CODE: 98999A

TITLE: Production Laborers

DEFINITION: Perform variety of routine tasks to assist in production activities.

SKS:
- Carries or handtrucks supplies to work stations.
- Loads and unloads items from machines, conveyors, and conveyance.
- Lifts raw materials, final products, and items packed for shipment, manually, or using hoist.
- Breaks up defective products for reprocessing.
- Attaches slings, ropes, cables, or identification tags to objects, such as pipes, hoses, and bundles.
- Weighs raw materials for distribution.
- Ties product in bundles for further processing or shipment, following prescribed procedure.
- Threads ends of items, such as thread, cloth, and lace through needles, rollers, and around takeup tube.
- Positions spout or chute of storage bin to fill containers, during processing.
- Places product in equipment or on worksurface for further processing, inspecting, or wrapping.
- Cuts or breaks flashing from materials or products.
- Separates product according to weight, grade, size, and composition of material used to produced product.
- Folds parts of product and final product during processing.
- Washes machines, equipment, vehicles and products, such as prints, rugs, and table linens.
- Counts finished product to determine completion of production order.
- Inserts parts into partial assembly, during various stages of assembly to complete product.
- Feeds item into processing machine.
- Mixes ingredients, according to formula.
19. Examines product to verify conformance to company standards.

20. Records information, such as number of product tested, meter readings, and date and time product placed in oven.

**KNOWLEDGE:**
Knowledge elements are ranked by *importance*.

85 Production and Processing
Knowledge of inputs, outputs, raw materials, waste, quality control, costs, and techniques for maximizing the manufacture and distribution of goods

30 Clerical
Knowledge of administrative and clerical procedures and systems such as word processing systems, filing and records management systems, stenography and transcription, forms design principles, and other office procedures and terminology

30 Mathematics
Knowledge of numbers, their operations, and interrelationships including arithmetic, algebra, geometry, calculus, statistics, and their applications

20 Mechanical
Knowledge of machines and tools, including their designs, uses, benefits, repair, and maintenance

20 English Language
Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar

15 Chemistry
Knowledge of the composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods

15 Engineering and Technology
Knowledge of equipment, tools, mechanical devices, and their uses to produce motion, light, power, technology, and other applications

10 Physics
Knowledge and prediction of physical principles, laws, and applications including air, water, material dynamics, light, atomic principles, heat, electric theory, earth formations, and meteorological and related natural phenomena

5 Customer and Personal Service
Knowledge of principles and processes for providing customer and personal services including needs assessment techniques, quality service standards, alternative delivery systems, and customer satisfaction evaluation techniques

5 Computers and Electronics
Knowledge of electric circuit boards, processors, chips, and computer hardware and software, including applications and programming

5 Building and Construction
Knowledge of materials, methods, and the appropriate tools to construct objects, structures, and buildings

5 Psychology
Knowledge of human behavior and performance, mental processes, psychological research methods, and the assessment and treatment of behavioral and affective disorders

**SKILLS:**
Skills elements are ranked by *importance*.

50 Product Inspection
Inspecting and evaluating the quality of products

45 Operation and Control
Controlling operations of equipment or systems

40 Reading Comprehension
Understanding written sentences and paragraphs in work related documents

40 Writing
Communicating effectively with others in writing as indicated by the needs of the audience

40 Equipment Selection
Determining the kind of tools and equipment needed to do a job

35 Mathematics
Using mathematics to solve problems

35 Installation
Installing equipment, machines, wiring, or programs to meet specifications

30 Information Gathering
Knowing how to find information and identifying essential information

30 Active Listening
Listening to what other people are saying and asking questions as appropriate

30 Monitoring
Assessing how well one is doing when learning or doing something

30 Problem Identification
Identifying the nature of problems

20 Idea Generation
Generating a number of different approaches to problems

20 Time Management
Managing one's own time and the time of others

20 Operation Monitoring
Watching gauges, dials, or other indicators to make sure a machine is working properly

20 Information Organization
Finding ways to structure or classify multiple pieces of information

20 Identification of Key Causes
Identifying the things that must be changed to achieve a goal

20 Solution Appraisal
Observing and evaluating the outcomes of a problem solution to identify lessons learned or redirect efforts

20 Active Learning
Working with new material or information to grasp its implications

20 Visioning
Developing an image of how a system should work under ideal conditions

20 Repairing
Repairing machines or systems using the needed tools

15 Learning Strategies
Using multiple approaches when learning or teaching new things

15 Service Orientation
Actively looking for ways to help people

15 Speaking
Talking to others to effectively convey information

15 Coordination
Adjusting actions in relation to others' actions

15 Idea Evaluation
Evaluating the likely success of an idea in relation to the demands of the situation

15 Equipment Maintenance
Performing routine maintenance and determining when and what kind of maintenance is needed

10 Troubleshooting
Determining what is causing an operating error and deciding what to do about it

10 Implementation Planning
Developing approaches for implementing an idea

10 Management of Material Resources
Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work

10 Judgment and Decision Making
Weighing the relative costs and benefits of a potential action

5 Science
Using scientific methods to solve problems

5 Critical Thinking
Using logic and analysis to identify the strengths and weaknesses of different approaches

5 Negotiation
Bringing others together and trying to reconcile differences

5 Testing
Conducting tests to determine whether equipment, software, or procedures are operating as expected

5 Systems Evaluation
Looking at many indicators of system performance, taking into account their accuracy

5 Operations Analysis
Analyzing needs and product requirements to create a design.

ABILITIES:
Abilities elements are ranked by importance.

90 Manual Dexterity
The ability to quickly make coordinated movements of one hand, a hand together with its arm, or two hands to grasp, manipulate, or assemble objects

70 Static Strength
The ability to exert maximum muscle force to lift, push, pull, or carry objects

70 Trunk Strength
The ability to use one's abdominal and lower back muscles to support part of the body repeatedly or continuously over time without "giving out" or fatiguing

70 Extent Flexibility
The ability to bend, stretch, twist, or reach out with the body, arms, and/or legs

65 Explosive Strength
The ability to use short bursts of muscle force to propel oneself (as in jumping or sprinting), or to throw an object

65 Dynamic Strength
The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue

65 Multilimb Coordination
The ability to coordinate movements of two or more limbs together (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the body is in motion

65 Stamina
The ability to exert one's self physically over long periods of time without getting winded or out of breath

60 Information Ordering
The ability to correctly follow a given rule or set of rules in order to arrange things or actions in a certain order. The things or actions can include numbers, letters, words, pictures, procedures, sentences, and mathematical or logical operations.

60 Arm-Hand Steadiness
The ability to keep the hand and arm steady while making an arm movement or while holding the arm and hand in one position

60 Gross Body Coordination
The ability to coordinate the movement of the arms, legs, and torso together in activities where the whole body is in motion

60 Dynamic Flexibility
The ability to quickly and repeatedly bend, stretch, twist, or reach out with the body, arms, and/or legs

55 Speed of Limb Movement
The ability to quickly move the arms or legs

55 Category Flexibility
The ability to produce many rules so that each rule tells how to group (or combine) a set of things in a different way.

50 Near Vision
The ability to see details of objects at a close range (within a few feet of the observer)
<table>
<thead>
<tr>
<th>45</th>
<th>Wrist-Finger Speed</th>
<th>The ability to make fast, simple, repeated movements of the fingers, hands, and wrists</th>
</tr>
</thead>
<tbody>
<tr>
<td>45</td>
<td>Gross Body Equilibrium</td>
<td>The ability to keep or regain one's body balance or stay upright when in an unstable position</td>
</tr>
<tr>
<td>45</td>
<td>Finger Dexterity</td>
<td>The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects</td>
</tr>
<tr>
<td>45</td>
<td>Problem Sensitivity</td>
<td>The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.</td>
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<tr>
<td>40</td>
<td>Control Precision</td>
<td>The ability to quickly and repeatedly make precise adjustments in moving the controls of a machine or vehicle to exact positions</td>
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<tr>
<td>40</td>
<td>Spatial Orientation</td>
<td>The ability to know one's location in relation to the environment, or to know where other objects are in relation to one's self</td>
</tr>
<tr>
<td>40</td>
<td>Perceptual Speed</td>
<td>The ability to quickly and accurately compare letters, numbers, objects, pictures, or patterns. The things to be compared may be presented at the same time or one after the other. This ability also includes comparing a presented object with a remembered object</td>
</tr>
<tr>
<td>40</td>
<td>Rate Control</td>
<td>The ability to time the adjustments of a movement or equipment control in anticipation of changes in the speed and/or direction of a continuously moving object or scene</td>
</tr>
<tr>
<td>40</td>
<td>Reaction Time</td>
<td>The ability to quickly respond (with the hand, finger, or foot) to one signal (sound, light, picture, etc.) when it appears</td>
</tr>
<tr>
<td>35</td>
<td>Time Sharing</td>
<td>The ability to efficiently shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources)</td>
</tr>
<tr>
<td>35</td>
<td>Response Orientation</td>
<td>The ability to choose quickly and correctly between two or more movements in response to two or more signals (lights, sounds, pictures, etc.). It includes the speed with which the correct response is started with the hand, foot, or other body parts</td>
</tr>
<tr>
<td>35</td>
<td>Oral Comprehension</td>
<td>The ability to listen to and understand information and ideas presented through spoken words and sentences</td>
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<tr>
<td>30</td>
<td>Deductive Reasoning</td>
<td>The ability to apply general rules to specific problems to come up with logical answers. It involves deciding if an answer makes sense.</td>
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<tr>
<td>30</td>
<td>Number Facility</td>
<td>The ability to add, subtract, multiply, or divide quickly and correctly</td>
</tr>
<tr>
<td>30</td>
<td>Visualization</td>
<td>The ability to imagine how something will look after it is moved around or when its parts are moved or rearranged</td>
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<tr>
<td>30</td>
<td>Depth Perception</td>
<td>The ability to judge which of several objects is closer or farther away from the observer, or to judge the distance between an object and the observer</td>
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<tr>
<td>30</td>
<td>Visual Color Discrimination</td>
<td>The ability to match or detect differences between colors, including shades of color and brightness</td>
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<tr>
<td>30</td>
<td>Far Vision</td>
<td>The ability to see details at a distance</td>
</tr>
<tr>
<td>25</td>
<td>Memorization</td>
<td>The ability to remember information such as words, numbers, pictures, and procedures</td>
</tr>
<tr>
<td>25</td>
<td>Written Expression</td>
<td>The ability to communicate information and ideas in writing so others will understand</td>
</tr>
<tr>
<td>25</td>
<td>Oral Expression</td>
<td>The ability to communicate information and ideas in speaking so others will understand</td>
</tr>
</tbody>
</table>
20 Peripheral Vision
The ability to see objects or movement of objects to one's side when the eyes are focused forward

20 Originality
The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem

20 Written Comprehension
The ability to read and understand information and ideas presented in writing

20 Selective Attention
The ability to concentrate and not be distracted while performing a task over a period of time

15 Inductive Reasoning
The ability to combine separate pieces of information, or specific answers to problems, to form general rules or conclusions. It includes coming up with a logical explanation for why a series of seemingly unrelated events occur together.

15 Speech Recognition
The ability to identify and understand the speech of another person

15 Sound Localization
The ability to tell the direction from which a sound originated

15 Flexibility of Closure
The ability to identify or detect a known pattern (a figure, object, word, or sound) that is hidden in other distracting material

15 Hearing Sensitivity
The ability to detect or tell the difference between sounds that vary over broad ranges of pitch and loudness

15 Speed of Closure
The ability to quickly make sense of information that seems to be without meaning or organization. It involves quickly combining and organizing different pieces of information into a meaningful pattern

10 Auditory Attention
The ability to focus on a single source of auditory (hearing) information in the presence of other distracting sounds

10 Mathematical Reasoning
The ability to understand and organize a problem and then to select a mathematical method or formula to solve the problem

10 Fluency of Ideas
The ability to come up with a number of ideas about a given topic. It concerns the number of ideas produced and not the quality, correctness, or creativity of the ideas.

10 Glare Sensitivity
The ability to see objects in the presence of glare or bright lighting

10 Speech Clarity
The ability to speak clearly so that it is understandable to a listener

5 Night Vision
The ability to see under low light conditions

**WORK ACTIVITIES:**
Work activities elements are ranked by *importance*.

90 Performing General Physical Activities
Performing physical activities that require moving one's whole body, such as in climbing, lifting, balancing, walking, stooping, where the activities often also require considerable use of the arms and legs, such as in the physical handling of materials.

85 Handling and Moving Objects
Using one's own hands and arms in handling, installing, forming, positioning, and moving materials, or in manipulating things, including the use of keyboards.

55 Evaluating Information Against Standards
Evaluating information against a set of standards and verifying that it is correct.

50 Identifying Objects, Actions, and Events
Identifying information received by making estimates or categorizations, recognizing differences or similarities, or sensing changes in circumstances or events.

50 Inspecting Equipment, Structures, or Material
Inspecting or diagnosing equipment, structures, or materials to identify the causes of errors or other problems or defects.

45 Monitor Processes, Material, or Surroundings
Monitoring and reviewing information from materials, events, or the environment, often to detect problems or to find out when things are finished.

45 Documenting or Recording Information
Entering, transcribing, recording, storing, or maintaining information in either written form or by electronic/magnetic recording.

45 Getting Information Needed to Do the Job
Observing, receiving, and otherwise obtaining information from all relevant sources.

40 Controlling Machines and Processes
Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).

40 Implementing Ideas or Programs
Conducting or carrying out work procedures and activities in accord with one's own ideas or information provided through directions/instructions for purposes of installing, modifying, preparing, delivering, constructing, integrating, finishing, or completing programs, systems, structures, or products.

30 Assisting and Caring for Others
Providing assistance or personal care to others.

25 Performing Administrative Activities
Approving requests, handling paperwork, and performing day-to-day administrative tasks.

20 Updating and Using Job-Relevant Knowledge
Keeping up-to-date technically and knowing one's own jobs' and related jobs' functions.

20 Processing Information
Compiling, coding, categorizing, calculating, tabulating, auditing, verifying, or processing information or data.

15 Analyzing Data or Information
Identifying underlying principles, reasons, or facts by breaking down information or data into separate parts.

15 Judging Qualities of Things, Services, or People
Making judgments about or assessing the value, importance, or quality of things or people.

15 Repairing and Maintaining Mechanical Equipment
Fixing, servicing, aligning, setting up, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles.

15 Estimating Needed Characteristics
Estimating the Characteristics of Materials, Products, Events, or Information: Estimating sizes, distances, and quantities, or determining time, costs, resources, or materials needed to perform a work activity.

10 Organizing, Planning, and Prioritizing
Developing plans to accomplish work, and prioritizing and organizing one's own work.

10 Communicating With Other Workers
Providing information to supervisors, fellow workers, and subordinates. This information can be exchanged face-to-face, in writing, or via telephone/electronic transfer.

10 Making Decisions and Solving Problems
Combining, evaluating, and reasoning with information and data to make decisions and solve problems. These processes involve making decisions about the relative importance of information and choosing the best solution.

5 Developing Objectives and Strategies
Establishing long range objectives and specifying the strategies and actions to achieve these objectives.

5 Operating Vehicles or Equipment
Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.

5 Repairing and Maintaining Electrical Equipment
Fixing, servicing, adjusting, regulating, calibrating, fine-tuning, or testing machines, devices, and equipment that operate primarily on the basis of electrical or electronic (not mechanical) principles.
5 Establishing and Maintaining Relationships
Developing constructive and cooperative working relationships with others.

5 Coordinating Work and Activities of Others
Coordinating members of a work group to accomplish tasks.

**WORK CONTEXT:**
Work context elements are ranked by frequency (F), importance (I), responsibility (R), amount of contact (C), how serious (S), objective vs. subjective (O), automation (A), extent of frustration (E), responsible for health and safety (H), likelihood of injury (L), degree of injury (D).

90 (F) Using Hands on Objects, Tools, Controls
How much time in a usual work period does the worker spend: Using hands to handle, control, or feel objects, tools or controls?

80 (F) Standing
How much time in a usual work period does the worker spend: Standing?

75 (F) Indoors
How frequently does this job require the worker to work: Indoors

70 (F) Making Repetitive Motions
How much time in a usual work period does the worker spend: Making repetitive motions?

65 (F) Hazardous Equipment
How often does this job require the worker to be exposed to hazardous equipment? Hazardous Equipment (e.g., saws, machinery/mechanical parts include exposure to vehicular traffic, but not driving a vehicle)

65 (F) Bending or Twisting the Body
How much time in a usual work period does the worker spend: Bending or twisting the body?

60 (F) Common Protective or Safety Attire
How often does the worker wear: Common protective or safety attire, such as safety shoes, glasses, gloves, hearing protection, hard-hat, or personal flotation device?

60 (F) Sounds or Noise Levels Are Distracting
How often during a usual work period is the worker exposed to the following conditions: Sounds and noise levels that are distracting and uncomfortable?

55 (F) Walking or Running
How much time in a usual work period does the worker spend: Walking or running?

54 (L) Hazardous Equipment
What is the likelihood that the worker would be injured as a result of being exposed to hazardous equipment while performing this job? Hazardous Equipment (e.g., saws, machinery/mechanical parts include exposure to vehicular traffic, but not driving a vehicle)

52 (I) Importance of Repeating Same Tasks
How important is repeating the same physical activities (e.g., key entry) or mental activities (e.g., checking entries in a ledger) over and over, without stopping, to performing this job?

52 (I) Importance of Being Sure All Is Done
How important is it to be sure that all the details of this job are performed and everything is done completely?

50 (F) Hazardous Situations
How often does this job require the worker to be exposed to hazardous situations? Hazardous Situations involving likely cuts, bites, stings, or minor burns

50 (F) Very Hot
How often during a usual work period is the worker exposed to the following conditions: Very hot (above 90 F) or very cold (under 32 F) temperatures?

50 (F) Outdoors
How frequently does this job require the worker to work: Outdoors

50 (F) Contaminants
How often during a usual work period is the worker exposed to the following conditions: Contaminants (pollutants, gases, dust, odors, etc.)?

48 (I) Importance of Being Exact or Accurate
How important is being very exact or highly accurate in performing this job?

45 (F) Kneeling, Crouching or Crawling
How much time in a usual work period does the worker spend: Kneeling, stooping, crouching or crawling?

44 (D) Hazardous Equipment
If injury, due to exposure to hazardous equipment, were to occur while performing this job, how serious would be the likely outcome? Hazardous Equipment (e.g., saws, machinery/mechanical parts include exposure to vehicular traffic, but not driving a vehicle)

40 (F) Hazardous Conditions
How often does this job require the worker to be exposed to hazardous conditions? Hazardous Conditions (e.g., high voltage electricity, combustibles, explosives, chemicals; do not include hazardous equipment or situations)

40 (I) Pace Determined by Speed of Equipment
How important is it to this job that the pace is determined by the speed of equipment or machinery? (This does not refer to keeping busy at all times on this job.)

40 (F) Extremely Bright or Inadequate Lighting
How often during a usual work period is the worker exposed to the following conditions: Extremely bright or inadequate lighting conditions?

40 (F) Keeping or Regaining Balance
How much time in a usual work period does the worker spend: Keeping or regaining balance?

37 (L) Hazardous Conditions
What is the likelihood that the worker would be injured as a result of being exposed to hazardous conditions while performing this job? Hazardous Conditions (e.g., high voltage electricity, combustibles, explosives, chemicals; do not include hazardous equipment or situations)

37 (L) Hazardous Situations
What is the likelihood that the worker would be injured as a result of being exposed to hazardous situations while performing this job? Hazardous Situations involving likely cuts, bites, stings, or minor burns

36 (I) Importance of Being Aware of New Events
How important is being constantly aware of either frequently changing events (e.g. security guard watching for shoplifters) or infrequent events (e.g. radar operator watching for tornadoes) to performing this job?

35 (F) Cramped Work Space, Awkward Positions
How often during a usual work period is the worker exposed to the following conditions: Cramped work space that requires getting into awkward positions?

35 (F) Sitting
How much time in a usual work period does the worker spend: Sitting?

35 (F) Climbing Ladders, Scaffolds, Poles, etc.
How much time in a usual work period does the worker spend: Climbing ladders, scaffolds, poles, etc?

30 (A) Degree of Automation
Indicate the level of automation of this job.

30 (E) Frustrating Circumstances
To what extent do frustrating circumstances ("road blocks" to work that are beyond the worker's control) hinder the accomplishment of this job?

27 (S) Consequence of Error
How serious would the result usually be if the worker made a mistake that was not readily correctable?

26 (H) Responsible for Health and Safety of Others
How responsible is the worker for others' health and safety on this job?

26 (L) High Places
What is the likelihood that the worker would be injured as a result of being exposed to high places while performing this job? High Places (e.g., heights above 8 feet on ladders, poles, scaffolding, catwalks, etc.)

25 (F) High Places
How often does this job require the worker to be exposed to high places? High Places (e.g., heights above 8 feet on ladders, poles, scaffolding, catwalks, etc.)

24 (D) Hazardous Situations
If injury, due to exposure to hazardous situations, were to occur while performing this job, how serious would be the likely outcome? Hazardous Situations involving likely cuts, bites, stings, or minor burns

24 (D) Hazardous Conditions
If injury, due to exposure to hazardous conditions, were to occur while performing this job, how serious would be the likely
outcome? Hazardous Conditions (e.g., high voltage electricity, combustibles, explosives, chemicals; do not include hazardous equipment or situations)

23 (C) Job-Required Social Interaction
How much does this job require the worker to be in contact (face-to-face, by telephone, or otherwise) with others in order to perform it?

20 (F) Specialized Protective or Safety Attire
How often does the worker wear: Specialized protective or safety attire, such as breathing apparatus, safety harness, full protection suit, or radiation protection?

20 (D) High Places
If injury, due to exposure to high places, were to occur while performing this job, how serious would be the likely outcome? High Places (e.g., heights above 8 feet on ladders, poles, scaffolding, catwalks, etc.)

20 (I) Provide a Service to Others
How important are interactions requiring the worker to: Provide a service to others (e.g., customers)?

20 (I) Coordinate or Lead Others
How important are interactions requiring the worker to: Coordinate or lead others in accomplishing work activities (not supervision)?

15 (F) Frequency in Conflict Situations
How frequently do the job requirements place the worker in conflict situations?

15 (F) Deal With Unpleasant or Angry People
How frequently does the worker have to deal with unpleasant, angry, or discourteous individuals as part of the job requirements?

15 (F) Whole Body Vibration
How often during a usual work period is the worker exposed to the following conditions: Whole body vibration (e.g., operating a jackhammer or earthmoving equipment)?

15 (F) Special Uniform
How often does the worker wear: A special uniform, such as that of a commercial pilot, nurse, police officer, or military personnel?

11 (R) Responsibility for Outcomes and Results
How responsible is the worker for work outcomes and results of other workers?

8 (I) Take a Position Opposed to Others
How important are interactions requiring the worker to: Take a position opposed to coworkers or others?

5 (F) Radiation
How often does this job require the worker to be exposed to radiation?

5 (F) Diseases or Infections
How often does this job require the worker to be exposed to diseases/infection? Diseases/Infections (e.g., patient care, some laboratory work, sanitation control, etc.)

5 (F) Deal With Physically Aggressive People
How frequently does this job require the worker to deal with physical aggression of violent individuals?

4 (I) Persuade Someone to a Course of Action
How important are interactions requiring the worker to: Persuade someone to a course of action (informally) or influence others to buy something (to sell)?

4 (I) Supervise, Coach, Train Others
How important are interactions requiring the worker to: Supervise, coach, train, or develop other employees?

3 (O) Objective or Subjective Information
How objective or subjective is the information communicated in this job?

INTERESTS:
Interest elements are ranked by occupational interest.

94 Realistic
Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

28 Conventional
Conventional occupations frequently involve following set procedures and routines. These occupations can include working with
data and details more than with ideas. Usually there is a clear line of authority to follow.

11 Enterprising
Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

11 Social
Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.

11 Artistic
Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.

11 Investigative
Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.

**WORK VALUES:**
Work values elements are ranked by *extent.*

49 Relationships-Mean Extent
Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

48 Support-Mean Extent
Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.

41 Working Conditions-Mean Extent
Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

16 Recognition-Mean Extent
Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

13 Achievement-Mean Extent
Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

9 Independence-Mean Extent
Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

84 Moral Values
Workers on this job are never pressured to do things that go against their sense of right and wrong

63 Activity
Workers on this job are busy all the time

50 Supervision, Human Relations
Workers on this job have supervisors who back up their workers with management

50 Co-workers
Workers on this job have co-workers who are easy to get along with

47 Company Policies and Practices
Workers on this job are treated fairly by the company

47 Supervision, Technical
Workers on this job have supervisors who train their workers well

44 Independence
Workers on this job do their work alone

41 Security
Workers on this job have steady employment

41 Advancement
Workers on this job have opportunities for advancement
34 Variety
Workers on this job have something different to do every day

34 Working Conditions
Workers on this job have good working conditions

31 Compensation
Workers on this job are paid well in comparison with other workers

19 Achievement
Workers on this job get a feeling of accomplishment

16 Autonomy
Workers on this job plan their work with little supervision

13 Recognition
Workers on this job receive recognition for the work they do

13 Social Service
Workers on this job have work where they do things for other people

6 Creativity
Workers on this job try out their own ideas

6 Ability Utilization
Workers on this job make use of their individual abilities

6 Social Status
Workers on this job are looked up to by others in their company and their community

6 Responsibility
Workers on this job make decisions on their own

3 Authority
Workers on this job give directions and instructions to others

**CROSSWALKS:**

DOT91 [Dictionary of Occupational Titles]:

- 715687000 Motor Polarizer
- 715687126 Washer
- 724687010 Lacer and Tier
- 723687022 Wiper
- 715687102 Parts Remover
- 715687106 Racker
- 910687026 Track Oiler
- 809687022 Laborer, Shipyard
- 819666010 Machine Helper
- 819687014 Welder Helper
- 869667014 Signaler
- 869687018 Cleaner
- 899687010 Decorator, Street and Building
- 899687014 Laborer, Airport Maintenance
- 909687014 Laborer, General
- 789687000 Laborer, Canvas Shop
- 910687018 Car Icer
- 806687050 Shipfitter Helper
- 911677014 Hatch Tender
- 911677018 Ticket Taker, Ferryboat
- 911687010 Boat-Loader Helper
- 911697026 Lines Tender
- 914687010 Laborer, Pipelines
- 914687018 Pumper Helper
- 920587014 Labeler
- 920686010 Bander-and-Cellophaner Helper, Machine
- 910687010 Baggage Handler
- 794687038 Pattern Ruler
- 789687094 Lacer
- 789687110 Fairer
- 789687118 Parachute-Line Tier
- 789687122 Pillow Cleaner
- 789687134 Rag Sorter and Cutter
- 727687014 Acid Filler
- 789687158 Rug-Inspector Helper
- 789687166 Seam Steamer
- 809687014 Helper, Manufacturing
- 789687182 Turner
- 807667010 Flatcar Whacker
- 794687050 Scraper

http://www.occupationalinfo.org/onet/98999a.html
800687010 Riveter Helper
801687010 Assembler Helper, Internal Combustion Engine
801687014 Fitter Helper
801687018 Tank-Setter Helper
805687010 Boilermaker Helper I
806667010 Helper, Metal Hanging
806687022 Helper, Metal Bonding
920687062 Cardboard Inserter
976687034 General Worker, Lithographic
955667010 Incinerator Plant Laborer
920686022 Order Filler, Linseed Oil
933687010 Grizzly Worker
934687010 Foot Worker
939687014 Company Laborer
939687018 Laborer
939687034 Sand Filler
952665010 Laborer, powerhouse
952667010 Street-Light Cleaner
929687038 Returned-Case Inspector
953667010 Gas-Leak Inspector Helper
929687026 Liner Inserter
955687014 Snow Shoveler
955687018 Street Cleaner
962687010 Dolly Pusher
962687014 Film Loader
969687010 Circus Laborer
969687014 Ice Maker, Skating Rink
971687010 Etcher Helper, hand
979687014 Photostat-Operator Helper
979687022 Screen Printer Helper
952687014 Substation-Operator Helper
922687030 Can Filler
789687138 Raker
920687098 Handkerchief Folder
920687102 Hogshead Opener
920687106 Label Remover
920687138 Paper Inserter
920687186 Table-Cover Folder
920687190 Tie Binder
921687010 Boat-Hoist-Operator Helper
930687018 Cutter-Operator Helper
922667010 Yard Worker, Used Building Materials
920687046 Bundler, Seasonal Greenery
922687058 Laborer, Stores
922687062 Laborer, Wharf
922687066 Last Putter-Away
922687102 Yard Laborer
929587010 Nut-and-Bolt Assembler
929686014 Band Salvager
929687014 Klin Drawer
929687018 Laborer, High-Density Press
929687022 Laborer, Salvage
921687034 Wood Handler
764687038 Barrel-Raiser Helper
781687022 Cutter Helper
753687034 Mold-Insert Changer
753687042 Stocklayer
754687014 Sequins Stringer
7562687026 Crossband Layer
756287062 Sheet Turner
763687010 Blow-Off Worker
764687010 Air-and-Water Filler
764687018 Barrel Drainer
764687010 Racker
764687034 Barrel-Charrer Helper
741687014 Painter Helper, Spray
764687046 Channel Installer
769687038 Putty Mixer and Applier
769687054 Woodworking-Shop Hand
770687026 Jewel Stringer
770687030 Pulverser
789687174 Thread Separator
779687038 Waxer
789687074 Garment Turner
780687054 Upholsterer Helper
781687018 Cloth Tearer
764687030 Barrel Marker
734687022 Bobbin Disker
727687070 Lead-Burner Helper
729687014 Electrode Cleaner
729687018 Lamination Spinner

http://www.occupationalinfo.org/onet/98999a.html
729687026 Plate Stacker, Hand
731687010 Finisher, Hand
731687018 Hackler, Doll Wigs
732687030 Laborer
732687066 Reverser
732687082 Wax-Bail Knock-Out Worker
749687034 Pipe Racker
733687078 Washer
780687026 Mattress Stripper
735687010 Dipper
735687026 Racker
736587010 Barrel Loader and Cleaner
736687010 Greaser
737687010 Bandoleer Straightener-Stamper
737687034 Demolition Specialist
737687050 Igniter Capper
737687082 Manual-Plate Filler
739687058 Cleaner
739687098 Floor Worker
733687026 Clamper
788687066 Laborer, Boot and Shoe
788687130 Shoe Turner
788687018 Brusher
788687022 Buckler and Lacer
788687050 Folder, Hand
788687058 Heel Dipper
799687010 Boner
799687014 Bag Liner
784687078 Straw-Hat-Washer Operator
789587018 Parachute Marker
784687066 Smoke-Room Operator
788687070 Lacer I
788687146 Tack Puller
788687086 Last Puller
788687134 Sole Scraper
788687090 Leather Softener
788687114 Shank Taper
788687122 Shoe Cleaner
788687126 Shoe Coverer
775687018 Glass-Cutter Helper
782687030 Puller-Through
789687066 Garment Folder
781687038 Goods Layer
781687058 Spreader I
781687062 Stamper I
781687066 Stenciler
782687010 Basting Puller
784687086 Hat Conditioner
782687026 Pinner
788687062 Insole-and-Heel-Stiffener
782687034 Raveler
799687062 Fringer
783687030 Table Worker
784687010 Brim Raiser
789687058 Folder
789687046 Final Assembler
784687038 Glove Turner
782687014 Buttoner
363687022 Stretcher-Drier Operator
361687026 Shaker, Wearing Apparel
509687014 Porcelain-Enamel Laborer
361687030 Washer, Hand
299687010 Porter, Sample Case
529486010 Nut-Process Helper
364687010 Dyer Helper
361687018 Laundry Laborer
509687010 Bottom Maker
511586010 Top-Precipitator-Operator Helper
363687018 Puff Ironer
363687014 Ironer, Sock
363687010 Glove Former
230687010 Advertising-Material Distributor
362686010 Dry-Cleaner Helper
362686014 Rug-Cleaner Helper
362687010 Glove Cleaner, Hand
362687014 Linen Scrubber
362687018 Shaver
511667010 Clarifier-Operator Helper
230667014 Telephone-Directory Deliverer
299667010 Billposter
522687030 Leaf-Conditioner Helper
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<td>Lead-Caster Helper</td>
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<td>522655014</td>
<td>Yeast Pusher</td>
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http://www.occupationalinfo.org/onet/98999a.html
525687114 Stunner, Animal
525687038 Hide Handler
511687026 Tailings-Dam Laborer
514667010 Casting-Wheel-Operator Helper
524687014 Garnisher
524686014 Novelty Worker
523687018 Kiln Loader
524687018 Racker
523687014 Fish Drier
514667014 Piq-Machine-Operator Helper
514667018 Spout Worker
569687010 Clamp Remover
529687094 General Helper
709687046 Tin-Container Straightener
556687026 Pourer
691687010 Production Helper
529687078 Filler-Shredder Helper
529687050 Cook Helper
529687070 Distributor-Cleaner
529687066 Distillery Worker, General
556687014 Log Washer
709687010 Cleaner and Polisher
529687130 Laborer
709686010 Laborer, Tin Can
529687038 Char-Dust Cleaner and Salvager
709687014 Cleaner, Furniture
570686014 Abrasive-Mixer Helper
553686030 Drier-Operator Helper
700687030 Cutch Cleaner
553687010 Drier Helper
529687222 Wrapping Machine Helper
553687014 Furnace Helper I
573667010 Kiln Drawer
554566010 Finisher
554686014 Calender-Let-Off Helper
554686018 Calender-Operator Helper
554686022 Calender-Wind-Up Helper
690686030 Cutting-Machine-Tender Helper
554687010 Spreader
556687018 Mold Cleaner
582686014 Dye-Reel-Operator Helper
582686022 Skin-Yarn-Dyer Helper
582686026 Slasher-Tender Helper
582687014 Dyer
582687018 Felt-Hat Steamer
555587010 Mold Parter
590687010 Laborer
690686014 Bias-Machine-Operator Helper
690686070 Tubular-Machine-Operator Helper
556686010 Cake-Press-Operator Helper
556687014 Cell Preparer
529687166 Odd Bundle Worker
559687030 Cotton Washer
529686050 Laborer, Cheesemaking
559687014 Laborer, General
589686026 Laborer, General
564687010 Chopper
584686010 Yarn-Mercerizer-Operator Helper
669686026 Split-Basket Maker Helper, Machine
587687010 Canvas Shrinking
587686010 Cloth-Shrinking-Machine-Operator Helper
669686014 Box-Blank-Machine-Operator Helper
586686023 Machine Helper
586686014 Felting-Machine-Operator Helper
559686026 Laborer, General
589686038 Rug-Inspector Helper
559687026 Contact-Acid-Plant-Operator Helper
589687010 Cake Wrapper
663686039 Veneer-Clipper Helper
559687046 Frame Stripper
665686018 Veneer-Jointer Helper
559687050 Laborer, Chemical Processing
559687054 Skinning-Machine Helper
585687018 Cloak-Edge Singer
667686022 Turning-Machine-Operator Helper
667687010 Buzzsaw-Operator Helper
585687026 Shade-Cloth Finisher
692687018 Solicer
561685010 Treating-Engineer Helper
561686010 Laborer, Wood-Preserving Plant
559686038 Reduction-Furnace-Operator Helper
652686038 Screen-Printing-Machine-Operator Helper
599687018 Lead Handler
529686078 Raw-Cheese Worker
599687014 Booker
583687010 Press Hand
543687010 Coke Drawer, Hand
529686046 General Helper
553686014 Cd-Mixer Helper
506866010 Coating-Machine-Operator Helper
529686034 Factory Helper
558686010 Furnace Helper II
529686026 Dairy Helper
558687010 Bleach Packer
559666010 Tower Attendant
589687058 Shaker
529687010 Basket Filler
589687042 Tube Cleaner
652687010 Cloth Spreader, Screen Printing
652687014 Color Dipper
705687010 Jigger
652687018 Filler-Block Inserter-Remover
652687022 Paint Pourer
652687026 Pasteur, Screen Printing
589687026 Laborer, General
559687010 Rod-and-Tube Straightener
652687058 Wallpaper-Printer Helper
599687022 Fabric-Lay-Out Worker
589687018 Dipper
590667010 Stove-Bottom Worker
619686034 Forge Helper
683687022 Hook Puller
683687030 Loom Changeover Operator
550686018 Crutcher Helper
550686026 Mixer Helper
579667010 Laborer, General
550686038 Roof-Cement-and-Paint-Maker Helper
575686010 Dry-Press-Operator Helper
550687010 Chemical-Compounder Helper
550687014 Color Strainer
550687018 Dye-Weigher Helper
685686014 Knitting-Machine Operator Helper
575687014 Forming-Machine Upkeep-Mechanic Helper
619687014 Machine Helper
683687010 Drawer-in Helper, Hand
619686030 Stretcher-Leveler-Operator Helper
619686022 Metal-Fabricating-Shop Helper
553686042 Varnish-Maker Helper
534687014 Creping-Machine-Operator Helper
581687022 Spreader
534686010 Paper-Processing-Machine Helper
575687010 Balcony Worker
641686010 Blanket-Winder Helper
641686014 Carton-Forming-Machine Helper
641686018 Corrugator-Operator Helper
641686022 Liner-Machine-Operator Helper
686686014 Rug-Cutter Helper
685687014 Cuff Folder
579687042 Laborer, Concrete Plant
543686014 Oven Dauber
677486010 Circular-Sawyer Helper
677666010 Splitting-Machine-Operator Helper
712687034 Suture Winder, Hand
712687030 Suture Polisher
549587010 Compressed-Gas-Plant Worker
549686010 Briquette-Machine-Operator Helper
549687010 Chaser, Tar
549687018 Laborer, Petroleum Refinery
699587010 Slitting-Machine-Operator Helper I
579687010 Brake-Lining-Finisher Helper, Asbestos
549687022 Mud-Mixer Helper
683687018 Hander-in
579687038 Disc-Pad-Plate Filler
683687014 Drop-Wire Hanger
540687010 Seal Mixer
628687014 Shear-Grinder-Operator Helper
550586010 Blender Helper
550587010 Make-Up Operator Helper
680687010 Apron Cleaner
681686014 Beamer Helper
640686014 Slotter-Operator Helper
681687014 Loose-End Finder, Bobbin
AIM97 (Apprenticeship Information Management): No crosswalks

CEN90 (1990 Census Occupations):
- 547 Specified Mechanics and Repairers, N.E.C.
- 889 Laborers, except Construction
- 869 Construction Laborers
- 769 Slicing and Cutting Machine Operators
- 777 Miscellaneous Machine Operators, N.E.C.
- 883 Freight, Stock, and Material Handlers, N.E.C.
- 874 Production Helpers
- 878 Machine Feeders and Offbearers
- 749 Miscellaneous Textile Machine Operators
- 785 Assemblers
- 888 Hand Packers and Packagers
- 877 Stock Handlers and Baggiers
- 719 Molding and Casting Machine Operators
- 887 Vehicle Washers and Equipment Cleaners

CIP90 (Classification of Instructional Programs):
- 000000 NO CIP ASSIGNED

GOE93 (Guide for Occupational Exploration):
- 051220 Elemental Work: Mechanical: Signaling
- 060439 Elemental Work: Industrial: Cleaning
- 060402 Elemental Work: Industrial: Machine Work, Metal and Plastics
- 060406 Elemental Work: Industrial: Machine Work, Textiles
<table>
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<tr>
<th>Code</th>
<th>Description</th>
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<tbody>
<tr>
<td>060421</td>
<td>Elemental Work: Industrial: Machine Work, Brushing, Spraying, and Coat</td>
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<td>051218</td>
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<td>060206</td>
<td>Production Work: Machine Work, Textiles</td>
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<td>060302</td>
<td>Quality Control: Inspecting, Grading, Sorting, Weighing, and Recording</td>
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<tr>
<td>060420</td>
<td>Elemental Work: Industrial: Machine Assembling</td>
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<td>060440</td>
<td>Elemental Work: Industrial: Loading, Moving, Hoisting, and Conveying</td>
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<td>070702</td>
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<td>060407</td>
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<td>060438</td>
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<td>051202</td>
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<td>060216</td>
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<td>050601</td>
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<td>Material Control: Estimating, Scheduling, and Record Keeping</td>
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<td>051208</td>
<td>Elemental Work: Mechanical: Lubricating</td>
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<td>060432</td>
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6/6/2017

060428 Elemental Work: Industrial: Manual Work, Food Processing
051212 Elemental Work: Mechanical: Structural Work
060412 Elemental Work: Industrial: Equipment Operation, Petroleum, Gas, and C
060416 Elemental Work: Industrial: Equipment Operation, Textile, Fabric and L

MOC97 (Military Occupational Codes): No crosswalks

OES98 (Occupational Employment Statistics): 98999 Other Helpers, Laborers, and Material Movers, Hand

OPM97 (Office of Personnel Management Occupations): 3502 Laboring
3506 Summer Aid/student Aid
9859 Wiper
9983 Assistant Laundryman
5201 Miscellaneous Occupations
1601 General Facilities and Equipment
9982 Laundryman
6907 Materials Handler
9888 Laundryman
6901 Misc Warehousing and Stock Handling
5767 Airfield Clearing Equipment Operating
6968 Aircraft Freight Loading
3545 Pier Facilities Working
6920 Train-Baggage Handling
3501 Misc General Services and Support Work
9965 Wiper
3508 Pipeline Working

SOC98 (Standard Occupational Classification): 51-9198 Helpers--Production Workers

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