



Data Guide for the FIRO Business[®] Inventory

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Updated July 2012





Data Guide for the FIRO Business[®] Inventory

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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_INDUSTRY | 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_TURNOVR | 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 Business® 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 strongly influence my actions. | 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, personal relationships with people. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V5 | I let other people control my actions. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V6 | I tend to join social organizations when I have an opportunity. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V7 | I am easily led by people. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V8 | I try to get close and personal with people. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V9 | I try to have people around me. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V10 | I try to participate in group activities. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V11 | 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 |
| V12 | 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 |
| V13 | 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 |
| V14 | 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 |
| V15 | 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 |
| V16 | 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 |
| V17 | 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 |
| V18 | 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 |
| V19 | 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 |
| V20 | 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 |

| Variable Name | Variable Description | Response Values |
|----------------------|--|--|
| V21 | I try to have other people do things I want done. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V22 | I like people to act cool and distant toward me. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V23 | I like people to invite me to join their activities. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V24 | I like people to act close toward me. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V25 | I try to be the dominant person when I am with people. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V26 | I like people to include me in their activities. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V27 | I take charge of things when I'm with people. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V28 | I like people to act close and personal with me. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V29 | I like people to invite me to participate in their activities. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |
| V30 | I like people to act distant toward me. | 1 =Never; 2 = Rarely; 3 = Occasionally; 4 = Sometimes; 5 = Often; 6 = Usually |



FIRO Business[®] Scales

| Variable Name | Variable Description | Response Values |
|---------------------------|--------------------------------|-------------------------|
| EXPRESSED_INVOLVEMENT | EXPRESSED INVOLVEMENT | Percentile |
| EXPRESSED_INFLUENCE | EXPRESSED INFLUENCE | Percentile |
| EXPRESSED_CONNECTION | EXPRESSED CONNECTION | Percentile |
| TOTAL_EXPRESSED | TOTAL EXPRESSED NEEDS | Percentile |
| WANTED_INVOLVEMENT | WANTED INVOLVEMENT | Percentile |
| WANTED_INFLUENCE | WANTED INFLUENCE | Percentile |
| WANTED_CONNECTION | WANTED CONNECTION | Percentile |
| TOTAL_WANTED | TOTAL WANTED | Percentile |
| TOTAL_INVOLVEMENT | TOTAL INVOLVEMENT | Percentile |
| TOTAL_INFLUENCE | TOTAL INFLUENCE | Percentile |
| TOTAL_CONNECTION | TOTAL CONNECTION | Percentile |
| TOTAL_OVERALL | TOTAL OVERALL | Percentile |
| Cat_Expressed_Involvement | Expressed Involvement Category | 1=Low; 2=Medium; 3=High |
| Cat_Wanted_Involvement | Wanted Involvement Category | 1=Low; 2=Medium; 3=High |
| Cat_Expressed_Influence | Expressed Influence Category | 1=Low; 2=Medium; 3=High |
| Cat_Wanted_Influence | Wanted Influence Category | 1=Low; 2=Medium; 3=High |
| Cat_Expressed_Connection | Expressed Connection Category | 1=Low; 2=Medium; 3=High |
| Cat_Wanted_Connection | Wanted Connection Category | 1=Low; 2=Medium; 3=High |
| Cat_Total_Involvement | Total Involvement Category | 1=Low; 2=Medium; 3=High |
| Cat_Total_Influence | Total Influence Category | 1=Low; 2=Medium; 3=High |
| Cat_Total_Connection | Total Connection Category | 1=Low; 2=Medium; 3=High |
| Cat_Total_Expressed | Total Expressed Category | 1=Low; 2=Medium; 3=High |
| Cat_Total_Wanted | Total Wanted Category | 1=Low; 2=Medium; 3=High |
| Cat_Total_Overall | Total Overall Category | 1=Low; 2=Medium; 3=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 | Literature | 46 |
| Administration | 2 | Machine Technology | 47 |
| Advertising | 3 | Management | 48 |
| Agriculture | 4 | Marketing | 49 |
| Anthropology | 5 | Mathematics | 50 |
| Applied Art and Design | 6 | Medical Technology | 51 |
| Archaeology | 7 | Military Studies | 52 |
| Architecture | 8 | Performance and Fine Arts | 53 |
| Astronomy | 9 | Philosophy | 54 |
| Automotive Technology | 10 | Physics | 55 |
| Aviation Technology | 11 | Plumbing | 56 |
| Biological Science | 12 | Political Science | 57 |
| Broadcasting and Film | 13 | Printing | 58 |
| Carpentry | 14 | Psychology | 59 |
| Chemistry | 15 | Religion and Theology | 60 |
| Child Care | 16 | Rehabilitation Counseling & Services | 77 |
| Coaching | 17 | Social Work | 61 |
| Communications | 18 | Sociology | 62 |
| Computer and Information Sciences | 19 | Statistics | 63 |
| Computer Technology | 20 | Student Counseling & Personnel Services | 64 |
| Construction | 21 | Telecommunications Technology | 65 |
| Cosmetology | 22 | Tool and Die Technology | 66 |
| Culinary Arts | 23 | Urban and Regional Planning | 67 |
| Cultural and Foreign Studies | 24 | Welding | 68 |
| Drafting and Technical Drawing | 25 | Women's Studies | 69 |
| Earth, Atmospheric, and Marine Sciences | 26 | Word-processing | 70 |
| Economics | 27 | Other Humanities & Liberal Arts | 71 |
| Education | 28 | Other Physical Sciences | 72 |
| Electronic Technology | 29 | Other Social Sciences | 73 |
| Engineering | 30 | Other Vocational and Technical Studies | 74 |
| Fashion Design and Textiles | 31 | Other | 75 |
| 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 | | |

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 |
|----------|---|
| 1130000 | 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 |

| Value | Occupation Title |
|--------------|--|
| 31721210 | Marine or naval architect |
| 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 |

| Value | Occupation Title |
|--------------|--|
| 41930210 | Market research analyst |
| 41930220 | Survey researcher |
| 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 |

| Value | Occupation Title |
|----------|---|
| 61110111 | Elected public official |
| 62310001 | Manager of workers in the legal profession |
| 62310002 | Supervisor of workers in the legal profession |
| 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 |

| Value | Occupation Title |
|--------------|--|
| 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 faculty member |
| 72520110 | Preschool teacher |
| 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 |

| Value | Occupation Title |
|--------------|---|
| 82730410 | Editor |
| 82730420 | Technical writer |
| 82730430 | Writer or author |
| 82730431 | Poet or lyricist |
| 82730910 | Interpreter or translator |
| 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 |

| Value | Occupation Title |
|--------------|--|
| 92920341 | Radiologic technologist |
| 92920342 | Radiologic technician |
| 92920410 | Emergency medical technician or paramedic |
| 92920510 | Dietetic technician |
| 92920520 | Pharmacy technician |
| 92920530 | Psychiatric technician |
| 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 |



| Value | Occupation Title |
|--------------|---|
| 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 |
| 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 |

| Value | Occupation Title |
|--------------|--|
| 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 |
| 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 |



| Value | Occupation Title |
|--------------|--|
| 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 |
| 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 |



| Value | Occupation Title |
|--------------|--|
| 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 |
| 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 |

| Value | Occupation Title |
|--------------|--|
| 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 |
| 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 |

| Value | Occupation Title |
|--------------|---|
| 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 |
| 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 |

| Value | Occupation Title |
|-----------|--|
| 19499999 | Other |
| 20510000 | 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 |
| 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 |

| Value | Occupation Title |
|--------------|---|
| 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 |
| 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 |



| Value | Occupation Title |
|-----------|---|
| 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 |
| 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 |



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|-----------|---|
| 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 |
