



Civilian workers

This profile provides an overview of job requirements for civilian workers in the U.S. economy. Civilian workers include private industry as well as state and local government workers.

Cognitive and mental requirements

The qualifications that workers need to use judgement, make decisions, interact with others, and adapt to changes in jobs.

In 2024, work was controlled by people for 76.0 percent of civilian workers, and work was self-paced for 19.2 percent.

Table 1. Percentage of civilian workers with cognitive and mental requirements, 2024

Requirement	Yes	No
Adaptability: Work schedule variability	48.6	51.4
Pace: Pause control	53.2	46.8
Telework	14.9	85.1
Work review: Presence of supervisor	56.3	43.7
Work review: Supervising others	17.3	82.7
Working around crowds	2.2	97.8

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

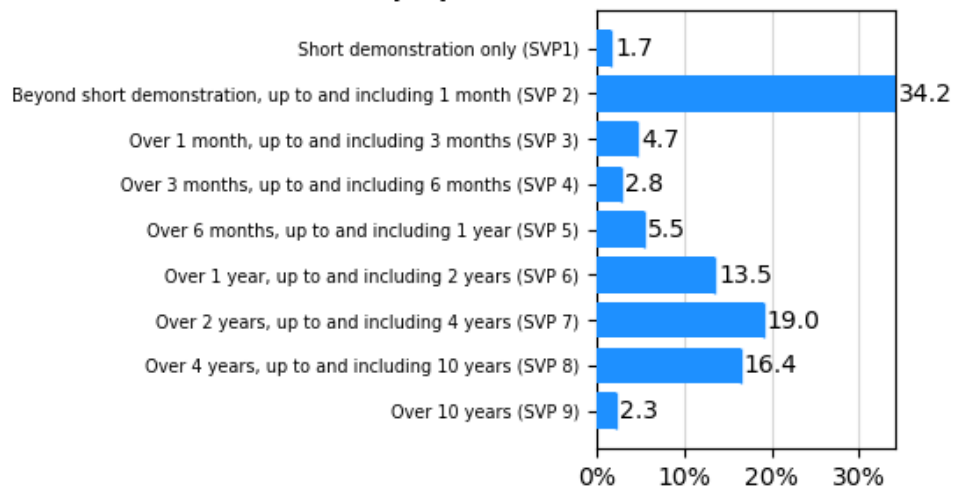
Education, training, and experience requirements

The minimum level of formal education required, credentials necessary, on-the-job training, and prior work experience necessary for average performance in jobs.

In 2024, credentials were required for 40.4 percent of civilian workers. Prior work experience was required for 42.9 percent and on-the-job training was required for 80.9 percent.

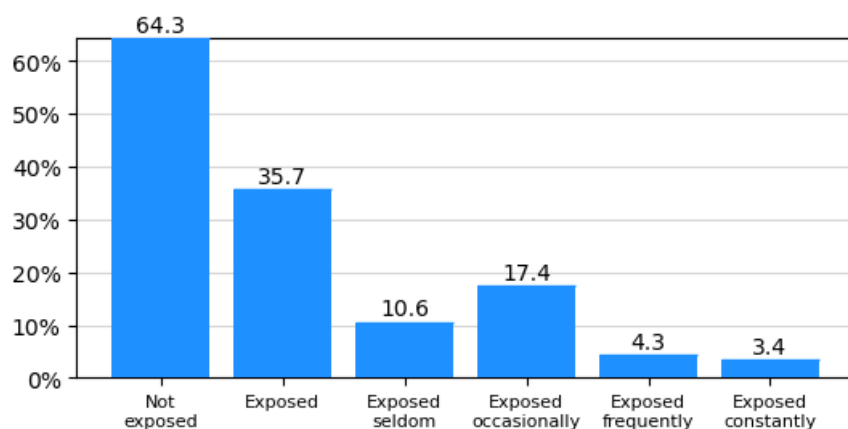
No minimum education was required for 31.7 percent of civilian workers and a high school diploma was required for 39.6 percent.

Chart 1. Percentage of civilian workers by specific vocational preparation (SVP) level, 2024



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

Chart 2. Percentage of civilian workers with outdoor exposure and duration, 2024



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

Environmental conditions

The various tangible or concrete hazards or difficulties that are in the vicinity of where jobs' critical tasks are performed.

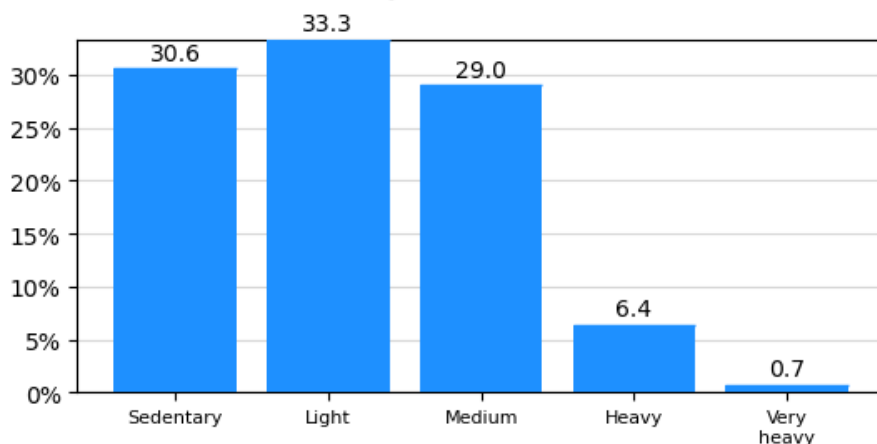
In 2024, 95.9 percent of civilian workers were not exposed to extreme cold, and 96.8 percent were not exposed to extreme heat. Wetness was not present for 67.4 percent, 98.6 percent were not exposed to heavy vibrations, and 64.3 percent were not exposed to the outdoors.

Physical demands

Refer to the physical activities required to perform tasks in jobs. The presence and, in some cases, duration of these activities are published.

In 2024, reaching at or below the shoulder was required for 70.6 percent of civilian workers and was not required for 29.4 percent. For 9.5 percent of workers, reaching at or below the shoulder was seldom performed, for 47.0 percent reaching at or below the shoulder occurred occasionally, 13.7 percent frequently, and for less than 0.5 percent reaching at or below the shoulder occurred constantly.

Chart 3. Percentage of civilian workers by strength level requirements, 2024



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

Performing work in low postures was required for 56.1 percent of civilian workers and was not required for 43.9 percent.

The choice to sit or stand when performing critical tasks was available to 37.5 percent of civilian workers. On average, workers spent 45.0 percent of the workday sitting and 55.0 percent of the workday standing.

Table 2. Percentage of civilian workers with physical demands, 2024

Requirement	Yes	No
Choice of sitting or standing	37.5	62.5
Climbing structure-related ramps or stairs	19.6	80.4
Driving	26.7	73.3

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