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2018 Standard Occupational Classification (SOC) Transition

National Prevailing Wage Center
Office of Foreign Labor Certification
Employment and Training Administration

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Introductory Remarks

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Discussion Topics

- Organizations and Occupation Sets, and Wage Sources
- Overview of 2018 Occupations
 - Changes to Commonly-Used Occupations
 - OFLC Approach to Duplicative Definitions
- Wage Year 2022-2023 Education and Job Zones
- Prevailing Wage Post-Determination Wage Year Changes
- Timelines
- Helpful Links



Organizations and Occupation Sets, and Wage Sources

- Office of Management and Budget (OMB)
- Bureau of Labor Statistics (BLS) / Occupational Employment and Wage Statistics (OEWS)
- O*NET
- ACWIA Wages



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Organizations: Office of Management and Budget (OMB)

- Established the Standard Occupational Classification (SOC) Structure under Statistical Policy Directive No. 10
 - <https://www.whitehouse.gov/omb/information-regulatory-affairs/statistical-programs-standards/>
 - <https://www.federalregister.gov/documents/2017/11/28/2017-25622/standard-occupational-classification-soc-system-revision-for-2018>
- Established the SOC Revision Policy Committee and its successor the SOC Policy Committee
 - Comprised of representatives from 15 Federal Agencies
 - Solicits and reviews comments on SOC revisions



Organizations: Bureau of Labor Statistics (BLS)

- Oversees Occupational Employment and Wage Statistics (OEWS) survey with State Workforce Agencies (<https://www.bls.gov/oes/home.htm>)
- The OEWS wage survey results are provided to OFLC
 - Uses expanding areas to provide wages for nearly all occupations and locations
 - Provides level and mean values so four wage levels can be issued
- Hosts the SOC website (<https://www.bls.gov/soc/>)



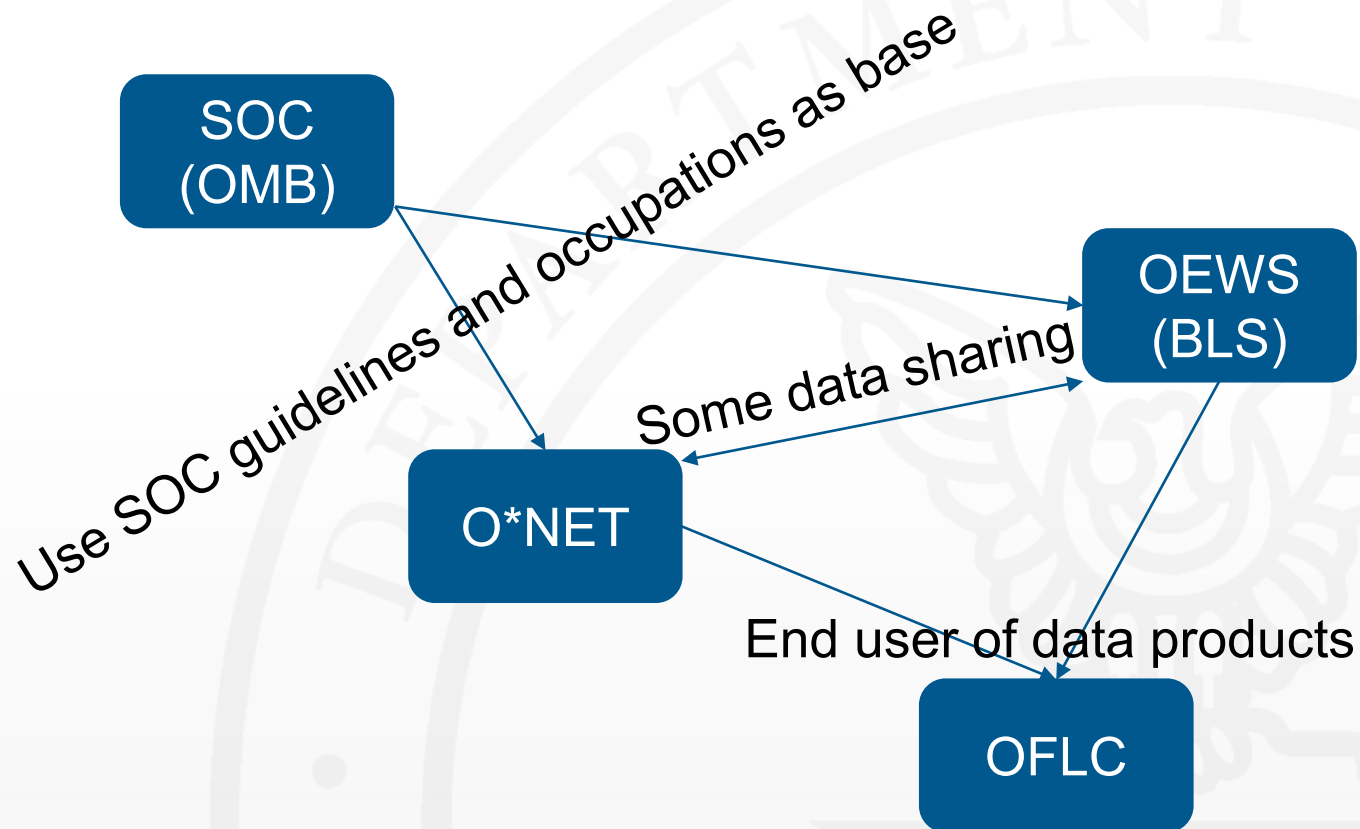
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Organizations: Occupation Information Network (O*NET)

- A Federal, State and private consortium
- Oversight and grant by the DOL Employment and Training Administration
- Operations by North Carolina Department of Commerce
- Project partners can be found at:
<https://www.onetcenter.org/overview.html#project-partners>
- O*NET Online: <https://www.onetonline.org/>
 - Career Exploration Tool
 - Does not have the exact same data elements as either OEWS or OFLC programs
 - Extends the SOC for career exploration
 - Not designed to be a classification or leveling tool

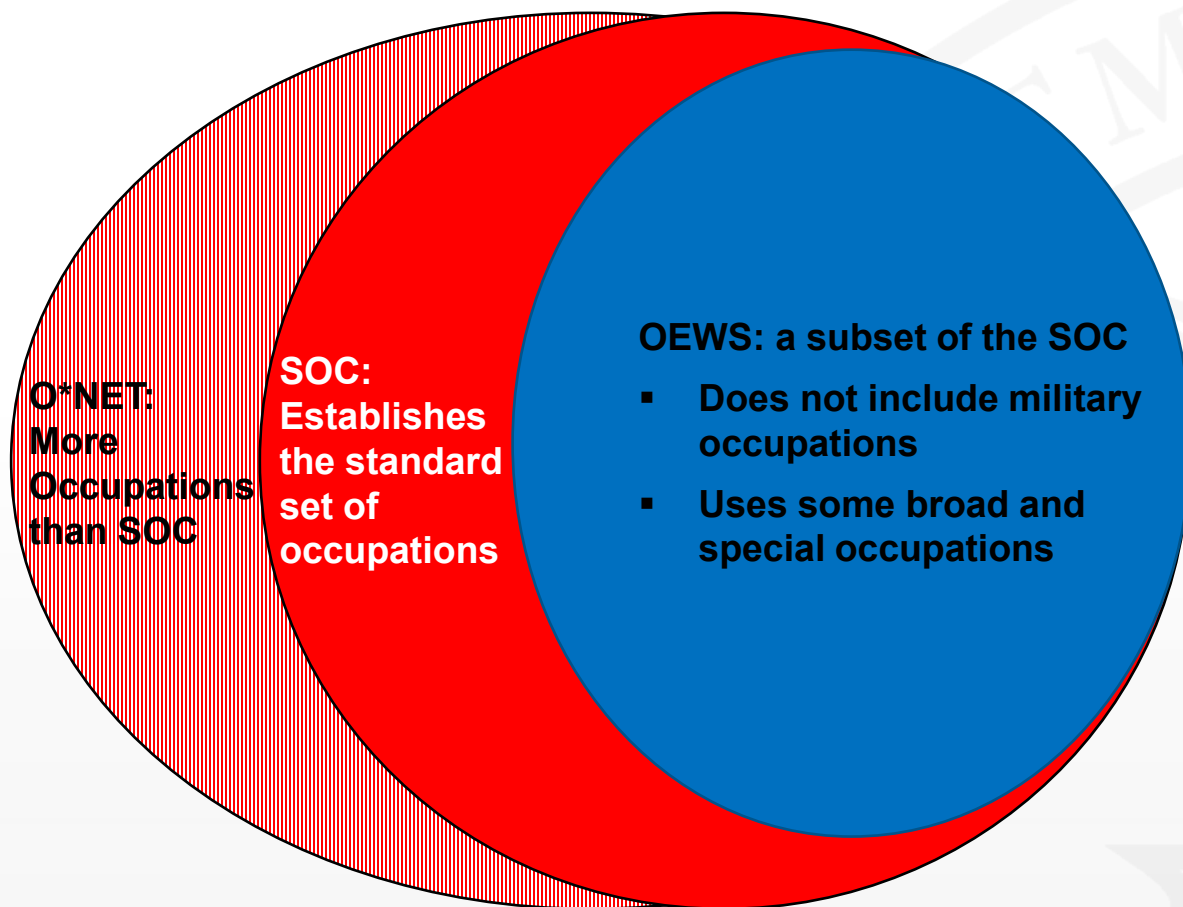


Organizational Relationships





Relationship of Occupation Sets



- OEWS provides special datasets to OFLC
 - Includes special R&D occupations
 - Where OEWS aggregated some detailed occupations to broad occupations, OFLC disaggregates back to detailed occupations; shows wages at the detailed level



What is an Occupation?

An occupation is:

- Code
- Title
- Definition/Description

These features (code, title, and definition/description) apply to SOC, O*NET, and OEWS.

Example:

- Code: 17-1011.00
- Title: Architects, Except Landscape and Naval
- Definition/Description: Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property.



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American Competitiveness and Workforce Improvement Act (ACWIA) Wages

- The OEWS survey provides wages for all industries and a subset for employers subject to the wage provisions of ACWIA.
- In the Online Wage Library (OWL) there are two different databases that contain wages. (FLCDataCenter.com)
 - The "All Industries" database is used by employers that are not covered by the wage provisions of ACWIA.
 - The "ACWIA – Higher Education" database is used by employers that are covered by the wage provisions of ACWIA.



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American Competitiveness and Workforce Improvement Act (ACWIA) Wages

- Not all occupations have ACWIA Higher Education wage estimates due to OEWS data limitations. For these occupations, OFLC will continue to apply ACWIA Higher Education wage estimates for the most closely-aligned occupation, based on factors such as occupational definitions and occupational norms.
- OFLC will first select the appropriate 2018 occupation and apply the appropriate leveling calculation. Then, if no ACWIA Higher Education wage estimate is available, OFLC will assign a wage from the most closely-aligned occupation with an ACWIA Higher Education wage estimate.
- The ACWIA Higher Education wage estimates will continue to be divided into R&D (research and development) and non-R&D occupations for select SOC occupations.



Overview of 2018 Occupations

- Changes to Commonly-Used Occupations
- Duplicative Definitions

Overview - 2018 Occupations



2018 Occupation Changes

- According to the Bureau of Labor Statistics, out of the 867 occupations in the 2018 SOC, the following changes occurred:
 - 391 occupations remained unchanged from the 2010 SOC
 - 355 occupations had a definition change
 - 131 occupations had a title change
 - 115 occupations had a code change
- These changes are summarized in the 2018 SOC User Guide in the section "What's new in the 2018 SOC":
https://www.bls.gov/soc/2018/soc_2018_whats_new.pdf



Software Developers

- The 2010 SOC occupations of Software Developers, Applications (15-1132) and Software Developers, Systems Software (15-1133), have been combined into a single 2018 SOC occupation.

2010		2018
SOC	15-1132, Software Developers, Applications	15-1252, Software Developers
	15-1133, Software Developers, Systems Software	
O*NET	15-1132.00, Software Developers, Applications	15-1252.00, Software Developers
	15-1133.00, Software Developers, Systems Software	



Accountants and Auditors

- The 2010 O*NET extension occupations of Accountants (13-2011.01) and Auditors (13-2011.02) have been eliminated.

2010		2018	
SOC	13-2011, Accountants and Auditors	13-2011, Accountants and Auditors	
	13-2011.01, Accountants	13-2011.00, Accountants and Auditors	
O*NET	13-2011.02, Auditors		



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Farmworkers and Laborers, Crop, Nursery, and Greenhouse

- The 2010 O*NET extension occupations of Farmworkers and Laborers, Crop, Nursery, and Greenhouse are no longer being used.

	2010	2018
SOC	45-2092, Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092, Farmworkers and Laborers, Crop, Nursery, and Greenhouse
O*NET	45-2092.01, Nursery Workers 45-2092.02, Farmworkers and Laborers, Crop	45-2092.00, Farmworkers and Laborers, Crop, Nursery, and Greenhouse



Financial Analysts

- The 2010 SOC occupation of Financial Analysts (13-2051) was divided into two 2018 SOC occupations: Financial and Investment Analysts (13-2051) and Financial Risk Specialists (13-2054).

2010		2018	
SOC	13-2051, Financial Analysts	13-2051, Financial and Investment Analysts	
		13-2054, Financial Risk Specialists	
O*NET	13-2051.00, Financial Analysts	13-2051.00, Financial and Investment Analysts	
		13-2054.00, Financial Risk Specialists	



Physicians and Surgeons

- The 2018 SOC created multiple new occupations that were previously-coded under Physicians and Surgeons, All Other (29-1069).
 - 29-1212, Cardiologists
 - 29-1213, Dermatologists
 - 29-1214, Emergency Medicine Physicians
 - 29-1217, Neurologists
 - 29-1222, Physicians, Pathologists
 - 29-1224, Radiologists
 - 29-1241, Ophthalmologists, Except Pediatric
 - 29-1291, Acupuncturists
- The 2010 SOC code for Physicians and Surgeons, All Other (29-1069) has been divided into separate 2018 SOC codes.

	2010	2018
SOC	29-1069, Physicians and Surgeons, All Other	29-1229, Physicians, All Other
		29-1249, Surgeons, All Other



Additional Changes to 2018 Occupations

- Additional new 2018 SOC occupations of note include:
 - 11-3013, Facilities Manager
 - 13-1082, Project Management Specialists
 - 13-2054, Financial Risk Specialists
 - 15-1253, Software Quality Assurance Analysts and Testers
 - 15-1243, Database Architects
 - 15-1255, Web and Digital Interface Designers
 - 15-2051, Data Scientists
 - 29-1243, Pediatric Surgeons
 - 29-9021, Health Information Technologists and Medical Registrars
 - 29-9093, Surgical Assistants
- Review the 2018 SOC User Guide for a complete list of occupational changes.

OFLC Approach to Duplicative Definitions



OFLC Approach to Duplicative Definitions

- Updates to the 2018 SOC have created duplicative definitions for some O*NET extension occupations. In these cases, OFLC will use the 2018 SOC occupations rather than the 2018 O*NET extension occupations.



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Computer Systems Analysts vs. Computer Systems Engineers/Architects

15-1211.00 Computer System Analysts

Analyze science, engineering, business, and other data processing problems to **develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions,** improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.



15-1299.08 Computer Systems Engineers/Architects

Design and develop solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions





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Health Information Technologists and Medical Registrars vs. Health Informatics Specialists

29-9021.00 Health Information Technologists and Medical Registrars

Apply knowledge of healthcare and information systems to assist in the design, development, and continued modification and analysis of computerized healthcare systems. Abstract, collect, and analyze treatment and follow-up information of patients. May educate staff and assist in problem solving to promote the implementation of the healthcare information system. May design, develop, test, and implement databases with complete history, diagnosis, treatment, and health status to help monitor diseases.



15-1211.01 Health Informatics Specialists

Apply knowledge of nursing and informatics to assist in the design, development, and ongoing modification of computerized health care systems. May educate staff and assist in problem solving to promote the implementation of the health care system.





Wage Year 2022- 23 Education and Job Zones



Education and Job Zones

- Federal Register Notice published November 15, 2021 explains process for administering education levels and PERM Appendix A:
 - <https://www.federalregister.gov/documents/2021/11/15/2021-24813/update-to-appendix-a-to-the-preamble-education-and-training-categories-by-onet-soc-occupations-labor>
- OEWS Typical Entry-Level Education Requirements (<https://www.bls.gov/oes/additional.htm>)
 - OEWS labels this year's March release as "Typical entry-level educational requirement data, May 2021 (XLS)."
 - Uses same occupations as the OEWS survey.
 - OFLC applies the published education to any SOC occupations covered by the broad or special occupations created by OEWS.
 - OFLC also applies the education to any O*NET created occupations that extend the SOC occupation.



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OEWS Typical Entry-Level Education Requirements Will Be Applied to More-Specific Occupations

- 13-1020 Buyers and Purchasing Agents
 - ↳ 13-1021 Buyers and Purchasing Agents, Farm Products
 - ↳ 13-1022 Wholesale and Retail Buyers, Except Farm Products
 - ↳ 13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products.
- 13-1081 Logisticians
 - ↳ 13-1081.00 Logisticians
 - ↳ 13-1081.01 Logistics Engineers
 - ↳ 13-1081.02 Logistics Analysts



OEWS Education Definitions

- Definitions at: <https://www.bls.gov/emp/documentation/definitions.htm>
- **Doctoral or professional degree.** Completion of a doctoral degree (Ph.D.) or professional degree usually requires at least 3 years of full-time academic work beyond a bachelor's degree.
- **Master's degree.** Completion of this degree usually requires 1 or 2 years of full-time academic study beyond a bachelor's degree.
- **Bachelor's degree.** Completion of this degree generally requires at least 4 years, but not more than 5 years, of full-time academic study beyond high school.
- **Associate's degree.** Completion of this degree usually requires at least 2 years but not more than 4 years of full-time academic study beyond high school.



OEWS Education Definitions (continued)

- **High school diploma or equivalent.** This category indicates the completion of high school or an equivalent program resulting in the award of a high school diploma or an equivalent, such as the General Education Development (GED) credential.
 - **Postsecondary nondegree award.** These programs lead to a certificate or other award, but not a degree. The certificate is awarded by the educational institution and is the result of completing formal postsecondary schooling. Certification, issued by a professional organization or certifying body, is not included here. Some postsecondary nondegree award programs last only a few weeks, while others may last 1 to 2 years.
 - **Some college, no degree.** This category signifies the achievement of a high school diploma or equivalent plus the completion of one or more postsecondary courses that did not result in a degree or award.
- **No formal educational credential.** This category signifies that a formal credential issued by an educational institution, such as a high school diploma or postsecondary certificate, is not typically needed for entry into the occupation.



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Job Zone

- O*NET sets the Job Zone.
 - Data available from <https://www.onetcenter.org/database.html#individual-files> in March 2022.
 - Not all O*NET occupations have Job Zones.
 - OFLC will extrapolate missing Job Zones.
 - If no Job Zone for 2018 occupation but there is a Job Zone for the 2010 occupation, OFLC will use the 2010 occupation's Job Zone until O*NET publishes one.
 - If no equivalent 2010 occupation or the 2010 occupation had no Job Zone OFLC will use the hierarchical structure of the SOC.
 - Use the detailed occupation for O*NET extensions.
 - Use the mean of the detailed occupations in a broad occupation.
 - Use the mean of the detailed occupations in the minor group.



Prevailing Wage Post-Determination Wage Year Changes

- Redeterminations and Center Director Reviews
- Corrections



Requests for Redetermination and Center Director Review

- Employers may request Redetermination and/or Center Director Review (CDR) challenging the assigned occupational code, wage level, or wage source.
- Redeterminations and CDRs can not be used to revise information on the Form ETA-9141 or extend the validity period of a prevailing wage determination (PWD). If the employer wants to change information about the position, a new prevailing wage request must be submitted.
- Modified redeterminations and CDRs will be issued with a 2018 occupation, 2022-2023 wage, and a new validity period starting on the date of the redetermination or CDR decision.
- Affirmed redeterminations and CDRs:
 - Any PWD or redetermination initially issued with a 2010 occupational code and 2021-2022 wage data (prior to July 1), will be updated with the corresponding 2018 occupational code, new wage, and new validity period when affirming the redetermination or CDR.
 - If the PWD or redetermination was initially issued after July 1, 2022, with a 2018 occupation and wage, the validity period will not be updated when affirming the redetermination or CDR.



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Requests for Correction

- If a PWD contains an inaccuracy caused by the NPWC, an employer may request a correction by sending an email to the NPWC Help Desk (FLC.PWD@dol.gov)
 - Examples where an employer may request a correction include, but are not limited to, the following: a mismatch between the wage level and the wage amount; or a non-ACWIA wage issued to an ACWIA institution.
- Employers may not use the correction process to request a Redetermination or CDR.
- Corrections can not be used to revise information on the Form ETA-9141 or extend the validity period of a PWD. If the employer wants to change information about the position, a new prevailing wage request must be submitted.
- Cases determined with 2010 occupational code(s) and wage(s) will be corrected with 2010 occupational code(s) and wage(s).
- Cases determined with 2018 occupational code(s) and wage(s) will be corrected with 2018 occupational code(s) and wage(s).



Timelines

- Overview
- Prevailing Wage
- H-2B
- H-2A
- H-2A Agricultural Clearance Orders
- CW-1
- PERM
- LCA



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Timeline

- OEWS wage data will be published on July 1, 2022 at 12:00am EDT (midnight).
- Published OEWS wage data will be effective from July 1, 2022 through June 30, 2023.
- 2018 occupational codes will be published in FLAG and the PERM Online System at the same time.
- FLAG will be unavailable from 8:00pm to midnight on June 30, 2022, to deploy the technical changes in support of the wage and 2018 occupational code update.
- Wage Year 2022-23 wages will be available in the Online Wage Library on July 1, 2022.



Prevailing Wage (ETA-9141/9141C)

- All prevailing wage determinations issued on or after July 1, 2022 will be issued with the 2018 code, regardless of the date of submission.
- Initiated applications with entries in Section D.2. [Suggested SOC (ONET/OES) Code] and D.3. [Suggested SOC (ONET/OES) Occupation Title] will be modified to remove the entries.
- Filers will be required to choose the most appropriate 2018 SOC for all applications submitted on or after July 1, 2022.



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H-2B (Form ETA-9142B)

- Pending applications with a PWD based on a 2010 code will be processed with the 2010 code, unless a modification to the SOC code is required.
- Applications submitted with a 2010 code that require an SOC modification will be updated to the most appropriate 2018 code.
- Initiated applications linked to an issued PWD will not be modified to the 2018 SOC. The 2010 code on the issued PWD will pre-populate in Section B.2 (SOC Code) and Section B.3 (SOC Occupation Title).
 - Filers who manually change the data in Sections B.2-3 will be required to choose the most appropriate 2018 code.
 - Filers may relink the issued PWD to re-populate the 2010 occupation in Sections B.2 and B.3.
- Applications linked to a PWD issued with a 2018 SOC code will be pre-populated with the 2018 code.



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H-2A (Form ETA-9142A)

- Pending applications submitted with a 2010 code will be processed with the 2010 code, unless a modification to the code is required.
- Applications submitted with a 2010 code that require a code modification, will be updated to the most appropriate 2018 code.
- Initiated applications with an entry in Section E.1 (SOC Occupational Code) and Section E.2 (SOC Occupation Title) will be modified to delete Section E.1-2 entries.
 - Filers will be required to re-enter the most appropriate 2018 code before submitting the application.



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H-2A Agricultural Clearance Orders (Forms ETA-790/790A)

- All clearance orders issued with a 2010 code will remain valid for linking to an H-2A temporary labor certification.
- All clearance orders issued after July 1, 2022, will be assigned the most appropriate 2018 SOC.
- Filers who reuse a previously-submitted application to create a new application, will be unaffected by this change.



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CW-1 (Form ETA-9142C)

- Pending applications with a PWD based on a 2010 code will be processed with the 2010 code, unless a modification to the SOC code is required.
- Applications submitted with a 2010 code that require a SOC modification, will be updated to the most appropriate 2018 code.
- Initiated applications linked to an issued PWD will not be modified to the 2018 code. The 2010 code on the issued PWD will pre-populate Section E.a.1 (SOC Occupational Code) and Section E.a.2.
 - Filers who manually change the data in Sections E.a.1-2 will be required to choose the most appropriate 2018 code.
 - Filers may relink the issued PWD to re-populate the 2010 code.
- Applications linked to a PWD issued with a 2018 code will be pre-populated with the 2018 code.



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PERM (ETA-9089)

- Pending applications submitted with a 2010 code will be processed with the 2010 code.
- Filers will be able to select 2018 codes in Sections F.2-3, beginning on July 1, however, they should select the SOC code assigned in Section G of the PWD.
- Revisions to Appendix A Occupations:
 - For PERM applications using a PWD issued prior to July 1, 2022, the existing interpretation of the original occupations in Appendix A will continue to be used.
 - For PERM applications using a PWD issued on or after July 1, 2022, the updated list of occupations in Appendix A will be used.
 - See November 15, 2021 Federal Register Notice for more information.



Labor Condition Applications (Form ETA-9035)

- Pending applications submitted with a 2010 code will be processed with the 2010 code.
- Initiated applications with a worksite entered in Section F will be modified to remove the worksite information.
- Initiated applications with entries in Section B.2. [SOC (ONET/OES) Code] and B.3. [SOC (ONET/OES) Occupation Title] will be modified to remove the entries.
- Filers will be required to choose the most appropriate 2018 code for all applications submitted on or after July 1, 2022.
- Filers who reuse a previously-submitted application to create a new application will be required to enter the most appropriate 2018 code.
- Filers should use 2022-23 wages available on <https://flcdatacenter.com>



Helpful Links



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Helpful Links

- 2018 SOC User Guide: https://www.bls.gov/soc/2018/soc_2018_user_guide.pdf
- November 15, 2021 Federal Register Notice on Appendix A and Job Zones
<https://www.federalregister.gov/documents/2021/11/15/2021-24813/update-to-appendix-a-to-the-preamble-education-and-training-categories-by-onet-soc-occupations-labor>
- Foreign Labor Certification Data Center Online Wage Library:
<https://www.flcdatacenter.com/>
- O*NET: <https://www.onetonline.org>
- Wage Year 2022-23 Education, Job Zone, and Appendix A lists will be posted on OFLC website by July 1, 2022: <https://www.dol.gov/agencies/eta/foreign-labor>



Questions
