Excerpted from "Revising the Standard Occupational Classification."
Full document available at: www.bls.gov/soc

General timeline for the SOC revision. Revising the SOC is a multi-year process -- the 2018 SOC revision took over 5 years. For the 2028 revision, the SOC Policy Committee began planning in late 2023. The SOC Policy Committee expects to seek out public input through the first Federal Register notice in summer 2024 and publication of the final 2028 SOC structure in spring 2027.

Input Requested by the SOC Policy Committee

In considering recommendations for the 2028 revision – especially recommendations for new occupations – the SOC Policy Committee needs information to help it evaluate the recommendation in light of the Classification Principles and the Coding Guidelines.

The following types of information are particularly important:

1. Occupation title. Title, or titles that all workers in the occupation may be identified by, regardless of their individual job title. For example, a job title like 'Public Defender' would fall into the occupation title 'Lawyers.'

2. Nature of the work performed. What duties do the workers in the occupation perform? Which duties are common to all jobs in the occupation and would therefore appear in the "required duties" statement in the occupation definition (as illustrated in Figure 1). What duties are frequent but not performed by all workers and might be identified in "may" statements in the occupation definition. Are there supervisory or management duties? If so, what types of workers are supervised and what types of management activities are performed? For revisions to existing occupations, is the work described in the SOC definition accurate and up to date?

3. Relationship to other SOC occupations: What makes the occupation distinct from other detailed occupations in the SOC? Does the same or similar work appear in other SOC occupations? If so, how is the proposed occupation distinct? Occupations that are similar are included in the "excludes" statements of the occupation definition. What changes should be made to existing SOC occupations that have the same or similar work?

4. Job titles. What job titles are commonly used by workers in this occupation? Are these titles unique to the proposed occupation? Are titles listed in the Direct Match Title File actually in use? Are there other titles that should be included in the file? Do titles vary geographically (for example urban versus rural, southern versus west coast, etc.)?

5. Indications of the number of workers in the occupation. Employment size and expected growth is helpful in evaluating collectability and reportability. References for the sources of this information should be provided.

6. Types of employers. In which industries does this occupation occur? This information is useful in understanding the nature of the work performed as well as evaluating collectability and reportability.

7. Education and training. What education and training are typically required for workers to be able to perform this occupation? What types of schools or training providers offer this education or training? How long does the education or training take? What degrees or other credentials

are generally required, if any? Identification of specific education and training programs and institutions is helpful.

8. <u>Licensing</u>. Are licenses usually required? Identification of specific licenses and licensing agencies is helpful to better understand the occupation.

9. <u>Tools and technologies</u>. What tools and technologies are generally used by workers in performing the occupation? Are the tools and technologies mentioned in existing SOC occupation definitions accurate and up-to-date?

10. <u>Professional or trade associations and unions</u>. Are there professional or trade associations or labor unions related to the proposed occupation? Identification of specific associations or unions is helpful to better understand the occupation.

How to provide input to the 2018 SOC revision

The comments and recommendations from organizations and individuals who respond to the *Federal Register* notices are likely to comprise the bulk of the information the SOC Policy Committee will use in developing recommendations to OMB. Thus, the SOC Policy Committee encourages potential commenters to consider the following activities:

1. Carefully review the Classification Principles and Coding Guidelines. As these provide benchmarks for the SOC Policy Committee's reference in developing its recommendations. Comments that reflect these principles and guidelines are likely to be more pertinent to the SOC Policy Committee's deliberations.

2. Carefully review the elements of a detailed SOC occupation, shown in Figure 1 above.

3. Review the "***Input Requested by the SOC Policy Committee***" section above. Provide specific and detailed information and documentation that addresses — as much as possible — the types of information described in that section.

4. Prepare well-organized and concise comments. The SOC Policy Committee expects to receive hundreds of comments. To ensure a concise, but comprehensive comment, responses should use the format presented on the SOC website at: www.bls.gov/soc.

5. The SOC was designed solely for statistical purposes. Although there are various uses of the SOC for non-statistical purposes (e.g., for administrative, regulatory, or taxation functions), the requirements of government agencies or private users that choose to use the SOC for non-statistical purposes play no role in the development of the SOC. As a result, the SOC Policy Committee reviews comments and develops its recommendations based on established Classification Principles and Coding Guidelines. Information provided unrelated to the accurate gathering of information for statistical purposes, such as perceived importance of workers in an occupation do not influence the SOC Policy Committee recommendations. Similarly, the volume of comments does not impact recommendations.

<u>All comments should be submitted as responses to the *Federal Register* notices,</u> using the submittal procedures described in the notices. This will ensure comments and recommendations are included on the dockets that the SOC Policy Committee will review.

The SOC Policy Committee encourages those interested in commenting, as well as others, to monitor the SOC revision process on the SOC website at www.bls.gov/SOC. On this site, you can subscribe to

receive e-mail updates. You can also review SOC materials, including the 2018 SOC, the Direct Match Title File, the 2018 SOC Classification Principles and Coding Guidelines, the *Federal Register* notices for the 2018 revision, and more.