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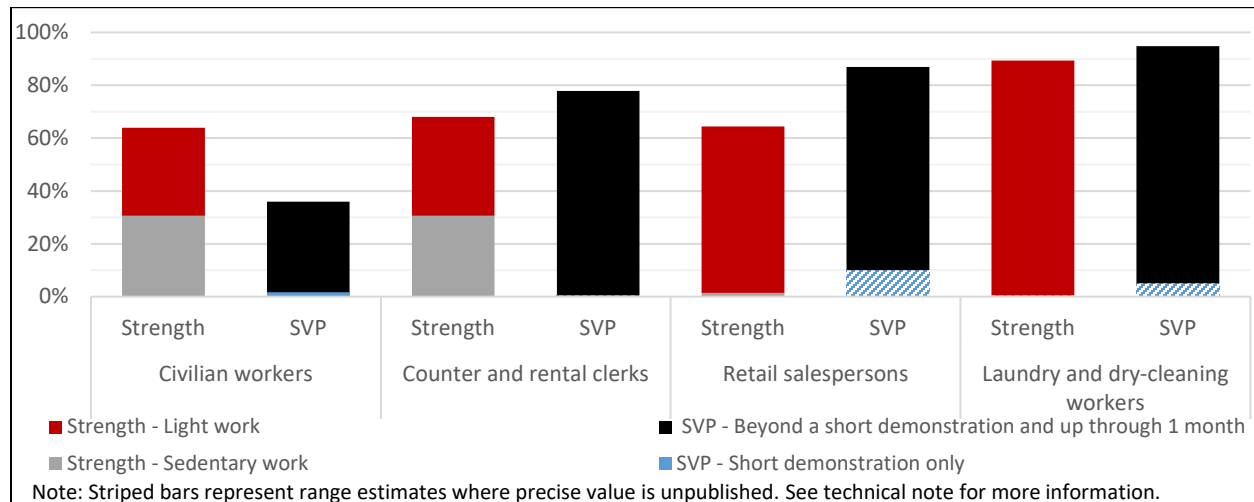
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OCCUPATIONAL REQUIREMENTS IN THE UNITED STATES – 2024

A sedentary strength level was required for 30.6 percent of workers in 2024, the U.S. Bureau of Labor Statistics reported today. Workers requiring sedentary strength do not lift or carry more than 10 pounds and sit for at least two-thirds of their workday. The next lowest strength level, light strength, was required for 33.3 percent of workers. Workers requiring light strength may lift or carry up to 25 pounds. (See chart 1 and table 1.)

Specific vocational preparation (SVP) captures the minimum amount of preparation time needed to obtain the education, training, and experience required for a job. In 2024, a short demonstration lasting up to 4 hours was required for 1.7 percent of workers. Preparation time beyond a short demonstration and up through 1 month was required for 34.2 percent of workers.

Chart 1. Percentage of workers with strength and SVP requirements, 2024



For counter and rental clerks, 68.0 percent required a sedentary or light strength level and 77.3 percent required beyond a short demonstration and up through 1 month of preparation time.

For retail salespersons, 64.4 percent required a sedentary or light strength level and 76.9 percent required beyond a short demonstration and up through 1 month of preparation time.

For laundry and dry-cleaning workers, less than 0.5 percent required sedentary strength and 88.9 percent required light strength. Preparation time beyond a short demonstration and up through 1 month was required for 89.8 percent of these workers.

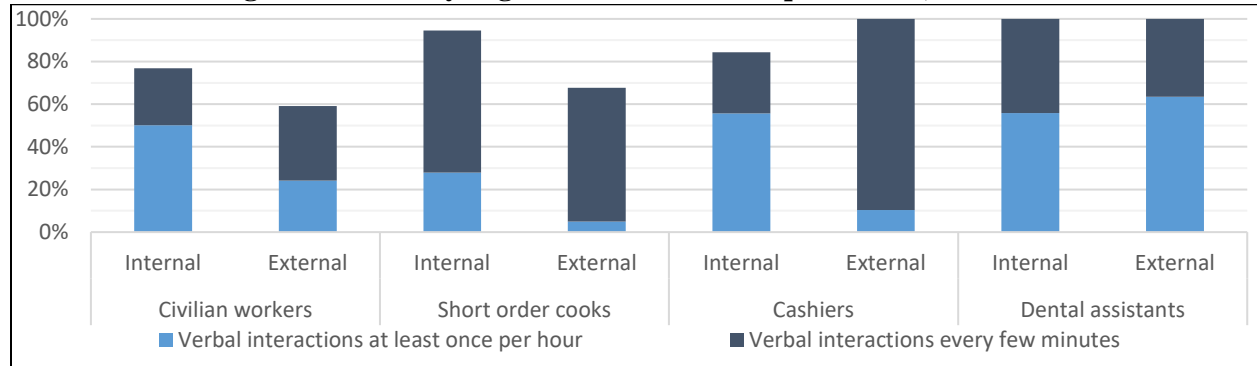
The Occupational Requirements Survey captures information on job requirements in the following categories: physical demands; environmental conditions; education, training, and experience; as well as cognitive and mental requirements. Each category is highlighted below.

Cognitive and mental requirements

Verbal interactions are separated into two categories: interactions with people who work for the same employer (internal) and interactions with people who do not work for the employer (external), including the general public, vendors, contractors, or delivery people. Internal verbal interactions were required at least once per hour, but not every few minutes for 50.1 percent of workers and external verbal interactions were required at least once per hour, but not every few minutes for 24.2 percent. (See chart 2 and table 2.)

- Verbal interactions with other workers (internal) were required at least once per hour for 27.9 percent of short order cooks and every few minutes for 66.7 percent.
- Verbal interactions with the public (external) were required at least once per hour for 10.4 percent of cashiers and every few minutes for 89.6 percent.

Chart 2. Percentage of workers by cognitive and mental requirements, 2024

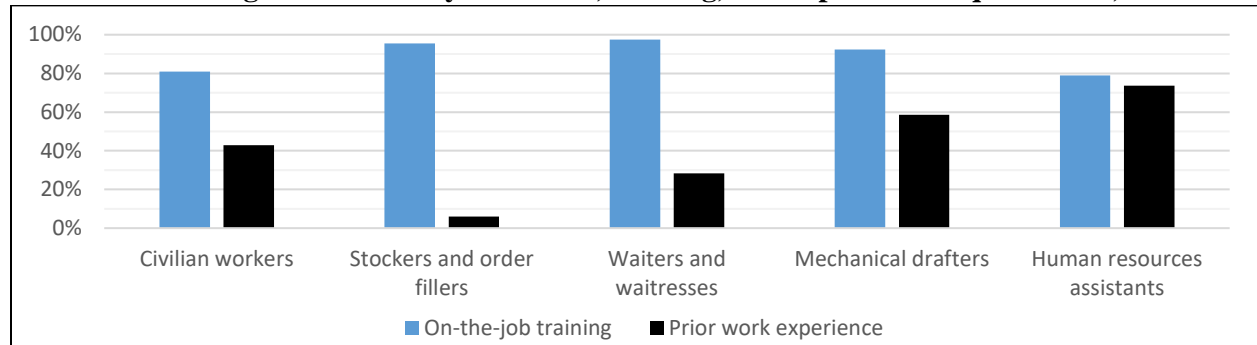


Education, training, and experience

On-the-job training was required for 80.9 percent of civilian workers to perform their job and prior work experience was required for 42.9 percent. (See chart 3 and table 3.)

- On-the-job training was required for 95.5 percent of stockers and order fillers and 97.4 percent of waiters and waitresses.
- Prior work experience was required for 58.6 percent of mechanical drafters and 73.7 percent of human resources assistants.

Chart 3. Percentage of workers by education, training, and experience requirements, 2024

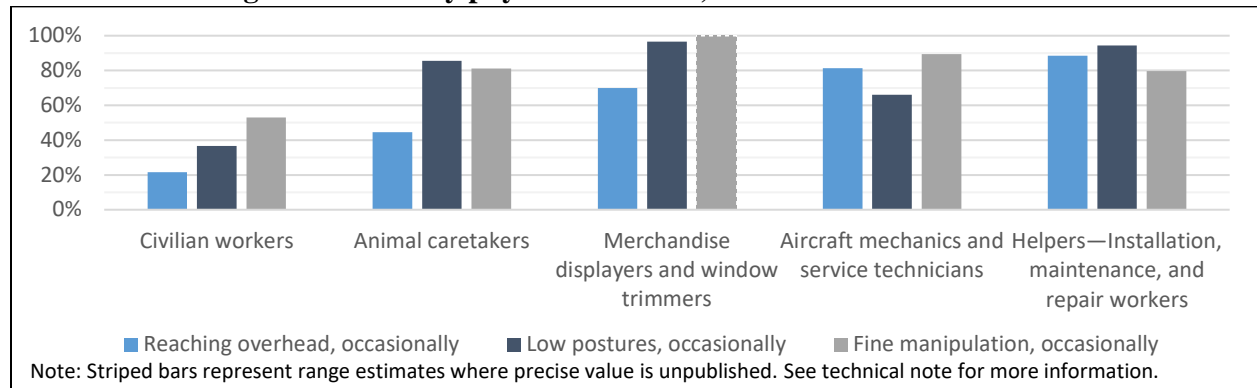


Physical demands

Reaching overhead was required occasionally, or between 2 percent and 1/3 of the workday, for 21.6 percent of workers in 2024. Low postures were required occasionally for 36.7 percent of workers and fine manipulation was required occasionally for 53.0 percent. (See chart 4 and table 4.)

- Occasionally performing work in low postures was required for 85.5 percent of animal caretakers and 94.4 percent of helpers—installation, maintenance, and repair workers.
- Greater than 99.5 percent of merchandise displayers and window trimmers required fine manipulation occasionally and 89.5 percent of aircraft mechanics and service technicians.

Chart 4. Percentage of workers by physical demands, 2024

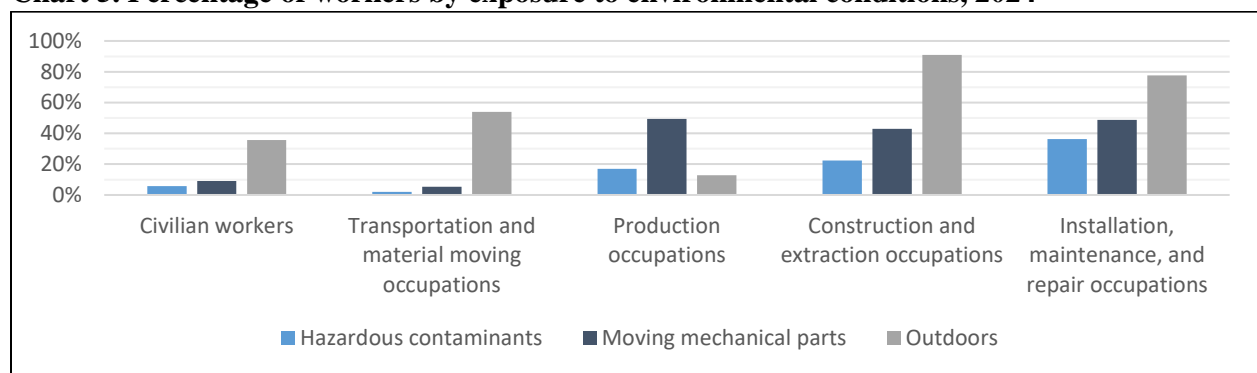


Environmental conditions

Exposure to hazardous contaminants was present for 5.8 percent of workers, performing critical tasks in close proximity to moving mechanical parts was present for 9.0 percent of workers, and working outdoors was required for 35.7 percent of workers. (See chart 5 and table 5.)

- Exposure to hazardous contaminants was present for 16.9 percent of workers in production occupations and for 36.2 percent of workers in installation, maintenance, and repair occupations.
- Exposure to the outdoors was present for 54.0 percent of workers in transportation and material moving occupations and 91.0 percent of workers in construction and extraction occupations.

Chart 5. Percentage of workers by exposure to environmental conditions, 2024



Technical Note

The Occupational Requirements Survey (ORS) provides job-related information about the physical demands; environmental conditions; education, training, and experience; as well as cognitive and mental requirements in the U.S. economy.

Additional job requirement estimates are available at www.bls.gov/web/ors/ors-complete-dataset.xlsx and www.bls.gov/ors/data.htm. For information on estimation concepts and methods, see the Handbook of Methods at www.bls.gov/opub/hom/ors/home.htm and www.bls.gov/ors/questions-and-answers.htm. Some estimates in this release have been provided as ranges. Ranges represent estimates where the precise value cannot be published. More information is available in the range estimates factsheet at www.bls.gov/ors/factsheet/range-estimates.htm.

Sample size: The ORS is a nationally representative establishment-based survey. Estimates are produced from a probability sample of 15,000 establishments. There were 5,700 private industry and 1,300 state and local government responding establishments that provided approximately 26,100 occupational observations. The 2024 estimates represent 147,810,800 civilian workers. The 2024 estimates are produced from one annual sample collected between August 2023 and July 2024 as part of the third wave of ORS. Estimates are preliminary until the entire third wave sample is collected and aggregated to produce final estimates.

Standard errors: To assist users in ascertaining the reliability of ORS estimates, standard errors are made available with the release. Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose. Collected and imputed data are included in the standard error calculation. For further information on standard errors and how to use them, see www.bls.gov/ors/se.htm.

Limitations: Estimates are subject to sampling error, which may cause the sampled results to differ from the true value of job requirements in all establishments, see the Handbook of Methods for more information. The ORS program advises against making comparisons with previously published ORS estimates. ORS estimates are not time series data and instead reflect job requirements for the published reference period.

Major terms: Below are selected major terms from the news release. For complete terms and definitions, see the collection manual at www.bls.gov/ors/information-for-survey-participants/pdf/occupational-requirements-survey-collection-manual-third-wave.pdf.

- **Critical job function** is the main purpose and the primary pay factor for the job. It consists of critical tasks that are integral to the job.
- **Critical tasks** are the activities workers must perform to carry out their critical job function.
- **Specific vocational preparation** is the minimum amount of preparation time required for workers to learn the techniques, acquire the information, and develop the aptitude needed for basic performance in a specific job.
- **Strength levels** reflect the amount of weight workers are required to lift or carry, how often, and whether standing or walking is required to perform critical tasks in the workday. See the strength levels factsheet at www.bls.gov/ors/factsheet/strength.htm for more information.

Table 1. Percentage of workers with strength and SVP requirements, 2024

Occupation and occupational group	Specific vocational preparation				Strength			
	Short demonstration only		Beyond a short demonstration through 1 month		Sedentary		Light	
	Estimate	Standard error	Estimate	Standard error	Estimate	Standard error	Estimate	Standard error
All workers	1.7	[1]	34.2	1.3	30.6	1.0	33.3	1.0
Architecture and engineering occupations	<0.5	[2]	<0.5	[2]	52.4	10.1	24.0	6.5
Mechanical drafters	<0.5	[2]	<20	[2]	78.2	11.5	21.8	11.5
Arts, design, entertainment, sports, and media occupations	7.4	4.4	11.6	5.2	39.3	5.9	34.6	6.9
Merchandise displayers and window trimmers	<0.5	[2]	-	-	<0.5	[2]	<10	[2]
Healthcare support occupations	1.6	1.1	50.5	4.3	<10	[2]	43.1	5.0
Dental assistants	<0.5	[2]	19.4	6.3	20.7	6.5	75.9	5.2
Food preparation and serving related occupations	2.1	0.9	71.7	1.9	<0.5	[2]	60.9	1.9
Cooks, short order	<0.5	[2]	58.8	10.6	<10	[2]	30.8	11.6
Waiters and waitresses	<0.5	[2]	71.6	4.7	<0.5	[2]	85.3	2.0
Personal care and service occupations	5.8	1.5	41.9	5.0	6.9	1.1	50.0	4.9
Animal caretakers	<0.5	[2]	57.0	9.4	<0.5	[2]	23.5	10.2
Sales and related occupations	1.1	0.9	57.5	2.2	22.2	3.1	47.7	2.7
Cashiers	<0.5	[2]	95.9	2.6	0.8	0.5	63.7	4.6
Counter and rental clerks	<0.5	[2]	77.3	6.3	30.6	10.0	37.4	12.9
Retail salespersons	<10	[2]	76.9	6.6	1.4	1.0	63.0	5.0
Office and administrative support occupations	0.6	[1]	32.8	1.3	79.5	1.2	14.1	1.1
Human resources assistants, except payroll and timekeeping	<0.5	[2]	16.0	5.6	90.6	4.7	6.7	3.8
Construction and extraction occupations	4.2	1.5	28.4	4.1	4.0	[1]	23.4	3.6
Installation, maintenance, and repair occupations	<0.5	[2]	16.4	2.6	1.0	[1]	13.2	1.9
Aircraft mechanics and service technicians	<0.5	[2]	-	-	<0.5	[2]	<25	[2]
Helpers--installation, maintenance, and repair workers	4.0	1.6	-	-	<0.5	[2]	39.0	14.7
Production occupations	1.2	0.5	46.5	6.3	3.7	1.5	31.4	6.5
Laundry and dry-cleaning workers	<5	[2]	89.8	8.0	<0.5	[2]	88.9	3.8
Transportation and material moving occupations	1.1	[1]	69.4	1.6	10.5	1.8	19.4	3.5
Stockers and order fillers	<5	[2]	83.9	3.8	<5	[2]	13.6	3.7

[1] Standard error is less than 0.5.

[2] The standard error is not available for this estimate.

Note: Dashes indicate that the estimate was not publishable or there are no workers with the requirement. Due to rounding sum of estimates may not equal 100 percent.

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey

Table 2. Percentage of workers by cognitive and mental requirements, 2024

Occupation and occupational group	Internal verbal interactions				External verbal interactions			
	Every few minutes		At least once per hour		Every few minutes		At least once per hour	
	Estimate	Standard error	Estimate	Standard error	Estimate	Standard error	Estimate	Standard error
All workers	26.7	1.5	50.1	1.2	35.0	1.5	24.2	0.9
Architecture and engineering occupations	9.5	4.7	62.2	8.0	0.7	[1]	7.8	3.5
Mechanical drafters	13.4	10.5	58.6	16.4	<0.5	[2]	<10	[2]
Arts, design, entertainment, sports, and media occupations	17.7	6.1	49.0	9.0	27.3	6.0	31.7	6.4
Merchandise displayers and window trimmers	-	-	-	-	-	-	64.0	16.5
Healthcare support occupations	19.4	4.2	42.9	4.5	42.6	4.4	49.9	5.5
Dental assistants	44.2	9.2	55.8	9.2	36.5	9.5	63.5	9.5
Food preparation and serving related occupations	56.6	4.4	38.9	4.2	69.2	1.3	11.0	1.5
Cooks, short order	66.7	11.4	27.9	10.5	62.7	14.2	5.0	4.0
Waiters and waitresses	50.6	10.4	49.4	10.4	92.3	4.0	7.7	4.0
Personal care and service occupations	16.3	1.8	60.8	4.8	61.7	3.4	30.5	3.9
Animal caretakers	-	-	38.4	8.2	18.2	8.5	20.7	5.9
Sales and related occupations	27.4	1.7	49.1	2.8	67.7	5.0	27.0	4.0
Cashiers	28.6	3.9	55.7	5.7	89.6	5.1	10.4	5.1
Counter and rental clerks	15.8	5.9	48.0	12.4	65.4	8.9	32.7	8.4
Retail salespersons	36.0	3.3	51.7	6.4	76.5	4.5	22.5	4.0
Office and administrative support occupations	21.7	1.3	61.8	1.7	39.7	2.0	33.5	1.9
Human resources assistants, except payroll and timekeeping	43.7	14.2	41.4	13.5	20.3	10.4	16.9	6.8
Construction and extraction occupations	25.3	3.4	48.8	3.5	5.3	3.1	15.3	3.3
Installation, maintenance, and repair occupations	14.7	1.9	62.5	2.9	4.3	1.4	17.0	2.6
Aircraft mechanics and service technicians	-	-	70.4	17.7	<0.5	[2]	-	-
Helpers--installation, maintenance, and repair workers	-	-	40.6	9.7	<0.5	[2]	<0.5	[2]
Production occupations	29.1	8.7	52.7	6.0	1.6	0.5	3.7	1.1
Laundry and dry-cleaning workers	-	-	31.7	12.3	-	-	3.8	1.3
Transportation and material moving occupations	16.9	1.3	49.1	1.8	13.6	2.0	21.8	2.9
Stockers and order fillers	-	-	43.8	4.6	27.0	2.4	21.2	3.7

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Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey

Table 3. Percentage of workers by education, training, and experience requirements, 2024

Occupation and occupational group	On-the-job training			Prior work experience		
	Yes	No	Standard error	Yes	No	Standard error
All workers	80.9	19.1	0.7	42.9	57.1	1.1
Architecture and engineering occupations	79.2	20.8	5.3	56.6	43.4	7.7
Mechanical drafters	92.4	7.6	3.9	58.6	41.4	7.3
Arts, design, entertainment, sports, and media occupations	65.1	34.9	7.5	62.9	37.1	8.8
Merchandise displayers and window trimmers	>99.5	<0.5	[2]	-	-	-
Healthcare support occupations	85.6	14.4	2.7	24.0	76.0	3.9
Dental assistants	87.5	12.5	5.4	23.8	76.2	2.1
Food preparation and serving related occupations	95.4	4.6	1.0	24.5	75.5	1.5
Cooks, short order	>95	<5	[2]	41.2	58.8	10.6
Waiters and waitresses	97.4	2.6	1.1	28.4	71.6	4.7
Personal care and service occupations	84.8	15.2	3.0	29.9	70.1	4.9
Animal caretakers	92.6	7.4	4.5	24.4	75.6	4.5
Sales and related occupations	92.7	7.3	1.3	31.3	68.7	1.7
Cashiers	>99.5	<0.5	[2]	3.9	96.1	2.5
Counter and rental clerks	>95	<5	[2]	12.4	87.6	4.1
Retail salespersons	97.9	2.1	[1]	13.9	86.1	4.3
Office and administrative support occupations	91.7	8.3	0.7	56.6	43.4	1.8
Human resources assistants, except payroll and timekeeping	78.9	21.1	7.2	73.7	26.3	7.7
Construction and extraction occupations	74.1	25.9	3.0	44.8	55.2	4.7
Installation, maintenance, and repair occupations	76.4	23.6	2.9	59.1	40.9	4.0
Aircraft mechanics and service technicians	66.0	34.0	13.2	-	-	-
Helpers--installation, maintenance, and repair workers	95.0	5.0	1.4	5.5	94.5	2.2
Production occupations	87.2	12.8	2.8	36.9	63.1	4.9
Laundry and dry-cleaning workers	>99.5	<0.5	[2]	6.8	93.2	6.8
Transportation and material moving occupations	94.9	5.1	1.1	19.5	80.5	1.5
Stockers and order fillers	95.5	4.5	0.9	6.0	94.0	1.2

[1] Standard error is less than 0.5.

[2] The standard error is not available for this estimate.

Note: Dashes indicate that the estimate was not publishable or there are no workers with the requirement. Due to rounding sum of estimates may not equal 100 percent.

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey

Table 4. Percentage of workers by physical demands, 2024

Occupation and occupational group	Reaching overhead, occasionally		Low postures, occasionally		Fine manipulation, occasionally	
	Estimate	Standard error	Estimate	Standard error	Estimate	Standard error
All workers	21.6	0.9	36.7	1.2	53.0	0.7
Architecture and engineering occupations	-	-	15.9	4.8	29.2	6.2
Mechanical drafters	<0.5	[2]	<0.5	[2]	14.3	7.3
Arts, design, entertainment, sports, and media occupations	10.1	3.2	19.6	6.3	49.5	7.7
Merchandise displayers and window trimmers	70.0	15.5	96.5	2.9	>99.5	[2]
Healthcare support occupations	24.1	4.3	68.2	3.4	73.6	3.6
Dental assistants	22.4	7.2	34.2	6.6	45.5	10.5
Food preparation and serving related occupations	32.2	2.3	42.7	3.8	71.4	2.0
Cooks, short order	42.9	6.8	64.1	5.3	56.5	6.6
Waiters and waitresses	27.2	5.2	36.4	5.4	80.1	8.6
Personal care and service occupations	22.5	4.3	54.3	4.8	69.4	2.9
Animal caretakers	44.5	9.6	85.5	8.0	81.1	4.4
Sales and related occupations	17.9	3.2	30.8	2.2	60.4	3.0
Cashiers	21.2	6.0	29.9	2.7	67.8	4.6
Counter and rental clerks	-	-	25.1	6.1	52.8	10.2
Retail salespersons	27.0	4.3	58.0	4.2	72.8	3.3
Office and administrative support occupations	2.7	[1]	7.3	0.9	28.0	1.4
Human resources assistants, except payroll and timekeeping	<0.5	[2]	-	-	23.8	14.6
Construction and extraction occupations	49.6	3.9	64.9	4.2	66.4	2.7
Installation, maintenance, and repair occupations	66.8	3.1	77.9	2.4	72.4	2.3
Aircraft mechanics and service technicians	81.4	8.5	66.0	4.9	89.5	6.3
Helpers--installation, maintenance, and repair workers	88.5	5.2	94.4	2.7	79.7	8.3
Production occupations	26.8	4.6	48.1	6.1	61.4	5.8
Laundry and dry-cleaning workers	21.2	11.7	-	-	64.5	13.7
Transportation and material moving occupations	37.8	2.6	66.9	2.2	66.6	2.1
Stockers and order fillers	-	-	-	-	-	-

[1] Standard error is less than 0.5.

[2] The standard error is not available for this estimate.

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Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey

Table 5. Percentage of workers by environmental conditions, 2024

Occupation and occupational group	Hazardous contaminants			Moving mechanical parts			Outdoors		
	Yes	No	Standard error	Yes	No	Standard error	Yes	No	Standard error
All workers	5.8	94.2	0.5	9.0	91.0	[1]	35.7	64.3	1.0
Architecture and engineering occupations	21.0	79.0	11.4	7.5	92.5	4.5	57.2	42.8	8.7
Mechanical drafters	<5	>95	[2]	<15	>85	[2]	<0.5	>99.5	[2]
Arts, design, entertainment, sports, and media occupations	<0.5	>99.5	[2]	<0.5	>99.5	[2]	39.8	60.2	5.3
Merchandise displayers and window trimmers	<0.5	>99.5	[2]	<0.5	>99.5	[2]	-	-	-
Healthcare support occupations	1.0	99.0	[1]	0.6	99.4	0.5	-	-	-
Dental assistants	11.7	88.3	3.5	2.9	97.1	1.8	<5	>95	[2]
Food preparation and serving related occupations	<0.5	>99.5	[2]	6.1	93.9	0.8	35.7	64.3	3.0
Cooks, short order	<0.5	>99.5	[2]	-	-	-	34.4	65.6	14.3
Waiters and waitresses	<0.5	>99.5	[2]	<0.5	>99.5	[2]	31.8	68.2	6.6
Personal care and service occupations	11.4	88.6	2.5	1.2	98.8	0.8	50.1	49.9	4.0
Animal caretakers	2.9	97.1	1.4	<0.5	>99.5	[2]	77.5	22.5	5.3
Sales and related occupations	2.6	97.4	1.4	1.1	98.9	0.6	34.7	65.3	1.8
Cashiers	<0.5	>99.5	[2]	<5	>95	[2]	28.6	71.4	5.4
Counter and rental clerks	<5	>95	[2]	<5	>95	[2]	62.9	37.1	8.3
Retail salespersons	<15	>85	[2]	<0.5	>99.5	[2]	-	-	-
Office and administrative support occupations	<0.5	>99.5	[2]	<0.5	>99.5	[2]	4.1	95.9	0.6
Human resources assistants, except payroll and timekeeping	<0.5	>99.5	[2]	<0.5	>99.5	[2]	<15	>85	[2]
Construction and extraction occupations	22.4	77.6	3.9	42.9	57.1	3.7	91.0	9.0	3.1
Installation, maintenance, and repair occupations	36.2	63.8	3.9	48.8	51.2	3.9	77.6	22.4	3.0
Aircraft mechanics and service technicians	64.3	35.7	12.6	51.7	48.3	15.0	90.2	9.8	6.5
Helpers--installation, maintenance, and repair workers	14.6	85.4	7.3	25.6	74.4	11.4	96.6	3.4	1.6
Production occupations	16.9	83.1	4.6	49.4	50.6	3.9	12.8	87.2	2.8
Laundry and dry-cleaning workers	2.1	97.9	1.3	<5	>95	[2]	3.2	96.8	1.7
Transportation and material moving occupations	2.0	98.0	0.6	5.3	94.7	1.2	54.0	46.0	2.7
Stockers and order fillers	<0.5	>99.5	[2]	5.0	95.0	2.0	25.8	74.2	3.5

[1] Standard error is less than 0.5.

[2] The standard error is not available for this estimate.

Note: Dashes indicate that the estimate was not publishable or there are no workers with the requirement. Due to rounding sum of estimates may not equal 100 percent.

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey