210	Radio mechanic
194920220	Telecommunications equipment installer or repairer
194920910	Avionics technician
194920920	Electric motor repairer
194920930	Transportation equipment electronics repairer
194920940	Commercial or industrial equipment electronics repairer
194920950	Powerhouse or substation electrician



Value	Occupation Title
194920960	Motor vehicle electronic equipment installer or repairer
194920970	Electronic home entertainment equipment installer or repairer
194920980	Security or fire alarm systems installer
194930110	Aircraft mechanic or service technician
194930210	Auto body repairer
194930220	Automotive glass worker
194930230	Automotive service technician or mechanic
194930310	Diesel engine mechanic
194930410	Farm equipment mechanic
194930420	Heavy equipment mechanic
194930430	Rail car repairer
194930510	Motorboat mechanic
194930520	Motorcycle mechanic
194930530	Small engine mechanic
194930910	Bicycle repairer
194930920	Recreational vehicle service technician
194930930	Tire repairer or changer
194990110	Mechanical door repairer
194990120	Control or valve installer or repairer
194990210	Heating or air-conditioning technician
194990310	Home appliance or power tool repairer
194990311	Home appliance installer
194990410	Industrial machinery mechanic
194990420	General maintenance repairer
194990430	Machinery maintenance worker
194990440	Millwright
194990450	Refractory materials repairer
194990510	Electrical power installer or repairer
194990520	Telecommunications line installer or repairer
194990610	Camera or photographic equipment repairer
194990620	Biomedical equipment repairer
194990630	Musical instrument repairer or tuner
194990640	Watchmaker or watch repairer
194990910	Coin or vending machine repairer
194990920	Commercial driver
194990930	Fabric mender
194990940	Locksmith
194990950	Manufactured building or mobile home installer
194990960	Rigger
194990970	Signal or track switch repairer
194990980	Mechanic or repairer helper
194999999	Other
205100000	Sole proprietor
201110110	Top executive
205110110	Supervisors of production or operating worker
205120110	Aircraft structure, surfaces, rigging, or systems assembler
205120210	Coil winder, taper, or finisher
205120220	Electrical or electronic equipment assembler
205120230	Electromechanical equipment assembler
205120310	Engine or other machine assembler
205120410	Structural metal fabricator or fitter
205120910	Fiberglass laminator or fabricator
205120920	Team assembler
205120930	Timing device worker



Value	Occupation Title
205130110	Baker
205130210	Butcher or meat cutter
205130220	Meat, poultry, or fish cutter or trimmer
205130230	Slaughterer or meat packer
205130910	Food or tobacco roasting, baking, or drying machine operator
205130920	Food batchmaker
205130930	Food cooking machine operator
205140110	Computer-controlled machine tool operator
205140120	Numerical tool or process control programmer
205140210	Extruding or drawing machine worker
205140220	Forging machine worker
205140230	Rolling machine worker
205140310	Cutting, punching, or press machine operator
205140320	Drilling or boring machine operator
205140330	Grinding, lapping, polishing, or buffing machine operator
205140340	Lathe or turning machine operator
205140350	Milling or planing machine worker
205140410	Machinist
205140510	Metal-refining furnace worker
205140520	Metal pourers or caster
205140610	Metal or plastic model maker
205140620	Metal or plastic patternmaker
205140710	Foundry mold or coremaker
205140720	Metal or plastic molding, coremaking, or casting operator
205140810	Metal or plastic multiple machine operator
205141110	Tool and die maker
205141210	Welder, cutter, solderer, or brazer
205141220	Welding, soldering, or brazing machine operator
205141910	Metal or plastic heat treating equipment operator
205141920	Metal or plastic lay-out worker
205141930	Metal or plastic plating or coating machine worker
205141940	Tool grinder, filer, or sharpener
205150110	Bindery worker
205150120	Bookbinder
205150210	Job printer
205150220	Prepress technician
205150230	Printing machine operator
205160110	Laundry or dry-cleaning worker
205160210	Textile or garment presser
205160310	Sewing machine operator
205160410	Shoe and leather worker or repairer
205160420	Shoe machine operator
205160510	Hand sewer
205160520	Tailor, dressmaker, or custom sewer
205160610	Textile bleaching or dyeing machine operator
205160620	Textile cutting machine operator
205160630	Textile knitting or weaving machine operator
205160640	Textile winding, twisting, or drawing out machine operator
205160910	Synthetic or glass fibers extruding or forming machine operator
205160920	Fabric or apparel patternmaker
205160930	Upholsterer
205170110	Cabinetmaker or bench carpenter
205170210	Furniture finisher
205170310	Wood model maker



Value	Occupation Title
205170320	Wood patternmaker
205170410	Wood sawing machine operator
205170420	Woodworking machine operator
205180110	Nuclear power reactor operator
205180120	Power distributor or dispatcher
205180130	Power plant operator
205180210	Stationary engineer or boiler operator
205180310	Water or liquid waste treatment plant or system operator
205180910	Chemical plant or system operator
205180920	Gas plant operator
205180930	Petroleum pump system operator
205190110	Chemical equipment operator
205190120	Separating, filtering, clarifying, precipitating, or still machine operator
205190210	Crushing, grinding, or polishing machine operator
205190220	Hand grinding or polishing worker
205190230	Mixing or blending machine worker
205190310	Hand cutter or trimmer
205190320	Cutting or slicing machine operator
205190410	Extruding, forming, pressing, or compacting machine operator
205190510	Furnace, kiln, oven, drier, or kettle operator
205190610	Inspector, tester, sorter, sampler, or weigher
205190710	Jeweler or precious stone or metal worker
205190810	Dental laboratory technician
205190820	Medical appliance technician
205190830	Ophthalmic laboratory technician
205191110	Packaging or filling machine operator
205191210	Coating, painting, or spraying machine operator
205191220	Painter, transportation equipment
205191230	Painting, coating, or decorating worker
205191310	Photographic process worker
205191320	Photographic processing machine operator
205191410	Semiconductor processor
205191910	Cementing or gluing machine operator
205191920	Cleaning, washing, or metal pickling equipment worker
205191930	Cooling or freezing equipment operator
205191940	Etcher or engraver
205191950	Molder, shaper, or caster
205191960	Paper goods machine operator
205191970	Tire builder
205191980	Production worker or helper
205199999	Other
215300000	Sole proprietor
211110110	Top executive
211130710	Transportation, storage, or distribution manager
215310110	Supervisor of aircraft cargo handling
215310211	Manager of materials movers and handlers
215310212	Supervisor of materials movers and handlers
215310311	Manager of transportation workers
215310312	Supervisor of transportation workers
215320110	Flight engineer
215320120	Commercial pilot
215320210	Air traffic controller
215320220	Airfield operations specialist
215330210	Bus driver



Value	Occupation Title
215330220	School bus driver
215330310	Driver or sales worker
215330320	Tractor trailer or heavy truck driver
215330330	Delivery services or light truck driver
215330410	Taxi driver or chauffeur
215340110	Locomotive engineer
215340120	Locomotive firer
215340130	Rail yard engineer, dinkey operator, or hostler
215340210	Railroad brake, signal, or switch operator
215340212	Railroad yard worker
215340310	Railroad conductor or yardmaster
215340410	Subway or streetcar operator
215350110	Sailor, able seamen, or marine oiler
215350211	Ship captain
215350212	Ship mate
215350213	Ship pilot
215350310	Ship engineer
215360110	Bridge or lock tender
215360210	Parking lot attendant
215360310	Service station attendant
215360410	Traffic technician
215360510	Transportation inspector
215370110	Conveyor operator or tender
215370210	Crane or tower operator
215370310	Dredge operator
215370320	Excavating, loading machine, or dragline operator
215370330	Underground mining loading machine operator
215370410	Hoist or winch operator
215370510	Industrial truck or tractor operator
215370610	Vehicle washer or equipment cleaner
215370620	Freight handler
215370622	Motion picture sets, studios, or stages grip or set-up worker
215370630	Machine feeder or offbearer
215370640	Hand packager
215370710	Gas compressor or gas pumping station operator
215370720	Pump operator
215370730	Wellhead pumper
215370810	Refuse or recyclable material collector
215371110	Shuttle car operator
215371210	Tank car, truck, or ship loader
215399999	Other
221110110	Top executive
225510110	Air crew officer
225510120	Aircraft launch or recovery officer
225510130	Armored assault vehicle officer
225510140	Artillery or missile officer
225510150	Command and control center officer
225510160	Infantry officer
225510170	Special forces officer
225520110	First-line supervisor of air crew members
225520120	First-line supervisor of weapons specialists or crew members
225520130	First-line supervisor of all other tactical operation specialists
225530110	Air crew member
225530120	Aircraft launch or recovery specialist



225530130	Armored assault vehicle crew member
225530140	Artillery or missile crew member
225530150	Command and control center specialist
225530160	Infantry member
225530170	Radar and sonar equipment repairer
225530180	Special forces
225599999	Other military specific occupation
