

A Strategy to Grow the Fort Bragg Region's Defense & Homeland Security Economy

THE UNIVERSITY OF NORTH CAROLINA

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Volume Six

Labor Supply: Separating Military Personnel



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Volume Six – Labor Supply: Separating Military Personnel

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Table of Contents

I.	Summary	1
II.	Introduction.....	3
III.	Methodology	3
IV.	Military Personnel Strength and BRAC Transitions	4
V.	Service Member Separation Numbers and Occupations	5
VI.	Estimating FY2013 Separation Numbers	9
VII.	Crosswalk to Civilian Occupations and Industries	11
VIII.	Comparison of D&HS Industries and Separating Population Occupations.....	15
IX.	Conclusions.....	26
	Appendix A: Military Strength FY2009 to FY2013 by Rank with BRAC Transitions	28
	Appendix B: FY2013 Ft. Bragg Rank, MOS, and Civilian Occupation Estimates	29
	Appendix C: Top SOCs of Separating Personnel for D&HS Cluster Industries.....	36

I. Summary

There are approximately 6,825 military personnel separating from Fort Bragg and Pope AFB in 2008 and an estimated 6,936 in 2013. This represents an increase of 111 separating personnel over these five years. The military separating population includes those retiring and those separating prior to retirement.

These separating personnel vary in rank and occupations. Separations by rank for FY2013 are shown below for Fort Bragg. An additional 282 separations are anticipated from Pope AFB.

Table 1. Personnel Separations By Rank (Fort Bragg)

Rank	Total Population FY13	Separations		Retirements		Total FY13 Separations/Retirements
		Percent	Number	Percent	Number	
E-1 to E-4	21,314	15.10%	3,219	0.00%	—	3,219
E-5 to E-6	15,079	14.58%	2,199	0.89%	134	2,333
E-7 to E-9	7,051	1.00%	70	8.20%	579	649
W-1 to W-5	1,253	2.06%	26	4.70%	59	85
O-1 to O-3	3,752	5.48%	206	0.11%	4	210
O-4 to O-6	2,797	1.87%	52	3.78%	106	158
O-7 to O-10	33	0.00%	—	0.00%	—	—
Total	51,279	11.31%	5,772	1.71%	882	6,654

Military Occupation Codes (MOCs) were obtained from the North Carolina Military Business Center and the Fort Bragg Army Career and Alumni Program and cross walked with civilian occupation codes (i.e., Standard Occupational Classification (SOC) system codes) in the Defense and Homeland Security (D&HS) Industry Cluster.

The prevalent occupations in the D&HS industries that also aligned with separating personnel occupations were identified to better understand how this population could meet the needs of these emerging D&HS industries. The most promising industries (seven of fifteen industries of greatest interest) for potential employment for separating personnel are further described below.

- **Nonresidential Building Construction (NAICS 236200):** This industry has 50 separating service members in the three top occupations in the industry and a significant number of separating members in smaller but still significant occupations. The top three occupations in this industry include: carpenters; supervisors and managers of construction; and operating engineers and construction equipment operators.
- **Utility System Construction (NAICS 237100):** This industry has 31 separating service members in its second most common occupation, operating engineers and other construction equipment operators. There are 275 military personnel jobs that align with the top SOC codes of this industry; these SOC occupations account for 35 percent of this industry. Affected occupations include: supervisors and managers of construction; telecommunications line installers and repairers; plumbers; truck drivers; office clerks; welders; and others.

- **Electrical Equipment Manufacturing (NAICS 335300):** This industry has a considerable number of separating service members that fill key occupations. The top three military separation occupations are the fifth through seventh most common occupations in this industry, accounting for 51 separating personnel jobs. These three industries are: supervisors and managers of production and operating workers; inspectors, testers, sorters, samplers, and weighers; and machinists.
- **Aerospace Product and Parts Manufacturing (NAICS 336400):** This industry has the potential to employ a considerable number of separating service members in key industry occupations. The top four military separation occupations are the second through fifth most common occupations in this industry, including: aircraft structure, surfaces, rigging and systems assemblers; aircraft mechanics and service technicians; machinists; and inspectors, testers, sorters, samplers, and weighers. The separating population could produce 118 positions in these four occupations.
- **Warehousing and Storage (NAICS 493100):** This industry has a significant number of separating service members that could potentially fill key occupations in this industry. The top military separation occupation is the third most common occupation within this industry, stock clerks and order fillers, and the annual numbers of separations that align with this occupation are approximately 241.
- **Special Food Services (NAICS 722300):** The cooks and cafeteria occupation provides 193 separating service members annually and is the third most common occupation in this industry. This industry could potentially draw from numerous separating service members for employment.
- **Electronic and Precision Equipment Repair and Maintenance (NAICS 811200):** The top most common occupation in this industry has two separating service members; however, there are considerable common occupations within this industry that align with many separating service member skills and occupations. This industry could potentially target numerous military separation personnel for employment in the following industries, among others: medical equipment repairers; telecommunications equipment installers and repairers; and electrical and electronics repairers.

Military-specific occupations (for example, infantryman, artillery crew members) are a significant percentage of this separating population and include five of the 20 most frequently separating and retiring civilian occupations at Ft. Bragg. At Ft. Bragg, these military SOCs make up 2,173 of the 6,564 estimated separating or retiring soldiers in 2013, of which 1,755 are junior to mid level enlisted soldiers (E1 through E6) and 418 are senior enlisted and officers.

Although there are not direct civilian equivalents for these military occupations, these separating soldiers can contribute to the regional workforce as the D&HS industry cluster emerges.

- **Junior to Mid Level Enlisted:** The junior to mid level enlisted soldiers in military occupations bring adaptable skills to the workforce, with the strong potential for a disciplined work ethic and basic leadership skills. Their leadership and military experience can make an impact on many of the D&HS industries of greatest interest. The

mid-level enlisted would benefit from industry specific training and potential for growth into leadership responsibilities.

- **Senior Enlisted and Officers:** The senior enlisted and officer ranks offer excellent experience, leadership, and planning skills, which align well with the middle and upper levels of businesses within the D&HS industries. This group will generally produce more retirees to the transitioning work force, but also will include separating junior officers with a considerable civilian career ahead of them. This group will be candidates for on-site contractors and other military contracts, supporting the large contractor presence around FORSCOM and USARC.

II. Introduction

This section contains an analysis of the service members who separate or retire annually from the military from Fort Bragg and Pope Air Force Base in terms of numbers and occupations.

III. Methodology

In approaching this task a methodology was developed to analyze the separating military service members from Ft. Bragg and Pope AFB. This methodology relied on initial data gathering on separating personnel, including:

- Baseline military populations at Ft. Bragg and Pope AFB
- Number of service members separating, including military occupation codes (MOCs)¹ and ranks
- BRAC transition numbers by fiscal year and rank

After gathering the separation, baseline, and transition personnel data, the current military separation profile was forecasted to FY2013 based on the BRAC transition numbers and current separation percentages by pay grade. 2013 was chosen as a date to forecast to since that was the only data that was provided on transitions by rank. This resulted in a 2013 military separation profile. Next, the MOCs from the 2013 profile were translated to civilian occupations. This was undertaken through a MOC to Standard Occupation Code (SOC) crosswalk provided by the Defense Manpower Data Center (September, 2004). This allowed for a comparison between

¹ The military uses a system of Military Occupation Codes (MOCs) to generally categorize the occupations of its personnel. Additionally, each of the services has their own method of organizing and assigning occupation codes. The Army and Air Force MOCs are respectively called Military Occupation Specialties (MOS) and Air Force Specialty Codes (AFSC).

separating personnel occupations and civilian occupations identified in the industries of greatest interest, referred to as D&HS Cluster Analysis (2009) in the remainder of this document.

Once the separation personnel occupations were identified, they needed to be mapped to the relevant North American Industry Classification System (NAICS) codes for the D&HS Cluster Analysis (2009). The Bureau of Labor Statistics (BLS), Occupation Employment Statistics (OES) Office crosswalk of SOC to NAICS codes was utilized for the occupations that easily translate to civilian industries. Finally, because some MOCs and related SOCs may not directly map with the civilian occupations and specifically D&HS Cluster Analysis industries, the military occupations were considered qualitatively in terms of how general knowledge, skills, abilities, education, and/or training might qualify certain military-specific occupation candidates for opportunities in the D&HS industries.

IV. Military Personnel Strength and BRAC Transitions

The determination of current and future military populations by rank at Ft. Bragg and Pope AFB was derived from a combination of information from the Ft. Bragg and Pope AFB BRAC Office and the Ft. Bragg Military Personnel Division (MPD). Data from the BRAC Office was the main source for the FY2013 and baseline current military strength (end of FY2008). BRAC transition numbers were only available for Ft. Bragg and not Pope AFB and were provided by rank in March 2009, which included December 31, 2008 updates from the BRAC office.²

A. Pope AFB

The FY2008 military strength by rank for Pope AFB was provided by the Ft. Bragg BRAC Office in March 2009 with a total strength of 2,170.³ Since no transition numbers were provided for Pope AFB, the FY2013 numbers were assumed to be the same as those for current strength. The breakdown by rank of the 2,170 Pope AFB personnel is displayed in Table 2.

B. Ft. Bragg

The personnel strength numbers provided by the BRAC office were utilized for FY2013 end strength, along with the Ft. Bragg BRAC transitions by pay grade from FY2009 to FY2013. These military personnel baseline and FY2013 figures are shown in Table 2. See Appendix A: Military Strength FY2009 to FY2013 by Rank with BRAC Transitions for annual transition strength projections by rank.

² Source was *BRAC_Impact_03_10_2009 offsite contractors 1000.xls*, which was updated with 31 Dec 2008 changes received from John Harbison, BRAC RTF.

³ Provided by Mr. Van Borkulo on 12 Mar 2009 in file *FtBragg – Total Full Time Military – by grade – FY2013.xls*.

In 2013, total military strength of 51,279 for Ft. Bragg was provided by the BRAC Office.⁴ Since the source of the 51,279 strength did not include a breakdown by rank, a previous breakdown analysis (August 2008) by the BRAC Office was utilized.⁵ Therefore the percentage by rank from the August 2008 data was applied to the updated FY2013 end strength figure of 51,279 to develop the FY2013 military strength by rank estimates shown in Table 2.

Table 2: Ft. Bragg and Pope AFB Military Strength end of FY2008 and FY2013

	end of FY08		FY13	
	Ft. Bragg	Pope AFB	Ft. Bragg	Pope AFB
E1-E4	20,979	592	21,314	592
E5-E6	14,907	995	15,079	995
E7-E9	7,008	245	7,051	245
W1-W5	1,212	-	1,253	-
O1-O3	3,649	234	3,752	234
O4-O6	2,458	104	2,797	104
O7-O10	26	-	33	-
Total	50,239	2,170	51,279	2,170
	52,409		53,449	

V. Service Member Separation Numbers and Occupations

The Ft. Bragg Army Career and Alumni Program (ACAP) was contacted to collect service member annual separation data and information. The Pope AFB Transition Assistance Program (TAP) Office was contacted, and was unable to provide specific separation data. The North Carolina Military Business Center (NCMBC) provided information on military separating personnel in the Fort Bragg region. ACAP and NCMBC were able to provide data on number of separations and occupations of those separating. The numbers of separating warrant officers were included in these figures, but the occupations of this population were not available.

A. North Carolina Military Business Center (NCMBC)

The North Carolina Military Business Center (NCMBC) was contacted to gather data on separating service members at Ft. Bragg and Pope AFB. The NCMBC (website: www.ncmbc.us) provides businesses with information on workforce data of transitioning service members. The NCMBC provided a soft-copy of their database of transitioning service members in North

⁴ Ft. Bragg FY2013 total end strength was provided by Bragg BRAC office, Mr. Van Borkulo on 3/23/2008 in the file, *Ft. Bragg COP Data (31 Jan 09 lock).xls*. It is based on SAMAS 20090109 and TAADS 20090116 including IMCOM, OACSIM, and G3 review.

⁵ Ft. Bragg FY2013 percentage strength by rank was distributed based on rank profile that was in a file sent by Mr. Van Borkulo on 12 Aug 2008 named *FtBragg - Total Full Time Military - by grade - FY2013.xls*.

Carolina, which allowed considerable analysis of the separating personnel, including separations and retirements by MOCs and ranks in 2007.

1. Ft. Bragg

NCMBC's data for Ft. Bragg consisted of a three-year annual average of separations and retirements for 2005 to 2007. The average will level any unusually high or low annual numbers which might occur due to unit redeployment or deployment. Table 3 summarizes this three year annual average number of separations and retirements.

Table 3: NCMBC Ft. Bragg Annual Separations (3 year average 2005-7)

Rank	Number of Separations / Retirements
E1-E4	2,227
E5-E6	1,401
E7-E9	615
O1-O3	39
O4-O6	23
Total	4,305

Source: NCMBC

Since Ft. Bragg is an Army installation and uses occupations by Military Occupational Specialties (MOS), NCMBC separation data for Ft. Bragg was provided by MOS and rank. The top 15 separating MOS are displayed in Table 4. Infantrymen are by far the most common MOS that separates from Fort Bragg annually, with over three times as many infantrymen as the next most common separating occupation of healthcare specialist. While 11B is the single largest MOS separating, it represents less than 14% of the total separations, which is an indicator of the broad range of military specialties represented by the pool.

Table 4: Top 15 MOS Separating at Ft. Bragg

MOS	MOS Description	Avg. Annual Separation / Retirements
11B	Infantryman	920
91W	Health Care Specialist	255
92A	Automated Logistical Specialist	241
63B	Light-Wheel Vehicle Mechanic	213
13B	Cannon Crewmember	196
92G	Food Service Operations	193
92Y	Unit Supply Specialist	193
92R	Parachute Rigger	170
31B	Military Police	143
42A	Human Resources Specialist	142
88M	Motor Transport Operator	136
25Q	Multichannel Transmission Systems Operator-Maintainer	130
74B	Chemical Operations and Training	107
21B	Combat Engineer	100
92F	Petroleum Supply Specialist	99
37F	Psychological Operations Specialist	93
42L	Administrative Specialist	92
25F	Network Switching Systems Operator-Maintainer	86
25U	Signal Support Systems Specialist	86
18Z	Special Forces Senior Sergeant	79

Source: NCMBC, three-year annual average.

2. Pope AFB

NCMBC has not received data from Pope AFB, but did have separation and retirement data for Seymour Johnson AFB. Seymour Johnson AFB is approximately 70 miles east of Pope AFB and has 4,400 active military personnel. It is the home of the 4th Fighter Wing, which flies F-15Es and houses a reserve refueling wing as a major tenant.⁶ Pope AFB is home to the 43rd Airlift Wing and two tenant units: the 23rd Fighter Group and the 18th Air Support Operations Group. The 43rd Airlift Wing at Pope AFB provides contingency airlift to the 82nd Airborne Division and other special units at Fort Bragg right next door.⁷ Since no separation data exists for Pope AFB, Seymour Johnson's results from the NCMBC occupation codes database were used and scaled to represent the size of Pope AFB.

Although the missions at Pope and Seymour Johnson AFBs are different, at a high level the military skills are in the same general fields. For example, both bases have flying missions, so

⁶ Cragg, Dan, Guide to Military Installations, (Mechanicsburg, PA: Stackpole Books, 2001), 189.

⁷ GlobalSecurity.org, n.d., www.globalsecurity.org/military/facility/pope.htm, 3/20/2009.

although the aircraft mix may be different, the maintenance, flight operations, and pilot occupations should generally roll up to similar civilian occupations. Additionally, this approximation seems reasonable given the number of personnel at Pope are almost 48,000 less than the number at Ft. Bragg, so Pope AFB separating personnel numbers will be significantly less than those of Ft. Bragg.

The military occupations codes (MOC) or Air Force Specialty Codes (AFSCs) at Seymour Johnson were translated to their related civilian occupation codes. This translation is described in further detail later in this report. The fifteen most frequent separating civilian occupations for separating Air Force personnel are presented in Table 5.

Table 5: Top 15 Civilian Occupation Equivalents for Seymour Johnson AFB

Civilian Occupations
Avionics Technicians
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
Aircraft Mechanics and Service Technicians
Explosives Workers, Ordnance Handling Experts, and Blasters
First-Line Supervisors/Managers of Office and Administrative Support Workers
Human Resources, Training, and Labor Relations Specialists, All Other
Airfield Operations Specialists
Airline Pilots, Copilots, and Flight Engineers
Installation, Maintenance, and Repair Workers, All Other
Police and Sheriff's Patrol Officers
Petroleum Pump System Operators, Refinery Operators, and Gaugers
Air Traffic Controllers
Cooks, Institution and Cafeteria
Computer Operators
Electricians
Emergency Medical Technicians and Paramedics

Source: NCMBC

B. Ft. Bragg Army Career Alumni Program

Ft. Bragg ACAP provided calendar year 2008 separation personnel data, as detailed in Table 6. The ACAP data shows that 2008 separation numbers were higher than the average of years 2005 through 2007 from NCMBC data, which is likely due to the military growth at Ft. Bragg from BRAC and Grow the Army moves that have taken place since 2007.

Table 6: Ft. Bragg CY08 Separations / Retirements (ACAP)

CY2008 Ft. Bragg Separation - ACAP			
Rank	Separated	Retired	Total Separation / Retire
E-1 to E-4	3,168	-	3,168
E-5 to E-6	2,174	132	2,306
E-7 to E-9	70	575	645
W-1 to W-5	25	57	82
O-1 to O-3	200	4	204
O-4 to O-6	46	93	139
O-7 to O-10	-	-	-
TOTAL	5,683	861	6,544

ACAP also provided the Army MOS for the main occupational specialties that separated and retired from Ft. Bragg in 2008. The top ten MOS associated with separating and retiring personnel from Ft. Bragg in 2008 are summarized in Table 7. Consistent with the NCMBC data, the top occupational specialty is infantrymen, which is followed by motor transport operators, logistical specialists, and many others. Additionally, all the MOS codes listed in Table 7 are included in the top 20 MOS codes from the NCMBC Ft. Bragg data.

Table 7: CY2008 Top 10 Separating and Retiring Military Occupation Specialties

MOS	MOS Description	# Separated / Retired
11B	Infantryman	970
88M	Motor Transport Operator	187
92A	Automated Logistical Specialist	176
92F	Petroleum Supply Specialist	169
13B	Cannon Crewmember	165
92Y	Unit Supply Specialist	154
92G	Food Service Operations	148
42A	Human Resources Specialist	145
21B	Combat Engineer	130
31B	Military Police	123
92R	Parachute Rigger	107
25U	Signal Support Systems Specialist	106
91W	Signal Support Systems Specialist	102
11C	Indirect Fire Infantryman	93
44C	Financial Management Technician	87

Source: ACAP

VI. Estimating FY2013 Separation Numbers

This section will explain the method of forecasting and estimating FY2013 separation numbers at Ft. Bragg and Pope AFB. ACAP 2008 separation data on the number of separating personnel by rank were used to project separating personnel in 2013 by rank. These were the most recent numbers available and therefore were utilized. Since ACAP did not have comprehensive listings of occupations, the NCMBC separating occupations (2005 to 2007 three-year average) were

utilized and scaled to the ACAP separating numbers. The estimates of 2013 separating personnel are provided in this section.

A. Ft. Bragg

The FY2013 separation numbers were estimated by first deriving a percentage of separating and retiring personnel by rank at the end of FY2008. Using the military strength numbers for FY2008 (50,239) and the ACAP separation and retirement figures for CY2008, a percentage was determined for each rank grouping. These percentages were applied to the FY2013 military strength of 51,279 by rank. This resulted in a total of 6,654 separating or retiring soldiers from Ft. Bragg in 2013. Table 8 summarizes the number of separations by rank grouping in 2008 and 2013.

Table 8: Ft. Bragg FY2013 Separation Numbers

ranks	Total Population FY13	Separations		Retirements		Total FY13 separate / retire
		Percent	No.	Percent	No.	
E-1 to E-4	21,314	15.10%	3,219	0.00%	-	3,219
E-5 to E-6	15,079	14.58%	2,199	0.89%	134	2,333
E-7 to E-9	7,051	1.00%	70	8.20%	579	649
W-1 to W-5	1,253	2.06%	26	4.70%	59	85
O-1 to O-3	3,752	5.48%	206	0.11%	4	210
O-4 to O-6	2,797	1.87%	52	3.78%	106	158
O-7 to O-10	33	0.00%	-	0.00%	-	-
TOTAL	51,279	11.31%	5,772	1.71%	882	6,654

B. Pope AFB

Fort Bragg percentages shown above for separations and retirements were utilized for Pope AFB to estimate FY2013 separation and retirement numbers, resulting in 282 separations or retirements, as shown in Table 9.

Table 9: Pope AFB FY2013 Separation Numbers

ranks	Total Population FY13	Separations / Retirements	
		Percent	No.
E-1 to E-4	592	15.03%	89
E-5 to E-6	995	15.28%	152
E-7 to E-9	245	9.39%	23
O-1 to O-3	234	5.56%	13
O-4 to O-6	104	4.81%	5
TOTAL	2,170	13.00%	282

The occupations by rank breakdown as provided by the analysis of TAP Seymour AFB separations were applied to the estimated Pope AFB separating populations to determine the most likely separating occupations.

VII. Crosswalk to Civilian Occupations and Industries

Once data was gathered regarding separating service members MOCs, a translation was needed to crosswalk the MOCs to civilian occupation codes. The military to civilian occupation crosswalk was obtained from DoD Defense Manpower Data Center (DMDC, September, 2004), and in cases where an MOC was not present in the DoD crosswalk, the NCMBC database was used. NCMBC also has a crosswalk between MOC and civilian occupations, but their database does not provide the civilian occupation code which was necessary for finding occupations that are employed by a given industry (described in detail in the following section).

The civilian occupation codes are reported in Standard Occupation Classifications (SOC) from the 2000 census (U.S. Census Bureau). Not all MOCs translate to civilian or SOCs, as exemplified by the MOC of infantryman. The occupations that are not easily translated to civilian occupations and industries are further examined in the section titled Military-Specific Occupations on page 24.

Table 10 presents an example of how military occupation codes, in this case AFSCs, were translated to SOC codes. Separating AFSCs associated with Seymour Johnson AFB were translated into civilian occupation descriptions through SOC as shown below. This method is supported by DMDC in equating military occupations to civilian occupations. The Army MOS translation was completed in a similar fashion.

Table 10: Example of Air Force Specialty Codes Translated to SOC
Example of AFSPC Crosswalked to SOC (Seymour Johnson AFB)

AFSPC	Military Occupation Description	SOC Description
1C1	Air Traffic Control	Air Traffic Controllers
2A631D	Aerospace Propulsion Apprentice, F100, F119 Jet Engines	Aircraft Mechanics and Service Technicians
2A636	Systems Apprentice	Aircraft Mechanics and Service Technicians
2A651A	Aerospace Propulsion Journeyman, Jet Engines	Aircraft Mechanics and Service Technicians
2A653	Aircrew Egress Systems Journeyman	Aircraft Mechanics and Service Technicians
2A654	Aircraft Fuel Systems Journeyman	Aircraft Mechanics and Service Technicians
2A655	Aircraft Hydraulic Systems Journeyman	Aircraft Mechanics and Service Technicians
2A656	Aircraft Electrical And Environmental Systems Journeyman	Aircraft Mechanics and Service Technicians
2A733	Aircraft Structural Maintenance	Aircraft Mechanics and Service Technicians
2A753	Aircraft Structural Maintenance	Aircraft Mechanics and Service Technicians
1C0	Aviation Resource Management	Airfield Operations Specialists
1C751	Airfield Management Journeyman	Airfield Operations Specialists
11F3G	Formal Tng Instr, Fighter Pilot, F-15E	Airline Pilots, Copilots, and Flight Engineers
12F3F	Formal Tng Inst, Fighter Nav, F-15E	Airline Pilots, Copilots, and Flight Engineers
2T331	Vehicle And Vehicular Equipment	Automotive Service Technicians and Mechan
2A0	Avionics Test Station And Components	Avionics Technicians
2A33	Tactical Aircraft Maintenanc	Avionics Technicians
2A35	Tactical Aircraft Maintenance	Avionics Technicians
91W0	Wing Commander	Chief Executives
3E531	Engineering Apprentice	Civil Engineering Technicians
3E551	Engineering Journeyman	Civil Engineering Technicians

Once all the MOCs were translated to SOC's and the separation numbers for FY2013 were determined the significant SOC's in this population could be identified and analyzed. In Table 11 the top 20 SOC's for the Fort Bragg region are presented.

Table 11: Top SOCs for Separating Personnel in FY2013

soc code	SOC title	Total Separation Soldiers
55-3016	Infantry	920
29-2041	Medical Assistants	255
43-5081	Stock Clerks and Order Fillers	241
49-3023	Automotive Service Technicians and Mechanics	213
55-3014	Artillery and Missile Crew Members	196
35-2012	Cooks, Institution and Cafeteria	193
43-5081	Stock Clerks and Order Fillers	193
49-9093	Fabric Menders, Except Garment	170
33-3051	Police and Sheriff's Patrol Officers	143
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	142
53-3033	Truck Drivers, Light or Delivery Services	136
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	130
55-1019	Military Officer Special and Tactical Operations Leaders/Managers, All Other	107
47-4099	Construction and Related Workers, All Other	100
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	99
55-3019	Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	93
43-9061	Office Clerks, General	92
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	86
49-9052	Telecommunications Line Installers and Repairers	86
55-2013	First-Line Supervisors/Managers of All Other Tactical Operations Specialists	79

The D&HS Cluster Analysis (January, 2009) identified a number of industries of great interest for this industry cluster. These industries are identified through the North American Industry Classification System (NAICS) 2007 codes. Therefore, these NAICS industries needed to be cross walked with the SOC codes. NAICS codes range from more general industry classifications (two digit codes) to much more specific industries (six digit codes); the more specific industries roll up to more general industry codes. The Bureau of Labor Statistics (BLS), Occupation Employment Statistics (OES) (website: www.bls.gov/oes/home.htm) provides a conversion from SOC to NAICS code. However, BLS OES crosswalks are only provided for the four and sometimes five digit NAICS codes. All NAICS codes in the D&HS Cluster Analysis were therefore rolled up to the most specific level, resulting in four or five-digit level NAICS code analysis.

To illustrate this process, consider one of the D&HS Cluster Analysis industries of interest, NAICS code 334100, Computer and Peripheral Equipment Manufacturing. BLS OES identifies all occupations that are associated with or report to a defined NAICS code. The SOC occupations that report to NAICS code 334100 are shown in Table 12.

Table 12: NAICS 33410 Occupations Example

NAICS 334100 - Computer and Peripheral Equipment Manufacturing	
SOC Code	SOC Description
11-1011	Chief Executives
11-1021	General and Operations Managers
11-2021	Marketing Managers
11-2022	Sales Managers
11-2031	Public Relations Managers
11-3011	Administrative Services Managers
11-3021	Computer and Information Systems Managers
11-3031	Financial Managers
11-3041	Human Resources Managers, All Others
11-3042	Human Resources Managers, All Others
11-3049	Human Resources Managers, All Others
11-3051	Industrial Production Managers
11-3061	Purchasing Managers
11-3071	Transportation, Storage, and Distribution Managers
11-9041	Engineering Managers
11-9199	Managers, All Other
13-1022	Wholesale and Retail Buyers, Except Farm Products
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation
13-1051	Cost Estimators
13-1071	Employment, Recruitment, and Placement Specialists
13-1072	Compensation, Benefits, and Job Analysis Specialists
13-1073	Training and Development Specialists
13-1079	Human Resources Workers, All Other
13-1081	Human Resources Workers, All Other
13-1111	Management Analysts
13-1121	Meeting and Convention Planners
13-1199	Business Operations Specialists, All Other
13-2011	Accountants and Auditors
13-2031	Budget Analysts
13-2041	Credit Analysts
13-2051	Financial Analysts
13-2099	Financial Specialists, All Other
15-1011	Computer and Information Scientists, Research
15-1021	Computer Programmers
15-1031	Computer Software Engineers, Applications
15-1032	Computer Software Engineers, Systems Software
15-1041	Computer Support Specialists
15-1051	Computer Systems Analysts
15-1061	Database Administrators
15-1071	Network and Computer Systems Administrators
15-1081	Network Systems and Data Communications Analysts
15-1099	Network Systems and Data Communications Analysts
17-2041	Chemical Engineers
17-2061	Computer Hardware Engineers
17-2071	Electrical Engineers
17-2072	Electronics Engineers, Except Computer
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
17-2112	Industrial Engineers
17-2131	Materials Engineers
17-2141	Mechanical Engineers
17-2199	Petroleum Engineers
17-3012	Electrical and Electronics Drafters
17-3019	Mechanical Drafters
17-3023	Electrical and Electronic Engineering Technicians
17-3024	Electro-Mechanical Technicians
17-3026	Industrial Engineering Technicians
17-3027	Mechanical Engineering Technicians
17-3029	Mechanical Engineering Technicians

Source: BLS OES, website: www.bls.gov/oes/2007/may/naics4_334100.htm

This crosswalk process is undertaken in the following section with the relevant NAICS codes for the D&HS Industry Cluster and military occupations of separating personnel to analyze the affected occupations and industries.

VIII. Comparison of D&HS Industries and Separating Population Occupations

The D&HS Cluster Analysis (2009) identified numerous six-digit NAICS codes of great interest for this cluster. These NAICS codes were rolled up to the four-digit level and are shown below in the first column of Table 13. Subsequently, the numbers of MOCs that match SOC within these specific NAICS codes were determined with data provided by the DMDC MOC to SOC crosswalk and BLS OES NAICS to SOC crosswalk for separating personnel in FY2013. Finally, the numbers of separating service members having SOC that report within the identified NAICS code are also shown in Table 13. Some of the D&HS industries for which there are the highest number of related occupations for separating personnel include: colleges, universities and professional schools; research and development in the physical, engineering, and life sciences; warehousing and storage; and management, scientific, and technical consulting services.

Table 13: FY2013 Separating Service Members in Occupations Matching Key Industries

D&HS NAICS Codes	NAICS Description	# of matching SOCs	separating service members with matching occupations
611310	Colleges, Universities, and Professional Schools	114	4,029
541710	Research and Development in the Physical, Engineering, and Life Sciences	84	3,329
493100	Warehousing and Storage	60	2,792
541600	Management, Scientific, and Technical Consulting Services	81	2,763
336400	Aerospace Product and Parts Manufacturing	66	2,582
237100	Utility System Construction	52	2,484
541500	Computer Systems Design and Related Services	65	2,466
237130	Power and Communication Line and Related Structures Construction	44	2,304
334500	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	61	2,110
811200	Electronic and Precision Equipment Repair and Maintenance	60	2,104
236200	Nonresidential Building Construction	53	2,005
334100	Computer and Peripheral Equipment Manufacturing	37	1,713
722300	Special Food Services	33	1,640
335300	Electrical Equipment Manufacturing	34	1,366
611400	Business Schools and Computer and Management Training	27	667

Many of the matching occupations within an industry are common occupations across many different types of industries and are not specific to the D&HS Industry Cluster. For example, office clerks and human resource assistant occupations among others are common to all D&HS

Cluster Industries. These are certainly needed occupations within the industries, but are not always the most prevalent jobs within these industries. The SOC codes that were common within thirteen or more of the D&HS Cluster Industries are identified in Table 14 along with the number of separating service members with related SOC codes.

Table 14: Frequent SOCs Found in D&HS Cluster Industries and Number Separating

SOC code	SOC Description	# of D&HS industries	# separating service members
43-3031	Bookkeeping, Accounting, and Auditing Clerks	15	3
11-1011	Chief Executives	15	1
13-1071	Employment, Recruitment, and Placement Specialists	15	20
11-3031	Financial Managers	15	2
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	15	16
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	15	145
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	15	36
49-9042	Maintenance and Repair Workers, General	15	4
43-9061	Office Clerks, General	15	99
43-3051	Payroll and Timekeeping Clerks	15	14
43-5061	Production, Planning, and Expediting Clerks	15	1
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	15	4
15-1051	Computer Systems Analysts	14	2
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	14	140
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	14	3
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	14	16
15-1071	Network and Computer Systems Administrators	14	4
43-5071	Shipping, Receiving, and Traffic Clerks	14	29
43-5081	Stock Clerks and Order Fillers	14	437
53-3033	Truck Drivers, Light or Delivery Services	14	136
11-3021	Computer and Information Systems Managers	13	12
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	13	92
47-2111	Electricians	13	7
49-9099	Installation, Maintenance, and Repair Workers, All Other	13	29
13-1073	Training and Development Specialists	13	1
51-4121	Welders, Cutters, Solderers, and Brazers	13	9

A. Top D&HS Cluster Industries for Separating Personnel

To better understand what occupations relate to the NAICS industries within the D&HS cluster, all of these NAICS industries are examined in more detail. To determine the most prevalent SOC codes for employment in a given D&HS industry the BLS OES website and SOC codes of the separating service members were cross walked as discussed above.

The following tables present the top ten most prevalent number of jobs associated with the specific SOC code⁸ for each D&HS industry as well as the number of expected separating

⁸ Most prevalent based on May 2007 National Industry-Specific Occupation Employment and Wage Estimates, Bureau of Labor Statistics – Occupational Employment Statistics

service members in 2013 and the occupations percentage of employment in the industry. The table is organized with the most prevalent occupations in the industry at the top of the table, decreasing in job frequency reading down the table, with corresponding separating personnel numbers and the actual percentage of employment across the industry.⁹ It should be noted that there may be more prevalent occupations within these industries, but since there were no corresponding separating personnel, these occupations were not listed. Additionally, Appendix C: Top SOCs of Separating Personnel for D&HS Cluster Industries provides the entire list of SOC codes for the number of separating personnel for each of the D&HS Industries.

1. Nonresidential Building Construction

The top ten SOC codes for the Nonresidential Building Construction are presented in Table 15. This industry has 50 separating service members in three top occupations in the industry and a significant number of separating members in smaller but still significant occupations.

Table 15: Nonresidential Building Construction Most Prevalent SOC and Number Separating

NAICS: 236200 Nonresidential Building Construction			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-4161	Carpenters	15	19.84
53-3033	First-line supervisors/managers of construction trades and extraction workers	4	10.35
47-4099	Operating engineers and other construction equipment operators	31	2.14
43-9061	Civil engineers	2	2.00
43-9011	Plumbers, pipefitters, and steamfitters	5	1.90
51-4041	Office clerks, general	92	1.84
49-3042	Bookkeeping, accounting, and auditing clerks	3	1.84
47-2073	Electricians	3	1.08
17-3031	Welders, cutters, solderers, and brazers	9	1.00
49-1011	Maintenance and repair workers, general	4	0.83

2. Utility System Construction

The top ten SOC codes for the Utility System Construction industry are presented in Table 16. This industry has 31 separating service members in its second most common occupation, operating engineers and other construction equipment operators. There are 275 military personnel jobs that align with the top ten SOC codes of this industry.

⁹ Percentage of overall employment of a given industry is based on May 2007 National Industry-Specific Occupation Employment and Wage Estimates, Bureau of Labor Statistics – Occupational Employment Statistics

Table 16: Utility System Construction Most Prevalent SOC and Number Separating

NAICS: 237100 Utility System Construction			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
47-2073	Operating engineers and other construction equipment operators	31	10.93
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	6.48
49-9052	Telecommunications line installers and repairers	86	3.54
47-2152	Plumbers, pipefitters, and steamfitters	5	3.40
53-3032	Truck drivers, heavy and tractor-trailer	2	2.42
43-9061	Office clerks, general	92	1.76
51-4121	Welders, cutters, solderers, and brazers	9	1.66
47-2031	Carpenters	15	1.53
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	1.48
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.31

3. Power and Communication Line and Related Structure

The top ten SOC codes for the Power and Communication Line and Related Structure industry as they align with separating service members is presented in Table 17. This industry is a sub-industry to the Utility System Construction industry (above) and has a similar occupational association.

Table 17: Power and Communication Line and Related Structure Most Prevalent SOC and Number Separating

NAICS: 237130 Power and Communication Line and Related Structure			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
49-9052	Telecommunications line installers and repairers	86	11.00
47-2073	Operating engineers and other construction equipment operators	31	7.04
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	4.47
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	3.98
47-2111	Electricians	3	2.02
43-9061	Office clerks, general	92	1.95
53-3032	Truck drivers, heavy and tractor-trailer	2	1.17
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.14
47-2152	Plumbers, pipefitters, and steamfitters	5	0.74
49-9042	Maintenance and repair workers, general	4	0.67

4. Computer and Peripheral Equipment Manufacturing

The top ten SOC codes for the Computer and Peripheral Equipment Manufacturing industry are presented in Table 18. This industry does not have a large number of separating service members that fill key occupations, but it does have some relevant skills that will support secondary occupations.

**Table 18: Computer and Peripheral Equipment Manufacturing
Most Prevalent SOC and Number Separating**

NAICS: 334100			
Computer and Peripheral Equipment Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
15-1051	Computer systems analysts	2	2.49
11-3021	Computer and information systems managers	7	2.17
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	1.44
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	1.28
43-9061	Office clerks, general	92	1.18
43-5061	Production, planning, and expediting clerks	1	0.95
43-5071	Shipping, receiving, and traffic clerks	23	0.94
13-1081	Logisticians	6	0.89
51-1011	First-line supervisors/managers of production and operating workers	3	0.84
11-3031	Financial managers	2	0.76

5. Navigational, Measuring, Electro-medical, and Control Instruments Manufacturing

The top ten SOC codes for the Navigational, Measuring, Electro-medical, and Control Instruments Manufacturing industry as they align with separating service members are presented in Table 19. This industry does not have a large number of separating service members that fill key occupations as the first SOC occupation listed below is tenth most common occupation in this industry. It does have some relevant skills that will support secondary occupations.

**Table 19: Navigational, Measuring, Electro-medical, and Control Instruments Manufacturing
Most Prevalent SOC and Number Separating**

NAICS: 334500			
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	2.30
51-1011	First-line supervisors/managers of production and operating workers	3	1.97
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	1.85
51-4041	Machinists	36	1.78
43-5061	Production, planning, and expediting clerks	1	1.22
43-5071	Shipping, receiving, and traffic clerks	23	1.15
43-9061	Office clerks, general	92	1.15
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.97
43-5081	Stock clerks and order fillers	241	0.78
11-3031	Financial managers	2	0.71

6. Electrical Equipment Manufacturing

The top ten SOC codes for the Electrical Equipment Manufacturing are presented in Table 20. This industry has a fair number of separating service members that fill key occupations as the top three military separation occupations are the fifth through seventh most common occupation in this industry, accounting for 51 separating personnel jobs.

Table 20: Electrical Equipment Manufacturing Most Prevalent SOC and Number Separating

NAICS: 335300 Electrical Equipment Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
51-1011	First-line supervisors/managers of production and operating workers	3	3.29
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	3.09
51-4041	Machinists	36	2.72
51-4121	Welders, cutters, solderers, and brazers	9	2.22
43-5071	Shipping, receiving, and traffic clerks	23	1.86
49-9042	Maintenance and repair workers, general	4	1.37
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	1.16
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.08
43-5061	Production, planning, and expediting clerks	1	0.92
43-5081	Stock clerks and order fillers	241	0.84

7. Aerospace Product and Parts Manufacturing

The top ten SOC codes for the Aerospace Product and Parts Manufacturing industry for separating service members are presented in Table 21. This industry has the potential to employ a considerable number of separating service members in key industry occupations. The top four military separation occupations are the second through fifth most common occupations in this industry. The separating population could produce 118 positions in these first four occupations, as listed in Table 21.

Table 21: Aerospace Product and Parts Manufacturing Most Prevalent SOC and Number Separating

NAICS: 336400 Aerospace Product and Parts Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
51-2011	Aircraft structure, surfaces, rigging, and systems assemblers	17	6.38
49-3011	Aircraft mechanics and service technicians	53	4.83
51-4041	Machinists	36	3.85
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	3.40
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	2.09
51-1011	First-line supervisors/managers of production and operating workers	3	2.00
43-5061	Production, planning, and expediting clerks	1	1.68
13-1081	Logisticians	6	1.08
49-2091	Avionics technicians	11	1.03
43-5081	Stock clerks and order fillers	241	0.96

8. Warehousing and Storage

The top ten SOC codes for the Warehousing and Storage industry for separating service members are presented in Table 22. This industry has a significant number of separating service members that could potential fill key occupations in this industry. The top military separation occupation listed in the first row is the third most common occupation within this industry, and the annual number of separations that align with this SOC code, are approximately 241.

Table 22: Warehousing and Storage Most Prevalent SOC and Number Separating

NAICS: 493100			
Warehousing and Storage			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-5081	Stock clerks and order fillers	241	8.74
43-5071	Shipping, receiving, and traffic clerks	23	5.78
53-3032	Truck drivers, heavy and tractor-trailer	2	4.25
53-3033	Truck drivers, light or delivery services	136	1.93
49-9042	Maintenance and repair workers, general	4	1.72
43-9061	Office clerks, general	92	1.65
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.23
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	1.23
11-3071	Transportation, storage, and distribution managers	5	0.90
43-5061	Production, planning, and expediting clerks	1	0.87

9. Computer Systems Design and Related Services

The top ten SOC codes for the Computer Systems Design and Related Services industry for separating service members are presented in Table 23. This industry does not have a large number of separating service members that would fill common occupations. The top military separation occupation is third most common occupation within this industry, but only provides two separating service members with this occupation. The industry does encompass separating population's skills that will support secondary occupations.

Table 23: Computer Systems Design and Related Services Most Prevalent SOC and Number Separating

NAICS: 541500			
Computer Systems Design and Related Services			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
15-1051	Computer systems analysts	2	8.20
15-1071	Network and computer systems administrators	4	3.59
11-3021	Computer and information systems managers	7	3.28
43-9061	Office clerks, general	92	1.91
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.20
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.79
49-2011	Computer, automated teller, and office machine repairers	2	0.69
43-9011	Computer operators	41	0.67
11-3031	Financial managers	2	0.55
13-1073	Training and development specialists	1	0.55

10. Management, Scientific, and Technical Consulting Services

This top ten SOC codes for Management, Scientific, and Technical Consulting Services for separating service members are presented in Table 24. This industry has 92 separating service members in the third most common occupation within this industry of office clerks. This occupation is obviously a common occupation, but would not be considered a key functional specialty within this industry.

**Table 24: Management, Scientific and Technical Consulting Services
Most Prevalent SOC and Number Separating**

NAICS: 541600 Management, Scientific, and Technical Consulting Services			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-9061	Office clerks, general	92	3.80
13-1071	Employment, recruitment, and placement specialists	12	2.27
43-3031	Bookkeeping, accounting, and auditing clerks	3	2.15
15-1051	Computer systems analysts	2	1.53
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.53
49-9042	Maintenance and repair workers, general	4	1.11
15-1071	Network and computer systems administrators	4	0.85
11-3031	Financial managers	2	0.70
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.70
13-1073	Training and development specialists	1	0.64

11. Research and Development in the Physical, Engineering, and Life Sciences

The top ten SOC codes for the Research and Development in the Physical, Engineering and Life Sciences industry for separating service members are presented in Table 25. This industry does not have a large number of separating service members that fill key occupations as the top military separation occupation (natural science manager) is only the ninth most common occupation, and only provides one separating service member with this occupation. There are some secondary occupations that align with the separating personal occupations.

**Table 25: Research and Development in the Physical, Engineering, and Life Sciences
Most Prevalent SOC and Number Separating**

NAICS: 541710 Research and Development in the Physical, Engineering, and Life Sciences			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
11-9121	Natural sciences managers	1	1.93
43-9061	Office clerks, general	92	1.73
15-1051	Computer systems analysts	2	1.66
19-4099	Life, physical, and social science technicians, all other	6	1.34
11-3021	Computer and information systems managers	7	1.03
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.92
15-1071	Network and computer systems administrators	4	0.92
49-9042	Maintenance and repair workers, general	4	0.90
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.81
11-3031	Financial managers	2	0.80

12. Colleges, Universities and Professional Schools

The top ten SOC codes for the Colleges, Universities, and Professional Schools industry for separating service members are presented in Table 26. As seen in the Management and Consulting industry, the Colleges, Universities, and Professional Schools industry encompasses an office clerks occupation, with an associated 92 separating service members. This office clerks occupation is the second most common occupation in this industry; this industry has a very broad number of contributing occupations (that is, 529 occupations) with numerous skills required.

Table 26: Colleges, Universities, and Professional Schools Most Prevalent SOC and Number Separating

NAICS: 611300 Colleges, Universities, and Professional Schools			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-9061	Office clerks, general	92	5.51
25-3099	Teachers and instructors, all other	2	1.22
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.18
49-9042	Maintenance and repair workers, general	4	1.09
29-1111	Registered nurses	4	1.07
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.00
19-4099	Life, physical, and social science technicians, all other	6	0.71
15-1051	Computer systems analysts	2	0.54
15-1071	Network and computer systems administrators	4	0.44
29-1069	Physicians and surgeons, all other	2	0.38

13. Business Schools and Computer and Management Training

The top ten SOC codes for Business School and Computer and Management Training for separating service members are presented in Table 27. The teachers and instructors occupation is third most common in this industry, although the separating military only provide two potential positions for this field, annually.

Table 27: Business Schools and Computer and Management Training Most Prevalent SOC and Number Separating

NAICS: 611400 Business Schools and Computer and Management Training			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
25-3099	Teachers and instructors, all other	2	4.82
43-9061	Office clerks, general	92	4.80
13-1073	Training and development specialists	1	4.22
15-1051	Computer systems analysts	2	1.90
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.87
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.27
13-1071	Employment, recruitment, and placement specialists	12	1.08
15-1071	Network and computer systems administrators	4	0.78
11-1011	Chief executives	1	0.68
11-3031	Financial managers	2	0.48

14. Special Food Services

The top ten SOC codes for the Special Food Services industry for separating service members are presented in Table 28. The cooks and cafeteria occupation provides 193 separating service members annually and is the third most common occupation in this industry. This industry could potentially draw from numerous separating service members for employment.

Table 28: Special Food Services Most Prevalent SOC and Number Separating

NAICS: 722300 Special Food Services			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
35-2012	Cooks, institution and cafeteria	193	6.97
35-1012	First-line supervisors/managers of food preparation and serving workers	1	5.37
43-9061	Office clerks, general	92	1.14
53-3033	Truck drivers, light or delivery services	136	0.92
49-9042	Maintenance and repair workers, general	4	0.66
43-5081	Stock clerks and order fillers	241	0.56
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.54
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.16
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.11
43-5071	Shipping, receiving, and traffic clerks	23	0.09

15. Electronic and Precision Equipment Repair and Maintenance

The top ten SOC codes for the Electronic and Precision Equipment Repair and Maintenance industry for separating service members are presented in Table 29. The top most common occupation in this industry has two separating service members; however the second, third and fourth most common occupations align with 180 separating service members. This industry could potentially target numerous military separation personnel for employment.

Table 29: Electronic and Precision Equipment Repair and Maintenance Most Prevalent SOC and Number Separating

NAICS: 811200 Electronic and Precision Equipment Repair and Maintenance			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
49-2011	Computer, automated teller, and office machine repairers	2	17.57
49-9062	Medical equipment repairers	25	5.59
49-2022	Telecommunications equipment installers and repairers, except line installers	130	4.76
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	4.00
43-9061	Office clerks, general	92	3.87
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	3.39
49-9069	Precision instrument and equipment repairers, all other	17	2.97
43-3031	Bookkeeping, accounting, and auditing clerks	3	2.12
43-5071	Shipping, receiving, and traffic clerks	23	2.06
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	1.41

B. Military-Specific Occupations

The analysis of separating personnel MOCs and their civilian equivalent occupations (that is, SOC) at Ft. Bragg indicates that a large number of military-related occupations are not easily translated to civilian occupations and industries. These occupations are generally SOC that begin with “55.” At Ft. Bragg, these military SOC make up 2,173 of the 6,564 estimated separating or retiring soldiers in 2013, of which 1,755 are junior to mid level enlisted soldiers (E1 to E6) and 418 are senior enlisted and officers. At Pope AFB, there was only one separating officer that had a military SOC; this analysis therefore focuses only on Ft. Bragg military SOC numbers. Table 30 provides a detailed breakdown of the military SOC and their related separation numbers by rank group.

Table 30: Military SOCs and FY2013 Separation Data

Military SOC Description	Pay Grade					Total
	E1-4	E5-6	E7-9	O1-3	O4-6	
Infantry	592	361	39	0	0	992
Infantry Officers	0	0	0	9	2	11
Artillery and Missile Crew Members	243	151	27	0	0	421
Artillery and Missile Officers	0	0	0	10	3	13
Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	73	103	34	0	0	210
Military Officer Special and Tactical Operations Leaders/Managers, All Other	58	39	17	3	0	117
First-Line Supervisors/Managers of All Other Tactical Operations Specialists	0	0	108	0	0	108
Special Forces	9	39	122	0	0	170
Special Forces Officers	0	0	0	1	5	6
Armored Assault Vehicle Crew Members	18	9	7	0	0	34
Armored Assault Vehicle Officers	2	0	0	2	0	4
Command and Control Center Specialists	14	11	3	0	0	28
Command and Control Center Officers	0	0	0	4	2	6
First-Line Supervisors/Managers of Weapons Specialists/Crew Members	0	0	20	0	0	20
Radar and Sonar Technicians	8	4	0	0	0	12
Enlisted Military Training/Reporting/Special Duty Code (no related SOC)	21	0	0	0	0	21
Total	1,038	717	377	29	12	2,173

The military-specific occupations are a significant percentage of this population and include five of the 20 most frequent separating and retiring civilian occupations at Ft. Bragg (see Table 11 for top twenty list). These five military specific occupations are Infantryman, Artillery Crew Members, Military Enlisted Tactical Operations Specialist, Special Forces, and First Line Supervisors of Tactical Operations. Although there is not direct civilian equivalents for these military occupations, these separating soldiers can contribute to the workforce as the region develops the D&HS Industry Cluster. This section provides some general thoughts and perspectives regarding this separating population.

1. Junior to Mid Level Enlisted

The junior to mid level enlisted soldiers in military occupations bring adaptable skills to the workforce, with the strong potential for a disciplined work ethic and basic leadership skills. Although the work these soldiers perform during their military duties does not directly apply to civilian industries, the leadership and military experience of Infantry, Artillery, and other specialists can make an impact on many of the industries of greatest interest to the D&HS cluster. For example, the non-residential construction and utility system construction industries can utilize a disciplined work force that understands and easily responds to training. The mid level enlisted soldier may be hesitant to enter a new industry at an entry level as he or she has had leadership responsibilities in their military experience, directing teams of 10 to 20 soldiers. It would be beneficial for companies in the D&HS Cluster Industries to target this group for entry-level positions with potential for growth to team management responsibilities.

Occupations within the specific D&HS Cluster Industries of greatest interest would align with the separating personnel with military-specific skills and knowledge. The Warehousing and Storage Industry (NAICS 493100) will support the large logistic military enlisted population transitioning. The communications and Information Technology military service members are specifically suited for the following industries: Computer Systems Design (NAICS 541500) and Electronic and Precision Equipment Repair and Maintenance (NAICS 811200). In addition, the Construction Industries (NAICS 236200, 237100, 237130, and 541500) will support the transitioning military engineers and also service members in military-specific occupations like Infantry and Artillery due their ability for general labor roles.

2. Senior Enlisted and Officers

The senior enlisted (E7 to E9) and officer ranks offer excellent experience, leadership, and planning skills that align well with the mid and upper levels of businesses within the D&HS Cluster Industries. This group will generally produce more retirees to the transitioning work force, but also will include separating junior officers with a long civilian career ahead of them. This group will be candidates for supporting military contracts including the large contractor presence around FORSCOM and USARC, which will include the Management, Scientific, and Technical Consulting Services (NAICS 541600) industry. This group likely has experienced considerable leadership and training during their military and could contribute to the training portion of the Business Schools and Computer Management Training industry (NAICS 611400). A large portion of this group from the Air Force could support the Aerospace Product and Parts Manufacturing (NAICS 336400), Electronic and Precision Equipment Repair and Maintenance (NAICS 811200) and the Navigational, Measuring, Electro-medical, and Control Instruments Manufacturing (NAICS 334500) industries.

3. Workforce Development Opportunities

This pool of talent—which has great discipline and leadership skills, but may not have high-demand specialties—should be a target for the BRAC RTF and other stakeholders in the region. Workforce development initiatives such as the Regional Career Exploration and Talent Acquisition Platform that are currently underway should focus on reaching out to this population with information on how they can augment and enhance their skill sets while still on active duty. By providing soldiers with a clear path to acquiring skills through local educational and technical institutions that can translate into available jobs, this valuable pool can be tapped by the emerging industries in the region.

IX. Conclusions

This analysis estimated the occupations of separating service members from Ft. Bragg and Pope AFB in 2013, a large and potential labor pool for which businesses in the D&HS Industry Cluster. As shown in this report, many military occupations translate directly to civilian occupations that are relevant to needed occupations within the D&HS Cluster, and these separating service members can potentially fill these occupational needs within these industries. Also, the separating personnel with military-specific occupations are another labor pool with extensive skills and leadership. With investment in training by the industry and stakeholders, this

group of separating personnel could potentially become a source of needed occupations within the D&HS Industry Cluster.

Appendix A: Military Strength FY2009 to FY2013 by Rank with BRAC Transitions

Rank Group	Permanent Party Personnel							
	FY13		FY12	FY11	FY10	FY09	FY08	
	Bragg	Pope					Bragg	Pope
O7 & Above	33	0	32	26	31	29	26	0
O6	244	4	243	219	238	230	214	4
O5	841	33	852	733	824	784	694	33
O4	1,712	67	1,754	1,623	1,724	1,679	1,550	67
O3	2,593	198	2,782	2,733	2,770	2,754	2,533	198
O2	1,158	36	1,188	1,153	1,180	1,168	1,116	36
O1	1	0	1	1	1	1	1	0
Officers	6,582	338	6,852	6,489	6,767	6,645	6,134	338
W5	73	0	71	58	68	63	57	0
W4	228	0	224	202	219	211	201	0
W3	299	0	299	301	300	300	301	0
W2	653	0	653	653	653	653	653	0
W1	0	0	0	0	0	0	0	0
Warrants	1,253	0	1,247	1,213	1,239	1,228	1,212	0
E9	484	13	495	484	492	489	470	13
E8	1,732	29	1,754	1,714	1,744	1,731	1,683	29
E7	4,835	203	5,041	5,057	5,045	5,050	4,855	203
E6	6,253	359	6,609	6,594	6,605	6,600	6,234	359
E5	8,826	636	9,439	9,314	9,410	9,368	8,673	636
E4	12,371	390	12,732	12,575	12,695	12,643	12,178	390
E3	8,898	202	9,078	8,963	9,051	9,013	8,755	202
E2	32	0	32	32	32	32	32	0
E1	13	0	13	13	13	13	13	0
Enlisted	43,444	1,832	45,193	44,746	45,088	44,938	42,893	1,832
Totals	51,279	2,170	53,292	52,448	53,094	52,811	50,239	2,170
	53,449						52,409	

1. Ft. Bragg FY2013 total end strength was provided by Bragg BRAC office, Mr. Van Borkulo on 3/23/2008 in the file *Ft. Bragg COP Data (31 Jan 09 lock).xls*. It is based on SAMAS 20090109 and TAADS 20090116 including IMCOM, OACSIM, and G3 review.
2. Assumes no FY2009 to FY2013 transitions for Pope AFB (FY2013 strength equals FY2008 strength)
3. Bragg FY2013 percentage strength by rank was distributed based on rank profile that was in a file sent by Mr. Van Borkulo on 8/12/2008 named *Ft. Bragg - Total Full Time Military - by grade - FY13.xls*.
4. Transitions for FY2009 through FY2013 are based on TDA's spreadsheet *BRAC_Impact_03_10_2009 offsite contractors 1000.xls*, which was updated with 12/31/2008 changes received from John Harbison, BRAC RTF.
5. Ft. Bragg end of FY2008 military strength numbers were derived by taking FY2013 end strength and subtracting the transitions by year.

Appendix B: FY2013 Ft. Bragg Rank, MOS, and Civilian Occupation Estimates

MOS	MOS Description	Pay Grade					Grand Total	soc code	SOC title
		E1-4	E5-6	E7-9	O1-3	O4-6			
11B	Infantryman	556	328	36	0	0	920	55-3016	Infantry
91W	Health Care Specialist	136	91	28	0	0	255	29-2041	Emergency Medical Technicians and Paramedics
92A	Automated Logistical Specialist	119	87	31	2	2	241	43-5081	Stock Clerks and Order Fillers
63B	Light-Wheel Vehicle Mechanic	146	62	5	0	0	213	49-3023	Automotive Service Technicians and Mechanics
13B	Cannon Crewmember	121	69	6	0	0	196	55-3014	Artillery and Missile Crew Members
92G	Food Service Operations	126	42	25	0	0	193	35-2012	Cooks, Institution and Cafeteria
92Y	Unit Supply Specialist	82	72	39	0	0	193	43-5081	Stock Clerks and Order Fillers
92R	Parachute Rigger	136	23	11	0	0	170	49-9093	Fabric Menders, Except Garment
31B	Military Police	62	66	15	0	0	143	33-3051	Police and Sheriff's Patrol Officers
42A	Human Resources Specialist	53	49	40	0	0	142	43-4161	Human Resources Assistants, Except Payroll and Timekeeping
88M	Motor Transport Operator	85	48	3	0	0	136	53-3033	Truck Drivers, Light or Delivery Services
25Q	Multichannel Transmission Systems Operator-Maintainer	77	53	0	0	0	130	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
74B	Chemical Operations and Training	56	36	15	0	0	107	55-1019	Military Officer Special and Tactical Operations Leaders/Managers, All Other
21B	Combat Engineer	57	41	2	0	0	100	47-4099	Construction and Related Workers, All Other
92F	Petroleum Supply Specialist	70	20	9	0	0	99	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
37F	Psychological Operations Specialist	42	39	12	0	0	93	55-3019	Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other
42L	Administrative Specialist	66	15	11	0	0	92	43-9061	Office Clerks, General
25F	Network Switching Systems Operator-Maintainer	42	44	0	0	0	86	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
25U	Signal Support Systems Specialist	39	36	11	0	0	86	49-9052	Telecommunications Line Installers and Repairers
18Z	Special Forces Senior Sergeant	0	0	79	0	0	79	55-2013	First-Line Supervisors/Managers of All Other Tactical Operations Specialists
96B	Intelligence Analyst	19	41	14	0	0	74	55-3019	Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other
11C	Indirect Fire Infantryman	36	33	3	0	0	72	55-3016	Infantry
13F	Fire Support Specialist	26	35	11	0	0	72	55-3014	Artillery and Missile Crew Members
52D	Power Generation Equipment Repairer	43	14	0	0	0	57	49-3053	Outdoor Power Equipment and Other Small Engine Mechanics
13D	Field Artillery Automated Tactical Data System Specialist	33	19	3	0	0	55	55-3014	Artillery and Missile Crew Members
15T	UH-60 Helicopter Repairer	31	17	5	0	0	53	49-3011	Aircraft Mechanics and Service Technicians
18B	Special Forces Weapons Sergeant	3	11	29	0	0	43	55-3018	Special Forces
88H	Cargo Specialist	29	11	3	0	0	43	53-7199	Material Moving Workers, All Other
97E	Human Intelligence Collector	14	25	3	0	0	42	27-3091	Interpreters and Translators
18E	Special Forces Communications Sergeant	2	11	28	0	0	41	55-3018	Special Forces
25B	Information Systems Operator-Analyst	20	18	3	0	0	41	43-9011	Computer Operators
89B	Ammunition Specialist	23	12	6	0	0	41	47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters
91E	Dental Specialist	21	12	5	0	0	38	31-9091	Dental Assistants
13M	Multiple Launch Rocket System (MLRS) Crewmember	21	14	2	0	0	37	55-3014	Artillery and Missile Crew Members
18D	Special Forces Medical Sergeant	2	9	26	0	0	37	55-3018	Special Forces
25C	Radio Operator-Maintainer	22	15	0	0	0	37	49-2021	Radio Mechanics
44E	Machinist	19	11	6	0	0	36	51-4041	Machinists
88N	Transportation Management Coordinator	17	13	5	0	0	35	43-5011	Cargo and Freight Agents

MOS	MOS Description	Pay Grade					Grand Total	soc code	SOC title
		E1-4	E5-6	E7-9	O1-3	O4-6			
97B	Counterintelligence Agent	9	18	8	0	0	35	55-3019	Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other
25L	Cable Systems Installer-Maintainer	23	11	0	0	0	34	49-9052	Telecommunications Line Installers and Repairers
25P	Microwave Systems Operator-Maintainer	20	14	0	0	0	34	49-2021	Radio Mechanics
62B	Construction Equipment Repairer	23	6	3	0	0	32	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
15P	Aviation Operations Specialist	18	8	5	0	0	31	53-2022	Airfield Operations Specialists
21E	Heavy Construction Equipment Operator	23	8	0	0	0	31	47-2073	Operating Engineers and Other Construction Equipment Operators
91K	Medical Laboratory Specialist	14	14	3	0	0	31	29-2011	Medical and Clinical Laboratory Technologists
14S	AVENGER Crewmember	18	8	3	0	0	29	55-3014	Artillery and Missile Crew Members
15U	CH-47 Helicopter Repairer	12	14	3	0	0	29	49-3011	Aircraft Mechanics and Service Technicians
21U	Topographic Analyst	16	11	2	0	0	29	17-3031	Surveying and Mapping Technicians
00Z	Command Sergeant Major	0	0	28	0	0	28	13-1079	Human Resources, Training, and Labor Relations Specialists, All Other
15R	AH-64 Attack Helicopter Repairer	17	9	2	0	0	28	49-3011	Aircraft Mechanics and Service Technicians
18C	Special Forces Engineer Sergeant	2	8	18	0	0	28	55-3018	Special Forces
25W	Telecommunications Operations Chief	0	0	28	0	0	28	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
31R	Multichannel Transmission Systems Operator-Maintainer	17	11	0	0	0	28	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
19D	Cavalry Scout	16	9	2	0	0	27	55-3013	Armored Assault Vehicle Crew Members
21L	Lithographer	18	6	2	0	0	26	51-5022	Prepress Technicians and Workers
92W	Water Treatment Specialist	19	5	2	0	0	26	51-8031	Water and Liquid Waste Treatment Plant and System Operators
31U	Signal Support Systems Specialist	14	6	5	0	0	25	49-9052	Telecommunications Line Installers and Repairers
91A	Medical Equipment Repairer	9	9	5	2	0	25	49-9062	Medical Equipment Repairers
52C	Utilities Equipment Repairer	19	5	0	0	0	24	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
92S	Shower/Laundry and Clothing Repair Specialist	16	5	3	0	0	24	51-6011	Laundry and Dry-Cleaning Workers
11Z	Infantry Senior Sergeant	0	0	23	0	0	23	55-2013	First-Line Supervisors/Managers of All Other Tactical Operations Specialists
27D	Paralegal Specialist	6	14	3	0	0	23	43-6012	Legal Secretaries
63Z	Mechanical Maintenance Supervisor	0	0	23	0	0	23	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
91J	Medical Logistics Specialist	15	5	3	0	0	23	43-5071	Shipping, Receiving, and Traffic Clerks
98G	Cryptologic Communications Interceptor/Locator	5	15	3	0	0	23	27-4013	Radio Operators
15J	OH-58D Armament/Electrical/Avionics Systems Repairer	11	10	2	0	0	23	49-3011	Aircraft Mechanics and Service Technicians
14J	Air Defense C4I Tactical Operations Center Enhanced Operator/Maintainer	11	8	3	0	0	22	55-3015	Command and Control Center Specialists
25S	Satellite Communications Systems Operator-Maintainer	9	11	2	0	0	22	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
31F	Network Switching Systems Operator-Maintainer	14	8	0	0	0	22	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
15Q	Air Traffic Control Operator	12	6	3	0	0	21	53-2021	Air Traffic Controllers
18F	Special Forces Assistant Operations and Intelligence Sergeant	0	0	21	0	0	21	55-3018	Special Forces
96H	Common Ground Station Operator	10	9	2	0	0	21	17-1021	Cartographers and Photogrammetrists
25D	Telecommunications Operator-Maintainer	11	6	3	0	0	20	43-2099	Communications Equipment Operators, All Other
63H	Tracked Vehicle Mechanic	15	3	2	0	0	20	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
55B	Ammunition Specialist	14	2	3	0	0	19	47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters
63X	Vehicle Maintenance Supervisor	0	0	19	0	0	19	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers

MOS	MOS Description	Pay Grade					Grand Total	soc code	SOC title
		E1-4	E5-6	E7-9	O1-3	O4-6			
21J	General Construction Equipment Operator	13	5	0	0	0	18	47-2073	Operating Engineers and Other Construction Equipment Operators
63J	Quartermaster & Chemical Equipment Repairer	13	5	0	0	0	18	49-9041	Industrial Machinery Mechanics
91X	Mental Health Specialist	7	8	3	0	0	18	29-2053	Psychiatric Technicians
94E	Radio and Communications Security (COMSEC) Repairer	13	5	0	0	0	18	49-2021	Radio Mechanics
13S	Field Artillery Surveyor	11	7	0	0	0	18	17-3031	Surveying and Mapping Technicians
13P	Multiple Launch Rocket System (MLRS) Operational Fire Direction Specialist	12	3	2	0	0	17	55-3014	Artillery and Missile Crew Members
15G	Aircraft Structural Repairer	12	5	0	0	0	17	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
21S	Topographic Surveyor	10	5	2	0	0	17	17-3031	Surveying and Mapping Technicians
25M	Multimedia Illustrator	12	5	0	0	0	17	27-1014	Multi-Media Artists and Animators
33W	Military Intelligence Systems Maintainer/Integrator	8	9	0	0	0	17	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
45B	Small Arms/Artillery Repairer	15	2	0	0	0	17	49-9099	Installation, Maintenance, and Repair Workers, All Other
94F	Special Electronic Devices Repairer	11	6	0	0	0	17	49-9069	Precision Instrument and Equipment Repairers, All Other
98C	Signals Intelligence Analyst	5	10	2	0	0	17	27-4013	Radio Operators
21P	Prime Power Production Specialist	2	12	3	0	0	17	51-8013	Power Plant Operators
21W	Carpentry & Masonry Specialist	12	3	0	0	0	15	47-2031	Carpenters
91P	Radiology Specialist	10	3	2	0	0	15	29-2034	Radiologic Technologists and Technicians
13Z	Field Artillery Senior Sergeant	0	0	14	0	0	14	55-2012	First-Line Supervisors/Managers of Weapons Specialists/Crew Members
15S	OH-58D Helicopter Repairer	8	4	2	0	0	14	49-3011	Aircraft Mechanics and Service Technicians
63W	Wheel Vehicle Repairer	11	3	0	0	0	14	49-3023	Automotive Service Technicians and Mechanics
91D	Operating Room Specialist	8	3	3	0	0	14	29-2055	Surgical Technologists
15D	Aircraft Powertrain Repairer	8	5	0	0	0	13	49-3011	Aircraft Mechanics and Service Technicians
96D	Imagery Analyst	5	8	0	0	0	13	17-1021	Cartographers and Photogrammetrists
15X	AH-64A Armament/Electrical Systems Repairer	5	6	2	0	0	13	49-3011	Aircraft Mechanics and Service Technicians
56M	Chaplain Assistant	5	6	2	0	0	13	21-2099	Religious Workers, All Other
13R	Field Artillery Firefinder Radar Operator	8	4	0	0	0	12	55-3017	Radar and Sonar Technicians
15B	Aircraft Powerplant Repairer	7	5	0	0	0	12	49-3011	Aircraft Mechanics and Service Technicians
15Z	Aircraft Maintenance Senior Sergeant	0	0	12	0	0	12	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
18X	Special Forces Candidate (Reporting Code)	12	0	0	0	0	12	00-0001	Enlisted Military Training/Reporting/Special Duty Code (no related SOC)
31C	Radio Operator-Maintainer	8	4	0	0	0	12	49-2021	Radio Mechanics
79S	Career Counselor	0	2	10	0	0	12	13-1071	Employment, Recruitment, and Placement Specialists
91S	Preventive Medicine Specialist	8	2	2	0	0	12	29-9011	Occupational Health and Safety Specialists
94W	Electronic Maintenance Chief	0	0	12	0	0	12	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
94Y	Integrated Family of Test Equipment Operator/Maintainer	12	0	0	0	0	12	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
15Y	AH-64D Armament/Electrical/Avionics Systems Repairer	5	5	2	0	0	12	49-3011	Aircraft Mechanics and Service Technicians
11A	Infantry	0	0	0	9	2	11	55-1016	Infantry Officers
15N	Avionic Mechanic	8	3	0	0	0	11	49-2091	Avionics Technicians
31L	Cable Systems Installer-Maintainer	8	3	0	0	0	11	49-9052	Telecommunications Line Installers and Repairers
68G	Patient Administration Specialist	7	2	2	0	0	11	29-2071	Medical Records and Health Information Technicians
91M	Hospital Food Specialist	6	2	3	0	0	11	35-2012	Cooks, Institution and Cafeteria
94R	Avionic Systems Repairer	9	2	0	0	0	11	49-2091	Avionics Technicians
13E	Cannon Fire Direction Specialist	8	2	0	0	0	10	55-3014	Artillery and Missile Crew Members
91G	Patient Administration Specialist	6	2	2	0	0	10	29-2071	Medical Records and Health Information Technicians
91R	Veterinary Food Inspection Specialist	5	5	0	0	0	10	45-2011	Agricultural Inspectors

MOS	MOS Description	Pay Grade					Grand Total	soc code	SOC title
		E1-4	E5-6	E7-9	O1-3	O4-6			
94A	Land Combat Electronic Missile System Repairer	5	5	0	0	0	10	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
94P	Multiple Launch Rocket System (MLRS) Repairer	8	2	0	0	0	10	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
15F	Aircraft Electrician	3	6	0	0	0	9	49-2091	Avionics Technicians
15H	Aircraft Pnedraulics Repairer	3	6	0	0	0	9	49-3011	Aircraft Mechanics and Service Technicians
35E	Radio and Communications Security (COMSEC) Repairer	6	3	0	0	0	9	49-2021	Radio Mechanics
44B	Metal Worker	6	3	0	0	0	9	51-4121	Welders, Cutters, Solderers, and Brazers
13A	Field Artillery, General	0	0	0	6	2	8	55-1014	Artillery and Missile Officers
35M	Radar Repairer	6	2	0	0	0	8	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
63S	Heavy Wheel Vehicle Mechanic	5	3	0	0	0	8	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
73C	Finance Specialist	3	3	2	0	0	8	43-3051	Payroll and Timekeeping Clerks
79R	Recruiter	0	0	8	0	0	8	13-1071	Employment, Recruitment, and Placement Specialists
91Q	Pharmacy Specialist	3	2	3	0	0	8	29-2052	Pharmacy Technicians
96U	Unmanned Aerial Vehicle Operator	3	5	0	0	0	8	17-3024	Electro-Mechanical Technicians
21T	Technical Engineering Specialist	3	4	0	0	0	7	17-3011	Architectural and Civil Drafters
25A	Signal, General	0	0	0	5	2	7	11-3021	Computer and Information Systems Managers
46R	Public Affairs Broadcast Specialist	1	4	2	0	0	7	27-3011	Radio and Television Announcers
74C	Chemical Munitions and Materiel Management	2	3	2	0	0	7	55-1019	Military Officer Special and Tactical Operations Leaders/Managers, All Other
94D	Air Traffic Control Equipment Repairer	3	2	2	0	0	7	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
35N	Wire Systems Equipment Repairer	5	2	0	0	0	7	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
35R	Avionic Systems Repairer	2	5	0	0	0	7	49-2091	Avionics Technicians
89D	Explosive Ordnance Disposal Specialist	0	5	2	0	0	7	47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters
94M	Radar Repairer	5	2	0	0	0	7	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
31B	Military Police	2	5	0	0	0	7	33-3051	Police and Sheriff's Patrol Officers
13W	Field Artillery Meteorological Crewmember	4	2	0	0	0	6	19-4099	Life, Physical, and Social Science Technicians, All Other
15K	Aircraft Components Repair Supervisor	0	2	4	0	0	6	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
18A	Special Forces	0	0	0	1	5	6	55-1017	Special Forces Officers
25R	Visual Information Equipment Operator-Maintainer	3	3	0	0	0	6	27-4011	Audio and Video Equipment Technicians
25V	Combat Documentation/Production Specialist	4	2	0	0	0	6	27-4031	Camera Operators, Television, Video, and Motion Picture
27T	AVENGER System Repairer	4	2	0	0	0	6	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
35D	All Source Intelligence	0	0	0	4	2	6	55-1015	Command and Control Center Officers
45K	Armament Repairer	0	3	3	0	0	6	49-9099	Installation, Maintenance, and Repair Workers, All Other
52X	Special Purpose Equipment Repairer	0	0	6	0	0	6	49-9041	Industrial Machinery Mechanics
91H	Optical Laboratory Specialist	3	3	0	0	0	6	51-9083	Ophthalmic Laboratory Technicians
92Z	Senior Non-Commissioned Logistician	0	0	6	0	0	6	13-1081	Logisticians
96R	Ground Surveillance Systems Operator	3	3	0	0	0	6	55-3015	Command and Control Center Specialists
98J	Electronic Intelligence Interceptor/Analyst	3	3	0	0	0	6	55-3019	Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other

MOS	MOS Description	Pay Grade					Grand Total	soc code	SOC title
		E1-4	E5-6	E7-9	O1-3	O4-6			
31D	CID Special Agent	0	4	2	0	0	6	33-3021	Detectives and Criminal Investigators
25Y	Information Systems Chief	0	0	5	0	0	5	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers
19K	M1 Armor Crewman	2	0	3	0	0	5	55-3013	Armored Assault Vehicle Crew Members
21K	Plumber	3	2	0	0	0	5	47-2152	Plumbers, Pipefitters, and Steamfitters
27M	Multiple Launch Rocket System (MLRS) Repairer	3	2	0	0	0	5	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
31P	Microwave Systems Operator-Maintainer	3	2	0	0	0	5	49-2021	Radio Mechanics
31W	Telecommunications Operations Chief	0	0	5	0	0	5	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
46Q	Public Affairs Specialist	0	5	0	0	0	5	27-3022	Reporters and Correspondents
42L	Administrative Specialist	3	2	0	0	0	5	43-9061	Office Clerks, General
88A	Transportation, General	0	0	0	3	2	5	11-3071	Transportation, Storage, and Distribution Managers
94L	Avionic Communications Equipment Repairer	3	2	0	0	0	5	49-2091	Avionics Technicians
09B	Trainee Unassigned	4	0	0	0	0	4	00-0001	Enlisted Military Training/Reporting/Special Duty Code (no related SOC)
21F	Crane Operator	2	2	0	0	0	4	53-7021	Crane and Tower Operators
21N	Construction Equipment Supervisor	0	2	2	0	0	4	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
35F	Special Electronic Devices Repairer	2	2	0	0	0	4	49-9069	Precision Instrument and Equipment Repairers, All Other
39B	Automatic Test Equipment Operator/Maintainer	2	2	0	0	0	4	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
42R	Army Bandperson	2	2	0	0	0	4	27-2042	Musicians and Singers
92L	Petroleum Laboratory Specialist	3	1	0	0	0	4	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
98Z	Signals Intelligence Electronic Warfare Senior Sergeant/Chief	0	0	4	0	0	4	55-2013	First-Line Supervisors/Managers of All Other Tactical Operations Specialists
21H	Construction Engineering Supervisor	0	2	2	0	0	4	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
27E	Land Combat Electronic Missile System Repairer	2	2	0	0	0	4	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
38B	Civil Affairs Specialist	0	2	2	0	0	4	13-1061	Emergency Management Specialists
91V	Respiratory Specialist	0	2	2	0	0	4	29-2054	Respiratory Therapy Technician
00D	Special Duty Assignment	3	0	0	0	0	3	00-0001	Enlisted Military Training/Reporting/Special Duty Code (no related SOC)
02F	Tuba Player	1	1	1	0	0	3	27-2042	Musicians and Singers
14A	Air Defense Artillery, General	0	0	0	2	1	3	55-1014	Artillery and Missile Officers
14T	PATRIOT Launching Station Enhanced Operator/Maintainer	2	1	0	0	0	3	55-3014	Artillery and Missile Crew Members
14Z	Air Defense Artillery Senior Sergeant	0	0	3	0	0	3	55-2012	First-Line Supervisors/Managers of Weapons Specialists/Crew Members
19Z	Armor Senior Sergeant	0	0	3	0	0	3	55-2012	First-Line Supervisors/Managers of Weapons Specialists/Crew Members
21M	Fire Fighter	3	0	0	0	0	3	33-2011	Fire Fighters
21R	Interior Electrician	3	0	0	0	0	3	47-2111	Electricians
21X	General Engineering Supervisor	0	0	3	0	0	3	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
21Z	Combat Engineering Senior Sergeant	0	0	3	0	0	3	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
25X	Senior Signal Sergeant	0	0	3	0	0	3	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
25Z	Visual Information Operations Chief	0	0	3	0	0	3	27-2012	Producers and Directors
31S	Satellite Communications Systems Operator-Maintainer	0	3	0	0	0	3	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
45G	Fire Control Repairer	3	0	0	0	0	3	49-9069	Precision Instrument and Equipment Repairers, All Other
63A	M1 ABRAMS Tank System Maintainer	0	0	0	2	1	3	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment

MOS	MOS Description	Pay Grade					Grand Total	soc code	SOC title
		E1-4	E5-6	E7-9	O1-3	O4-6			
63Y	Track Vehicle Mechanic	2	1	0	0	0	3	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
65D	Physician Assistant	0	0	0	2	1	3	29-1071	Physician Assistants
66H	Medical Surgical Nurse	0	0	0	2	1	3	29-1111	Registered Nurses
67A	Health Services	0	0	0	3	0	3	11-9111	Medical and Health Services Managers
73D	Accounting Specialist	1	2	0	0	0	3	43-3031	Bookkeeping, Accounting, and Auditing Clerks
74A	Chemical, General	0	0	0	3	0	3	55-1019	Military Officer Special and Tactical Operations Leaders/Managers, All Other
88Z	Transportation Senior Sergeant	0	0	3	0	0	3	53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators
91T	Animal Care Specialist	1	2	0	0	0	3	31-9096	Veterinary Assistants and Laboratory Animal Caretakers
91Z	Chief Medical NCO	0	0	3	0	0	3	11-9111	Medical and Health Services Managers
92M	Mortuary Affairs Specialist	2	1	0	0	0	3	39-4011	Embalmers
93P	Aviation Operations Specialist	1	2	0	0	0	3	53-2022	Airfield Operations Specialists
94H	TMDE Maintenance Support Specialist	0	2	1	0	0	3	49-9069	Precision Instrument and Equipment Repairers, All Other
94K	APACHE Attack Helicopter Systems Repairer	2	1	0	0	0	3	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
94S	PATRIOT System Repairer	1	2	0	0	0	3	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
94T	AVENGER System Repairer	2	1	0	0	0	3	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
74D	Chemical Operations Specialist	0	2	1	0	0	3	55-3019	Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other
02G	Flute or Piccolo Player	0	0	2	0	0	2	27-2042	Musicians and Singers
11X	Infantry (Reporting Code)	2	0	0	0	0	2	00-0001	Enlisted Military Training/Reporting/Special Duty Code (no related SOC)
12B	Armor	2	0	0	0	0	2	55-1013	Armored Assault Vehicle Officers
13C	Tactical Automated Fire Control Systems Specialist	2	0	0	0	0	2	55-3014	Artillery and Missile Crew Members
14B	Short-Range Air Defense Artillery (SHORAD)	0	0	0	2	0	2	55-1014	Artillery and Missile Officers
14R	BRADLEY Linebacker Crewmember	0	0	2	0	0	2	55-3013	Armored Assault Vehicle Crew Members
15A	Aviation General	0	0	0	2	0	2	53-2012	Commercial Pilots
19A	Armor, General	0	0	0	2	0	2	55-1013	Armored Assault Vehicle Officers
21A	Engineer, General	0	0	0	2	0	2	17-2051	Civil Engineers
21Y	Topographic Engineering Supervisor	0	0	2	0	0	2	17-1021	Cartographers and Photogrammetrists
25N	Network Switching Systems Operator-Maintainer	2	0	0	0	0	2	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
25T	Satellite/Microwave Systems Chief	0	0	2	0	0	2	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
27E	Land Combat Electronic Missile System Repairer	0	2	0	0	0	2	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
31A	Military Police	0	0	0	2	0	2	33-1012	First-Line Supervisors/Managers of Police and Detectives
35H	TMDE Maintenance Support Specialist	0	2	0	0	0	2	49-9069	Precision Instrument and Equipment Repairers, All Other
35J	Computer/Automation Systems Repairer	2	0	0	0	0	2	49-2011	Computer, Automated Teller, and Office Machine Repairers
38A	Civil Affairs Specialist (RC)	0	2	0	0	0	2	13-1061	Emergency Management Specialists
42B	Personnel Systems Management	0	0	0	0	2	2	11-3021	Computer and Information Systems Managers
42F	Human Resources Information Systems Management Specialist	0	2	0	0	0	2	43-4161	Human Resources Assistants, Except Payroll and Timekeeping
43A	Human Resources Management Officer	0	0	0	0	2	2	11-3041	Compensation and Benefits Managers
44A	Finance, General	0	0	0	2	0	2	11-3031	Financial Managers

MOS	MOS Description	Pay Grade						Grand Total	soc code	SOC title
		E1-4	E5-6	E7-9	O1-3	O4-6				
44C	Financial Management Technician	0	2	0	0	0	2	43-3051	Payroll and Timekeeping Clerks	
53A	Information Systems Management	0	0	0	0	2	2	11-3021	Computer and Information Systems Managers	
56A	Command & Unit Chaplain	0	0	0	0	2	2	21-2011	Clergy	
60G	Gastroenterologist	0	0	0	0	2	2	29-1063	Internists, General	
61F	Internist	0	0	0	0	2	2	29-1069	Physicians and Surgeons, All Other	
61H	Family Physician	0	0	0	0	2	2	29-1062	Family and General Practitioners	
61R	Diagnostic Radiologist	0	0	0	0	2	2	29-1069	Physicians and Surgeons, All Other	
63G	Fuel & Electrical System Repairer BRADLEY Fighting Vehicle System	0	2	0	0	0	2	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	
63T	Mechanic	0	2	0	0	0	2	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	
66G	Obstetrics and Gynecologic Nurse	0	0	0	2	0	2	29-1111	Registered Nurses	
67S	OH-58D Scout Helicopter Repairer	0	2	0	0	0	2	49-3011	Aircraft Mechanics and Service Technicians	
67U	CH-47 Helicopter Repairer	2	0	0	0	0	2	49-3011	Aircraft Mechanics and Service Technicians	
68E	Dental Specialist	2	0	0	0	0	2	31-9091	Dental Assistants	
68J	Medical Logistics Specialist	2	0	0	0	0	2	43-5071	Shipping, Receiving, and Traffic Clerks	
68M	Hospital Food Specialist	2	0	0	0	0	2	35-2012	Cooks, Institution and Cafeteria	
68N	Avionic Mechanic	2	0	0	0	0	2	49-2091	Avionics Technicians	
68P	Radiology Specialist	2	0	0	0	0	2	29-2034	Radiologic Technologists and Technicians	
68Y	AH-64D Armament/Electrical/Avionics Systems Repairer	2	0	0	0	0	2	49-3011	Aircraft Mechanics and Service Technicians	
68Z	Chief Medical NCO	0	0	2	0	0	2	11-9111	Medical and Health Services Managers	
73Z	Finance Senior Sergeant	0	0	2	0	0	2	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	
92F	Petroleum Supply Specialist	2	0	0	0	0	2	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	
91B	Maintenance Management	0	0	0	2	0	2	13-1081	Logisticians	
92D	Aerial Delivery & Materiel	0	0	0	2	0	2	11-3071	Transportation, Storage, and Distribution Managers	
94Z	Senior Electronics Maintenance Chief	0	0	2	0	0	2	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	
96Z	Intelligence Senior Sergeant	0	0	2	0	0	2	55-2013	First-Line Supervisors/Managers of All Other Tactical Operations Specialists	
25Y	Information Systems Chief	0	0	1	0	0	1	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	
90A	Logistics	0	0	0	1	0	1	13-1081	Logisticians	
98H	Communications Interceptor/Locator	0	1	0	0	0	1	27-4013	Radio Operators	
TOTALS		3426	2166	960	65	37	6654			

Appendix C: Top SOCs of Separating Personnel for D&HS Cluster Industries

In the tables below, the entire list of SOC codes for separating personnel are identified for all the D&HS Cluster industries (NAICS) and are sorted by highest percentage of the occupation employment in that given industry. Occupations with the percentage of employment listed as “***” means that this estimate was not released.

NAICS: 236200 Nonresidential Building Construction			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-4161	Carpenters	15	19.84
53-3033	First-line supervisors/managers of construction trades and extraction workers	4	10.35
47-4099	Operating engineers and other construction equipment operators	31	2.14
43-9061	Civil engineers	2	2.00
43-9011	Plumbers, pipefitters, and steamfitters	5	1.90
51-4041	Office clerks, general	92	1.84
49-3042	Bookkeeping, accounting, and auditing clerks	3	1.84
47-2073	Electricians	3	1.08
17-3031	Welders, cutters, solderers, and brazers	9	1.00
49-1011	Maintenance and repair workers, general	4	0.83
13-1079	Truck drivers, heavy and tractor-trailer	2	0.70
49-9021	First-line supervisors/managers of office and administrative support workers	5	0.63
43-5071	Chief executives	1	0.44
49-9041	Architectural and civil drafters	7	0.35
49-2094	Financial managers	2	0.33
49-9099	Payroll and timekeeping clerks	8	0.31
47-2031	Purchasing agents, except wholesale, retail, and farm products	4	0.27
13-1071	Truck drivers, light or delivery services	136	0.26
29-9011	Construction and related workers, all other	100	0.26
51-9061	Production, planning, and expediting clerks	1	0.21
51-4121	Crane and tower operators	4	0.20
43-3051	Mobile heavy equipment mechanics, except engines	32	0.19
17-3011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.18
11-3021	First-line supervisors/managers of production and operating workers	3	0.12
13-1081	Heating, air conditioning, and refrigeration mechanics and installers	24	0.11
47-2152	Civil engineering technicians	2	0.10
43-1011	Bus and truck mechanics and diesel engine specialists	2	0.08
11-3071	Stock clerks and order fillers	241	0.07
47-1011	Network and computer systems administrators	4	0.06
49-9042	Employment, recruitment, and placement specialists	12	0.05
13-1023	Occupational health and safety specialists	12	0.05
53-7021	First-line supervisors/managers of transportation and material-moving machine and	3	0.05
15-1071	Human resources, training, and labor relations specialists, all other	28	0.04
47-2071	Computer systems analysts	2	0.04
29-9012	Machinists	36	0.03
43-3031	Surveying and mapping technicians	29	0.03
47-2111	Paving, surfacing, and tamping equipment operators	4	0.03
51-1011	Human resources assistants, except payroll and timekeeping	142	0.02
53-1031	Industrial machinery mechanics	18	0.02
11-3049	Inspectors, testers, sorters, samplers, and weighers	12	0.02
17-2051	Computer and information systems managers	7	0.02
53-3032	Compensation and benefits managers	2	0.02
11-3031	Automotive service technicians and mechanics	213	0.01
17-3022	Computer operators	41	0.01
49-3031	Shipping, receiving, and traffic clerks	23	0.01
15-1051	Logisticians	6	0.01
11-3041	Human resources managers, all other	3	0.01
53-2012	Commercial pilots	2	0.01
11-1011	Training and development specialists	1	0.01
43-5061	Transportation, storage, and distribution managers	5	0.00
13-1073	Occupational health and safety technicians	4	0.00
43-5081	Electrical and electronics repairers, commercial and industrial equipment	17	**
49-3023	Installation, maintenance, and repair workers, all other	17	**

NAICS: 237100 Utility System Construction			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
47-2073	Operating engineers and other construction equipment operators	31	10.93
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	6.48
49-9052	Telecommunications line installers and repairers	86	3.54
47-2152	Plumbers, pipefitters, and steamfitters	5	3.40
53-3032	Truck drivers, heavy and tractor-trailer	2	2.42
43-9061	Office clerks, general	92	1.76
51-4121	Welders, cutters, solderers, and brazers	9	1.66
47-2031	Carpenters	15	1.53
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	1.48
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.31
47-2111	Electricians	3	1.00
49-3042	Mobile heavy equipment mechanics, except engines	32	0.90
49-9042	Maintenance and repair workers, general	4	0.68
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.49
49-3031	Bus and truck mechanics and diesel engine specialists	2	0.41
53-3033	Truck drivers, light or delivery services	136	0.41
43-3051	Payroll and timekeeping clerks	8	0.38
49-9099	Installation, maintenance, and repair workers, all other	17	0.37
53-7021	Crane and tower operators	4	0.32
47-2071	Paving, surfacing, and tamping equipment operators	4	0.31
17-2051	Civil engineers	2	0.29
11-1011	Chief executives	1	0.24
47-4099	Construction and related workers, all other	100	0.21
49-3023	Automotive service technicians and mechanics	213	0.20
11-3031	Financial managers	2	0.19
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.19
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.19
49-9041	Industrial machinery mechanics	18	0.11
51-1011	First-line supervisors/managers of production and operating workers	3	0.11
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.10
43-5081	Stock clerks and order fillers	241	0.09
17-3011	Architectural and civil drafters	7	0.06
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.06
43-5061	Production, planning, and expediting clerks	1	0.05
51-4041	Machinists	36	0.05
51-8031	Water and liquid waste treatment plant and system operators	26	0.05
13-1071	Employment, recruitment, and placement specialists	12	0.04
17-3022	Civil engineering technicians	2	0.04
29-9011	Occupational health and safety specialists	12	0.04
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	0.04
51-8013	Power plant operators	17	0.04
13-1079	Human resources, training, and labor relations specialists, all other	28	0.03
15-1051	Computer systems analysts	2	0.02
15-1071	Network and computer systems administrators	4	0.02
17-3024	Electro-mechanical technicians	8	0.02
17-3031	Surveying and mapping technicians	29	0.02
43-4161	Human resources assistants, except payroll and timekeeping	142	0.02
43-9011	Computer operators	41	0.02
11-3041	Compensation and benefits managers	2	0.01
11-3071	Transportation, storage, and distribution managers	5	0.01
43-5071	Shipping, receiving, and traffic clerks	23	**
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	**

NAICS: 237130			
Power and Communication Line and Related Structure			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
49-9052	Telecommunications line installers and repairers	86	11.00
47-2073	Operating engineers and other construction equipment operators	31	7.04
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	4.47
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	3.98
47-2111	Electricians	3	2.02
43-9061	Office clerks, general	92	1.95
53-3032	Truck drivers, heavy and tractor-trailer	2	1.17
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.14
47-2152	Plumbers, pipefitters, and steamfitters	5	0.74
49-9042	Maintenance and repair workers, general	4	0.67
51-4121	Welders, cutters, solderers, and brazers	9	0.57
53-3033	Truck drivers, light or delivery services	136	0.55
49-9099	Installation, maintenance, and repair workers, all other	17	0.52
49-3031	Bus and truck mechanics and diesel engine specialists	2	0.51
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.48
47-2031	Carpenters	15	0.46
49-3042	Mobile heavy equipment mechanics, except engines	32	0.46
53-7021	Crane and tower operators	4	0.41
43-3051	Payroll and timekeeping clerks	8	0.36
49-3023	Automotive service technicians and mechanics	213	0.34
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.31
47-4099	Construction and related workers, all other	100	0.30
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.24
17-2051	Civil engineers	2	0.23
11-1011	Chief executives	1	0.22
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.22
11-3031	Financial managers	2	0.20
51-1011	First-line supervisors/managers of production and operating workers	3	0.17
43-5081	Stock clerks and order fillers	241	0.16
17-3011	Architectural and civil drafters	7	0.13
51-8013	Power plant operators	17	0.13
43-5061	Production, planning, and expediting clerks	1	0.11
47-2071	Paving, surfacing, and tamping equipment operators	4	0.10
17-3022	Civil engineering technicians	2	0.06
17-3024	Electro-mechanical technicians	8	0.06
15-1071	Network and computer systems administrators	4	0.05
29-9011	Occupational health and safety specialists	12	0.05
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.05
13-1071	Employment, recruitment, and placement specialists	12	0.04
13-1079	Human resources, training, and labor relations specialists, all other	28	0.04
43-4161	Human resources assistants, except payroll and timekeeping	142	0.04
17-3031	Surveying and mapping technicians	29	**
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	**
49-9041	Industrial machinery mechanics	18	**

NAICS: 334100 Computer and Peripheral Equipment Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
15-1051	Computer systems analysts	2	2.49
11-3021	Computer and information systems managers	7	2.17
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	1.44
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	1.28
43-9061	Office clerks, general	92	1.18
43-5061	Production, planning, and expediting clerks	1	0.95
43-5071	Shipping, receiving, and traffic clerks	23	0.94
13-1081	Logisticians	6	0.89
51-1011	First-line supervisors/managers of production and operating workers	3	0.84
11-3031	Financial managers	2	0.76
49-9042	Maintenance and repair workers, general	4	0.75
43-5081	Stock clerks and order fillers	241	0.69
49-2011	Computer, automated teller, and office machine repairers	2	0.66
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.50
15-1071	Network and computer systems administrators	4	0.48
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.42
13-1073	Training and development specialists	1	0.41
13-1079	Human resources, training, and labor relations specialists, all other	28	0.33
11-1011	Chief executives	1	0.32
11-3049	Human resources managers, all other	3	0.29
13-1071	Employment, recruitment, and placement specialists	12	0.25
19-4099	Life, physical, and social science technicians, all other	6	0.21
17-3024	Electro-mechanical technicians	8	0.18
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.18
51-4041	Machinists	36	0.16
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.14
11-3071	Transportation, storage, and distribution managers	5	0.13
49-9041	Industrial machinery mechanics	18	0.10
11-3041	Compensation and benefits managers	2	0.08
43-4161	Human resources assistants, except payroll and timekeeping	142	0.08
43-9011	Computer operators	41	0.07
43-3051	Payroll and timekeeping clerks	8	0.05
23-2011	Paralegals and legal assistants	4	0.03
49-9099	Installation, maintenance, and repair workers, all other	17	0.03
51-4121	Welders, cutters, solderers, and brazers	9	0.03
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.02
53-3033	Truck drivers, light or delivery services	136	0.02

NAICS: 334500			
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	2.30
51-1011	First-line supervisors/managers of production and operating workers	3	1.97
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	1.85
51-4041	Machinists	36	1.78
43-5061	Production, planning, and expediting clerks	1	1.22
43-5071	Shipping, receiving, and traffic clerks	23	1.15
43-9061	Office clerks, general	92	1.15
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.97
43-5081	Stock clerks and order fillers	241	0.78
11-3031	Financial managers	2	0.71
49-9042	Maintenance and repair workers, general	4	0.65
11-3021	Computer and information systems managers	7	0.64
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.64
15-1051	Computer systems analysts	2	0.62
17-3024	Electro-mechanical technicians	8	0.57
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.55
51-4121	Welders, cutters, solderers, and brazers	9	0.46
15-1071	Network and computer systems administrators	4	0.45
13-1081	Logisticians	6	0.42
11-1011	Chief executives	1	0.37
49-2091	Avionics technicians	11	0.31
49-9041	Industrial machinery mechanics	18	0.30
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.27
13-1079	Human resources, training, and labor relations specialists, all other	28	0.26
49-9099	Installation, maintenance, and repair workers, all other	17	0.26
13-1073	Training and development specialists	1	0.25
51-2011	Aircraft structure, surfaces, rigging, and systems assemblers	17	0.20
43-4161	Human resources assistants, except payroll and timekeeping	142	0.16
11-3049	Human resources managers, all other	3	0.15
49-9062	Medical equipment repairers	25	0.13
11-9121	Natural sciences managers	1	0.12
43-3051	Payroll and timekeeping clerks	8	0.11
49-9069	Precision instrument and equipment repairers, all other	17	0.11
49-3011	Aircraft mechanics and service technicians	53	0.10
47-2111	Electricians	3	0.09
11-3041	Compensation and benefits managers	2	0.08
11-3071	Transportation, storage, and distribution managers	5	0.06
13-1071	Employment, recruitment, and placement specialists	12	0.06
29-9011	Occupational health and safety specialists	12	0.05
43-9011	Computer operators	41	0.05
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	0.05
51-9083	Ophthalmic laboratory technicians	6	0.05
23-2011	Paralegals and legal assistants	4	0.03
25-3099	Teachers and instructors, all other	2	0.03
47-2152	Plumbers, pipefitters, and steamfitters	5	0.03
49-9052	Telecommunications line installers and repairers	86	0.03
11-9111	Medical and health services managers	3	0.02
29-1111	Registered nurses	4	0.02
43-6012	Legal secretaries	23	0.02
53-3032	Truck drivers, heavy and tractor-trailer	2	0.02
53-3033	Truck drivers, light or delivery services	136	0.02
17-2051	Civil engineers	2	0.01
27-4011	Audio and video equipment technicians	6	0.01
29-9012	Occupational health and safety technicians	4	0.01
47-2031	Carpenters	15	0.01
49-2011	Computer, automated teller, and office machine repairers	2	0.01
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.01
53-2012	Commercial pilots	2	0.01
19-4099	Life, physical, and social science technicians, all other	6	**
49-2093	Electrical and electronics installers and repairers, transportation equipment	2	**
51-5022	Prepress technicians and workers	26	**

NAICS: 335300 Electrical Equipment Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
51-1011	First-line supervisors/managers of production and operating workers	3	3.29
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	3.09
51-4041	Machinists	36	2.72
51-4121	Welders, cutters, solderers, and brazers	9	2.22
43-5071	Shipping, receiving, and traffic clerks	23	1.86
49-9042	Maintenance and repair workers, general	4	1.37
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	1.16
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.08
43-5061	Production, planning, and expediting clerks	1	0.92
43-5081	Stock clerks and order fillers	241	0.84
43-9061	Office clerks, general	92	0.82
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.60
47-2111	Electricians	3	0.43
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.42
11-3031	Financial managers	2	0.35
11-1011	Chief executives	1	0.25
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.21
43-4161	Human resources assistants, except payroll and timekeeping	142	0.20
49-9041	Industrial machinery mechanics	18	0.20
15-1051	Computer systems analysts	2	0.18
11-3021	Computer and information systems managers	7	0.16
13-1079	Human resources, training, and labor relations specialists, all other	28	0.14
15-1071	Network and computer systems administrators	4	0.14
43-3051	Payroll and timekeeping clerks	8	0.14
53-3032	Truck drivers, heavy and tractor-trailer	2	0.14
53-3033	Truck drivers, light or delivery services	136	0.13
11-3049	Human resources managers, all other	3	0.08
11-3041	Compensation and benefits managers	2	0.07
13-1081	Logisticians	6	0.06
13-1073	Training and development specialists	1	0.04
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	0.04
49-9099	Installation, maintenance, and repair workers, all other	17	0.04
13-1071	Employment, recruitment, and placement specialists	12	0.02
17-3024	Electro-mechanical technicians	8	**

NAICS: 336400 Aerospace Product and Parts Manufacturing			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
51-2011	Aircraft structure, surfaces, rigging, and systems assemblers	17	6.38
49-3011	Aircraft mechanics and service technicians	53	4.83
51-4041	Machinists	36	3.85
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	3.40
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	2.09
51-1011	First-line supervisors/managers of production and operating workers	3	2.00
43-5061	Production, planning, and expediting clerks	1	1.68
13-1081	Logisticians	6	1.08
49-2091	Avionics technicians	11	1.03
43-5081	Stock clerks and order fillers	241	0.96
43-5071	Shipping, receiving, and traffic clerks	23	0.88
49-9042	Maintenance and repair workers, general	4	0.87
51-4121	Welders, cutters, solderers, and brazers	9	0.74
15-1051	Computer systems analysts	2	0.61
43-9061	Office clerks, general	92	0.59
49-9099	Installation, maintenance, and repair workers, all other	17	0.51
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.48
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.45
13-1079	Human resources, training, and labor relations specialists, all other	28	0.44
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.44
11-3031	Financial managers	2	0.41
49-9041	Industrial machinery mechanics	18	0.39
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.36
11-3021	Computer and information systems managers	7	0.35
15-1071	Network and computer systems administrators	4	0.30
11-1011	Chief executives	1	0.18
47-2111	Electricians	3	0.17
29-9011	Occupational health and safety specialists	12	0.13
53-2012	Commercial pilots	2	0.13
11-3049	Human resources managers, all other	3	0.12
47-2152	Plumbers, pipefitters, and steamfitters	5	0.12
49-2093	Electrical and electronics installers and repairers, transportation equipment	2	0.12
13-1073	Training and development specialists	1	0.11
53-3032	Truck drivers, heavy and tractor-trailer	2	0.11
43-3051	Payroll and timekeeping clerks	8	0.09
47-2031	Carpenters	15	0.08
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.07
11-3071	Transportation, storage, and distribution managers	5	0.06
17-2051	Civil engineers	2	0.06
43-4161	Human resources assistants, except payroll and timekeeping	142	0.06
53-3033	Truck drivers, light or delivery services	136	0.06
17-3024	Electro-mechanical technicians	8	0.05
11-3041	Compensation and benefits managers	2	0.04
33-2011	Fire fighters	3	0.04
49-3023	Automotive service technicians and mechanics	213	0.04
49-3042	Mobile heavy equipment mechanics, except engines	32	0.04
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	0.04
53-2022	Airfield operations specialists	31	0.04
13-1071	Employment, recruitment, and placement specialists	12	0.03
19-4099	Life, physical, and social science technicians, all other	6	0.03
25-3099	Teachers and instructors, all other	2	0.03
43-9011	Computer operators	41	0.03
49-9069	Precision instrument and equipment repairers, all other	17	0.03
51-8031	Water and liquid waste treatment plant and system operators	26	0.03
29-1111	Registered nurses	4	0.02
29-9012	Occupational health and safety technicians	4	0.02
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	0.02
51-8013	Power plant operators	17	0.02
11-9111	Medical and health services managers	3	0.01
17-3022	Civil engineering technicians	2	0.01
23-2011	Paralegals and legal assistants	4	0.01
27-4031	Camera operators, television, video, and motion picture	6	0.01
29-2041	Emergency medical technicians and paramedics	255	0.01
53-2011	Airline pilots, copilots, and flight engineers	6	0.01
53-7199	Material moving workers, all other	43	0.01

NAICS: 493100 Warehousing and Storage			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-5081	Stock clerks and order fillers	241	8.74
43-5071	Shipping, receiving, and traffic clerks	23	5.78
53-3032	Truck drivers, heavy and tractor-trailer	2	4.25
53-3033	Truck drivers, light or delivery services	136	1.93
49-9042	Maintenance and repair workers, general	4	1.72
43-9061	Office clerks, general	92	1.65
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.23
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	1.23
11-3071	Transportation, storage, and distribution managers	5	0.90
43-5061	Production, planning, and expediting clerks	1	0.87
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.74
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.73
13-1081	Logisticians	6	0.45
51-1011	First-line supervisors/managers of production and operating workers	3	0.34
43-5011	Cargo and freight agents	35	0.32
49-3031	Bus and truck mechanics and diesel engine specialists	2	0.24
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.23
43-9011	Computer operators	41	0.22
43-4161	Human resources assistants, except payroll and timekeeping	142	0.21
53-7021	Crane and tower operators	4	0.18
13-1073	Training and development specialists	1	0.14
15-1071	Network and computer systems administrators	4	0.14
43-3051	Payroll and timekeeping clerks	8	0.14
13-1079	Human resources, training, and labor relations specialists, all other	28	0.13
49-9041	Industrial machinery mechanics	18	0.13
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.12
11-3031	Financial managers	2	0.10
11-1011	Chief executives	1	0.08
49-9099	Installation, maintenance, and repair workers, all other	17	0.08
11-3021	Computer and information systems managers	7	0.07
49-3023	Automotive service technicians and mechanics	213	0.07
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	0.07
51-4041	Machinists	36	0.07
15-1051	Computer systems analysts	2	0.06
49-3042	Mobile heavy equipment mechanics, except engines	32	0.06
13-1071	Employment, recruitment, and placement specialists	12	0.04
29-2052	Pharmacy technicians	8	0.04
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.04
11-3041	Compensation and benefits managers	2	0.03
11-3049	Human resources managers, all other	3	0.03
29-1051	Pharmacists	3	0.03
29-9011	Occupational health and safety specialists	12	0.02
47-2111	Electricians	3	0.02
49-2011	Computer, automated teller, and office machine repairers	2	0.02
49-3011	Aircraft mechanics and service technicians	53	0.02
51-4121	Welders, cutters, solderers, and brazers	9	0.02
17-2051	Civil engineers	2	0.01
17-3024	Electro-mechanical technicians	8	0.01
27-3091	Interpreters and translators	42	0.01
29-1111	Registered nurses	4	0.01
29-9012	Occupational health and safety technicians	4	0.01
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	0.01
47-2031	Carpenters	15	0.01
47-2073	Operating engineers and other construction equipment operators	31	0.01
47-2152	Plumbers, pipefitters, and steamfitters	5	0.01
51-6011	Laundry and dry-cleaning workers	24	0.01
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	**
49-9052	Telecommunications line installers and repairers	86	**
51-8093	Petroleum pump system operators, refinery operators, and gaugers	99	**
53-7199	Material moving workers, all other	43	**

NAICS: 541500 Computer Systems Design and Related Services			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
15-1051	Computer systems analysts	2	8.20
15-1071	Network and computer systems administrators	4	3.59
11-3021	Computer and information systems managers	7	3.28
43-9061	Office clerks, general	92	1.91
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.20
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.79
49-2011	Computer, automated teller, and office machine repairers	2	0.69
43-9011	Computer operators	41	0.67
11-3031	Financial managers	2	0.55
13-1073	Training and development specialists	1	0.55
13-1071	Employment, recruitment, and placement specialists	12	0.53
11-1011	Chief executives	1	0.47
43-5071	Shipping, receiving, and traffic clerks	23	0.38
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.35
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.33
27-1014	Multi-media artists and animators	17	0.27
13-1079	Human resources, training, and labor relations specialists, all other	28	0.23
13-1081	Logisticians	6	0.21
43-5061	Production, planning, and expediting clerks	1	0.18
49-9052	Telecommunications line installers and repairers	86	0.15
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.14
49-9042	Maintenance and repair workers, general	4	0.13
11-3049	Human resources managers, all other	3	0.11
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.10
43-4161	Human resources assistants, except payroll and timekeeping	142	0.09
43-5081	Stock clerks and order fillers	241	0.08
25-3099	Teachers and instructors, all other	2	0.07
11-3041	Compensation and benefits managers	2	0.06
53-3033	Truck drivers, light or delivery services	136	0.05
49-3011	Aircraft mechanics and service technicians	53	0.04
51-1011	First-line supervisors/managers of production and operating workers	3	0.04
17-1021	Cartographers and photogrammetrists	21	0.03
23-2011	Paralegals and legal assistants	4	0.03
27-2012	Producers and directors	3	0.03
29-2071	Medical records and health information technicians	11	0.03
43-3051	Payroll and timekeeping clerks	8	0.03
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.03
11-3071	Transportation, storage, and distribution managers	5	0.02
27-4011	Audio and video equipment technicians	6	0.02
47-2111	Electricians	3	0.02
49-9099	Installation, maintenance, and repair workers, all other	17	0.02
11-9111	Medical and health services managers	3	0.01
11-9121	Natural sciences managers	1	0.01
17-2051	Civil engineers	2	0.01
17-3024	Electro-mechanical technicians	8	0.01
17-3031	Surveying and mapping technicians	29	0.01
19-4099	Life, physical, and social science technicians, all other	6	0.01
29-1111	Registered nurses	4	0.01
29-9011	Occupational health and safety specialists	12	0.01
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	0.01
51-4041	Machinists	36	0.01
17-3011	Architectural and civil drafters	7	0.00
27-4099	Media and communication equipment workers, all other	1	0.00
29-1051	Pharmacists	3	0.00
29-1069	Physicians and surgeons, all other	2	0.00

Computer Systems Design and Related Services Table continued

SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-2099	Communications equipment operators, all other	20	0.00
43-6012	Legal secretaries	23	0.00
49-9041	Industrial machinery mechanics	18	0.00
51-4121	Welders, cutters, solderers, and brazers	9	0.00
51-8013	Power plant operators	17	0.00
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.00
53-3032	Truck drivers, heavy and tractor-trailer	2	0.00
13-1061	Emergency management specialists	4	**
27-3091	Interpreters and translators	42	**
47-2031	Carpenters	15	**

NAICS: 541600			
Management, Scientific, and Technical Consulting Services			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-9061	Office clerks, general	92	3.80
13-1071	Employment, recruitment, and placement specialists	12	2.27
43-3031	Bookkeeping, accounting, and auditing clerks	3	2.15
15-1051	Computer systems analysts	2	1.53
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.53
49-9042	Maintenance and repair workers, general	4	1.11
15-1071	Network and computer systems administrators	4	0.85
11-3031	Financial managers	2	0.70
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.70
13-1073	Training and development specialists	1	0.64
11-3021	Computer and information systems managers	7	0.59
11-1011	Chief executives	1	0.57
43-4161	Human resources assistants, except payroll and timekeeping	142	0.49
43-5061	Production, planning, and expediting clerks	1	0.49
13-1079	Human resources, training, and labor relations specialists, all other	28	0.45
13-1081	Logisticians	6	0.45
17-2051	Civil engineers	2	0.42
43-5071	Shipping, receiving, and traffic clerks	23	0.40
29-1111	Registered nurses	4	0.38
43-5081	Stock clerks and order fillers	241	0.31
29-9011	Occupational health and safety specialists	12	0.26
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.22
43-3051	Payroll and timekeeping clerks	8	0.22
53-3032	Truck drivers, heavy and tractor-trailer	2	0.20
11-9121	Natural sciences managers	1	0.18
43-5011	Cargo and freight agents	35	0.18
43-9011	Computer operators	41	0.17
19-4099	Life, physical, and social science technicians, all other	6	0.16
49-2011	Computer, automated teller, and office machine repairers	2	0.13
11-3049	Human resources managers, all other	3	0.12
53-3033	Truck drivers, light or delivery services	136	0.12
11-9111	Medical and health services managers	3	0.11
29-2071	Medical records and health information technicians	11	0.11
29-9012	Occupational health and safety technicians	4	0.09
11-3041	Compensation and benefits managers	2	0.08
17-3031	Surveying and mapping technicians	29	0.08
23-2011	Paralegals and legal assistants	4	0.08
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	0.08
49-9052	Telecommunications line installers and repairers	86	0.08
51-8031	Water and liquid waste treatment plant and system operators	26	0.08
51-1011	First-line supervisors/managers of production and operating workers	3	0.07
11-3071	Transportation, storage, and distribution managers	5	0.06
17-1021	Cartographers and photogrammetrists	21	0.06
17-3011	Architectural and civil drafters	7	0.06
29-2011	Medical and clinical laboratory technologists	31	0.06
47-2031	Carpenters	15	0.06
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.06
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.06
25-3099	Teachers and instructors, all other	2	0.05
27-1014	Multi-media artists and animators	17	0.05
47-2111	Electricians	3	0.05
49-9099	Installation, maintenance, and repair workers, all other	17	0.05
27-3091	Interpreters and translators	42	0.04
47-2152	Plumbers, pipefitters, and steamfitters	5	0.04
49-3023	Automotive service technicians and mechanics	213	0.04

Management, Scientific, and Technical Consulting Services Table continued

SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
17-3022	Civil engineering technicians	2	0.03
29-1051	Pharmacists	3	0.03
35-1012	First-line supervisors/managers of food preparation and serving workers	1	0.03
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.03
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.03
27-2012	Producers and directors	3	0.02
29-1069	Physicians and surgeons, all other	2	0.02
47-2073	Operating engineers and other construction equipment operators	31	0.02
13-1061	Emergency management specialists	4	0.01
27-4099	Media and communication equipment workers, all other	1	0.01
43-6012	Legal secretaries	23	0.01
51-5022	Prepress technicians and workers	26	0.01
53-2012	Commercial pilots	2	0.01
29-1062	Family and general practitioners	2	0.00
51-4041	Machinists	36	0.00
51-4121	Welders, cutters, solderers, and brazers	9	0.00
17-3024	Electro-mechanical technicians	8	**
19-3031	Clinical, counseling, and school psychologists	2	**
27-4011	Audio and video equipment technicians	6	**
29-1071	Physician assistants	3	**
29-2021	Dental hygienists	1	**
31-9091	Dental assistants	38	**
45-2011	Agricultural inspectors	10	**
47-4099	Construction and related workers, all other	100	**
49-3031	Bus and truck mechanics and diesel engine specialists	2	**
49-9069	Precision instrument and equipment repairers, all other	17	**

NAICS: 541710			
Research and Development in the Physical, Engineering, and Life Sciences			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
11-9121	Natural sciences managers	1	1.93
43-9061	Office clerks, general	92	1.73
15-1051	Computer systems analysts	2	1.66
19-4099	Life, physical, and social science technicians, all other	6	1.34
11-3021	Computer and information systems managers	7	1.03
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.92
15-1071	Network and computer systems administrators	4	0.92
49-9042	Maintenance and repair workers, general	4	0.90
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.81
11-3031	Financial managers	2	0.80
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.72
31-9096	Veterinary assistants and laboratory animal caretakers	3	0.49
11-1011	Chief executives	1	0.48
29-1111	Registered nurses	4	0.43
51-4041	Machinists	36	0.38
13-1073	Training and development specialists	1	0.36
13-1081	Logisticians	6	0.35
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.34
13-1079	Human resources, training, and labor relations specialists, all other	28	0.32
51-1011	First-line supervisors/managers of production and operating workers	3	0.31
43-5061	Production, planning, and expediting clerks	1	0.24
43-5071	Shipping, receiving, and traffic clerks	23	0.24
43-4161	Human resources assistants, except payroll and timekeeping	142	0.23
11-9111	Medical and health services managers	3	0.20
17-2051	Civil engineers	2	0.18
17-3024	Electro-mechanical technicians	8	0.18
29-2011	Medical and clinical laboratory technologists	31	0.18
29-9011	Occupational health and safety specialists	12	0.18
11-3049	Human resources managers, all other	3	0.17
49-9041	Industrial machinery mechanics	18	0.17
47-2111	Electricians	3	0.15
11-3041	Compensation and benefits managers	2	0.13
43-5081	Stock clerks and order fillers	241	0.13
13-1071	Employment, recruitment, and placement specialists	12	0.12
29-1069	Physicians and surgeons, all other	2	0.12
29-2071	Medical records and health information technicians	11	0.12
43-3051	Payroll and timekeeping clerks	8	0.12
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.11
43-9011	Computer operators	41	0.09
49-2011	Computer, automated teller, and office machine repairers	2	0.08
19-3031	Clinical, counseling, and school psychologists	2	0.07
23-2011	Paralegals and legal assistants	4	0.07
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.07
47-2152	Plumbers, pipefitters, and steamfitters	5	0.06
17-3022	Civil engineering technicians	2	0.05
25-3099	Teachers and instructors, all other	2	0.05
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	0.05
53-3033	Truck drivers, light or delivery services	136	0.05
11-3071	Transportation, storage, and distribution managers	5	0.04
29-1051	Pharmacists	3	0.04
29-1071	Physician assistants	3	0.04
29-9012	Occupational health and safety technicians	4	0.04
47-2031	Carpenters	15	0.04
49-3023	Automotive service technicians and mechanics	213	0.04
51-2011	Aircraft structure, surfaces, rigging, and systems assemblers	17	0.04

Research and Development in the Physical, Engineering, and Life Sciences Table continued

SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
29-2034	Radiologic technologists and technicians	15	0.03
33-2011	Fire fighters	3	0.03
35-2012	Cooks, institution and cafeteria	193	0.03
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.03
49-9069	Precision instrument and equipment repairers, all other	17	0.03
13-1061	Emergency management specialists	4	0.02
17-1021	Cartographers and photogrammetrists	21	0.02
27-1014	Multi-media artists and animators	17	0.02
29-2052	Pharmacy technicians	8	0.02
43-6012	Legal secretaries	23	0.02
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	0.02
47-2073	Operating engineers and other construction equipment operators	31	0.02
49-9062	Medical equipment repairers	25	0.02
49-9099	Installation, maintenance, and repair workers, all other	17	0.02
53-3032	Truck drivers, heavy and tractor-trailer	2	0.02
17-3031	Surveying and mapping technicians	29	0.01
27-2012	Producers and directors	3	0.01
27-4011	Audio and video equipment technicians	6	0.01
29-2041	Emergency medical technicians and paramedics	255	0.01
43-2099	Communications equipment operators, all other	20	0.01
49-2091	Avionics technicians	11	0.01
49-3011	Aircraft mechanics and service technicians	53	0.01
51-8013	Power plant operators	17	0.01
51-8031	Water and liquid waste treatment plant and system operators	26	0.01
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.01
53-2012	Commercial pilots	2	0.01
27-3091	Interpreters and translators	42	**
51-4121	Welders, cutters, solderers, and brazers	9	**

NAICS: 611300 Colleges, Universities, and Professional Schools			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
43-9061	Office clerks, general	92	5.51
25-3099	Teachers and instructors, all other	2	1.22
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.18
49-9042	Maintenance and repair workers, general	4	1.09
29-1111	Registered nurses	4	1.07
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.00
19-4099	Life, physical, and social science technicians, all other	6	0.71
15-1051	Computer systems analysts	2	0.54
15-1071	Network and computer systems administrators	4	0.44
29-1069	Physicians and surgeons, all other	2	0.38
33-3051	Police and sheriff's patrol officers	143	0.38
11-3021	Computer and information systems managers	7	0.30
43-4161	Human resources assistants, except payroll and timekeeping	142	0.28
35-2012	Cooks, institution and cafeteria	193	0.27
11-3031	Financial managers	2	0.25
29-2011	Medical and clinical laboratory technologists	31	0.25
11-1011	Chief executives	1	0.23
43-9011	Computer operators	41	0.20
11-9111	Medical and health services managers	3	0.19
43-5081	Stock clerks and order fillers	241	0.18
47-2111	Electricians	3	0.18
47-2031	Carpenters	15	0.15
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.15
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	0.15
13-1073	Training and development specialists	1	0.14
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.13
19-3031	Clinical, counseling, and school psychologists	2	0.13
29-1062	Family and general practitioners	2	0.13
31-9096	Veterinary assistants and laboratory animal caretakers	3	0.13
35-1012	First-line supervisors/managers of food preparation and serving workers	1	0.13
47-2152	Plumbers, pipefitters, and steamfitters	5	0.13
13-1071	Employment, recruitment, and placement specialists	12	0.12
13-1079	Human resources, training, and labor relations specialists, all other	28	0.12
27-4011	Audio and video equipment technicians	6	0.11
17-2051	Civil engineers	2	0.10
43-3051	Payroll and timekeeping clerks	8	0.09
29-2071	Medical records and health information technicians	11	0.08
31-9091	Dental assistants	38	0.08
29-1071	Physician assistants	3	0.07
47-1011	First-line supervisors/managers of construction trades and extraction workers	4	0.07
11-3049	Human resources managers, all other	3	0.06
11-9121	Natural sciences managers	1	0.06
27-2012	Producers and directors	3	0.06
33-1012	First-line supervisors/managers of police and detectives	2	0.06
27-3091	Interpreters and translators	42	0.05
29-2052	Pharmacy technicians	8	0.05
29-9011	Occupational health and safety specialists	12	0.05
43-5061	Production, planning, and expediting clerks	1	0.05
17-3022	Civil engineering technicians	2	0.04
29-1051	Pharmacists	3	0.04
29-1063	Internists, general	2	0.04
29-2034	Radiologic technologists and technicians	15	0.04
49-3023	Automotive service technicians and mechanics	213	0.04
51-1011	First-line supervisors/managers of production and operating workers	3	0.04
53-3033	Truck drivers, light or delivery services	136	0.04

Colleges, Universities, and Professional Schools Table continued

SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
11-3041	Compensation and benefits managers	2	0.03
21-2011	Clergy	2	0.03
27-4099	Media and communication equipment workers, all other	1	0.03
43-5071	Shipping, receiving, and traffic clerks	23	0.03
49-2011	Computer, automated teller, and office machine repairers	2	0.03
49-2022	Telecommunications equipment installers and repairers, except line installers	130	0.03
49-9099	Installation, maintenance, and repair workers, all other	17	0.03
51-8013	Power plant operators	17	0.03
27-1014	Multi-media artists and animators	17	0.02
27-2042	Musicians and singers	4	0.02
29-1123	Physical therapists	1	0.02
29-2055	Surgical technologists	14	0.02
29-9012	Occupational health and safety technicians	4	0.02
47-2073	Operating engineers and other construction equipment operators	31	0.02
51-4041	Machinists	36	0.02
11-3071	Transportation, storage, and distribution managers	5	0.01
13-1061	Emergency management specialists	4	0.01
17-1021	Cartographers and photogrammetrists	21	0.01
17-3011	Architectural and civil drafters	7	0.01
17-3024	Electro-mechanical technicians	8	0.01
21-2099	Religious workers, all other	13	0.01
23-2011	Paralegals and legal assistants	4	0.01
27-3011	Radio and television announcers	7	0.01
27-3022	Reporters and correspondents	5	0.01
27-4031	Camera operators, television, video, and motion picture	6	0.01
29-2021	Dental hygienists	1	0.01
29-2041	Emergency medical technicians and paramedics	255	0.01
29-2053	Psychiatric technicians	18	0.01
33-2011	Fire fighters	3	0.01
33-3021	Detectives and criminal investigators	6	0.01
43-6012	Legal secretaries	23	0.01
47-4099	Construction and related workers, all other	100	0.01
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	0.01
49-9041	Industrial machinery mechanics	18	0.01
49-9062	Medical equipment repairers	25	0.01
49-9069	Precision instrument and equipment repairers, all other	17	0.01
51-4121	Welders, cutters, solderers, and brazers	9	0.01
51-5022	Prepress technicians and workers	26	0.01
51-6011	Laundry and dry-cleaning workers	24	0.01
51-8031	Water and liquid waste treatment plant and system operators	26	0.01
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.01
53-2012	Commercial pilots	2	0.01
53-3032	Truck drivers, heavy and tractor-trailer	2	0.01
53-7199	Material moving workers, all other	43	0.01
13-1081	Logisticians	6	0.00
17-3031	Surveying and mapping technicians	29	0.00
29-2054	Respiratory therapy technicians	4	0.00
31-2021	Physical therapist assistants	2	0.00
43-2099	Communications equipment operators, all other	20	0.00
45-2011	Agricultural inspectors	10	0.00
49-3011	Aircraft mechanics and service technicians	53	0.00
49-3031	Bus and truck mechanics and diesel engine specialists	2	0.00
49-3042	Mobile heavy equipment mechanics, except engines	32	0.00
49-3053	Outdoor power equipment and other small engine mechanics	57	0.00
49-9052	Telecommunications line installers and repairers	86	0.00
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	0.00
51-9083	Ophthalmic laboratory technicians	6	0.00
53-2011	Airline pilots, copilots, and flight engineers	6	**

NAICS: 611400 Business Schools and Computer and Management Training			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
25-3099	Teachers and instructors, all other	2	4.82
43-9061	Office clerks, general	92	4.80
13-1073	Training and development specialists	1	4.22
15-1051	Computer systems analysts	2	1.90
43-3031	Bookkeeping, accounting, and auditing clerks	3	1.87
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.27
13-1071	Employment, recruitment, and placement specialists	12	1.08
15-1071	Network and computer systems administrators	4	0.78
11-1011	Chief executives	1	0.68
11-3031	Financial managers	2	0.48
49-9042	Maintenance and repair workers, general	4	0.44
11-3021	Computer and information systems managers	7	0.34
13-1081	Logisticians	6	0.28
27-2012	Producers and directors	3	0.26
13-1079	Human resources, training, and labor relations specialists, all other	28	0.20
27-1014	Multi-media artists and animators	17	0.18
43-5071	Shipping, receiving, and traffic clerks	23	0.15
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.09
43-5061	Production, planning, and expediting clerks	1	0.09
43-3051	Payroll and timekeeping clerks	8	0.07
43-4161	Human resources assistants, except payroll and timekeeping	142	0.07
11-3049	Human resources managers, all other	3	0.06
27-4011	Audio and video equipment technicians	6	0.06
49-2011	Computer, automated teller, and office machine repairers	2	0.06
19-3031	Clinical, counseling, and school psychologists	2	**
35-2012	Cooks, institution and cafeteria	193	**
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	**

NAICS: 722300 Special Food Services			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
35-2012	Cooks, institution and cafeteria	193	6.97
35-1012	First-line supervisors/managers of food preparation and serving workers	1	5.37
43-9061	Office clerks, general	92	1.14
53-3033	Truck drivers, light or delivery services	136	0.92
49-9042	Maintenance and repair workers, general	4	0.66
43-5081	Stock clerks and order fillers	241	0.56
43-3031	Bookkeeping, accounting, and auditing clerks	3	0.54
43-1011	First-line supervisors/managers of office and administrative support workers	5	0.16
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	0.11
43-5071	Shipping, receiving, and traffic clerks	23	0.09
11-3031	Financial managers	2	0.08
11-1011	Chief executives	1	0.08
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.07
43-3051	Payroll and timekeeping clerks	8	0.07
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.06
43-5061	Production, planning, and expediting clerks	1	0.05
13-1079	Human resources, training, and labor relations specialists, all other	28	0.04
43-4161	Human resources assistants, except payroll and timekeeping	142	0.04
27-4011	Audio and video equipment technicians	6	0.03
49-3031	Bus and truck mechanics and diesel engine specialists	2	0.03
51-1011	First-line supervisors/managers of production and operating workers	3	0.03
11-3049	Human resources managers, all other	3	0.02
13-1071	Employment, recruitment, and placement specialists	12	0.02
13-1073	Training and development specialists	1	0.02
15-1051	Computer systems analysts	2	0.02
11-3021	Computer and information systems managers	7	0.01
47-2031	Carpenters	15	0.01
47-2152	Plumbers, pipefitters, and steamfitters	5	0.01
49-3023	Automotive service technicians and mechanics	213	0.01
47-2111	Electricians	3	**
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	**
49-9062	Medical equipment repairers	25	**
53-3032	Truck drivers, heavy and tractor-trailer	2	**

NAICS: 811200			
Electronic and Precision Equipment Repair and Maintenance			
SOC Code	Most Prevalent Standard Occupation Codes (SOC) for Separating Military	# of separating SMs	Occupation % of Industry
49-2011	Computer, automated teller, and office machine repairers	2	17.57
49-9062	Medical equipment repairers	25	5.59
49-2022	Telecommunications equipment installers and repairers, except line installers	130	4.76
49-2094	Electrical and electronics repairers, commercial and industrial equipment	17	4.00
43-9061	Office clerks, general	92	3.87
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	28	3.39
49-9069	Precision instrument and equipment repairers, all other	17	2.97
43-3031	Bookkeeping, accounting, and auditing clerks	3	2.12
43-5071	Shipping, receiving, and traffic clerks	23	2.06
51-9061	Inspectors, testers, sorters, samplers, and weighers	12	1.41
49-2021	Radio mechanics	37	1.38
49-9042	Maintenance and repair workers, general	4	1.24
43-1011	First-line supervisors/managers of office and administrative support workers	5	1.11
49-9099	Installation, maintenance, and repair workers, all other	17	0.81
53-3033	Truck drivers, light or delivery services	136	0.80
49-2093	Electrical and electronics installers and repairers, transportation equipment	2	0.76
43-5081	Stock clerks and order fillers	241	0.65
13-1023	Purchasing agents, except wholesale, retail, and farm products	4	0.55
15-1051	Computer systems analysts	2	0.38
15-1071	Network and computer systems administrators	4	0.36
49-2091	Avionics technicians	11	0.36
49-9052	Telecommunications line installers and repairers	86	0.34
51-1011	First-line supervisors/managers of production and operating workers	3	0.33
11-1011	Chief executives	1	0.27
51-4041	Machinists	36	0.25
49-9041	Industrial machinery mechanics	18	0.22
51-4121	Welders, cutters, solderers, and brazers	9	0.22
11-3031	Financial managers	2	0.20
13-1081	Logisticians	6	0.19
43-5061	Production, planning, and expediting clerks	1	0.19
11-3021	Computer and information systems managers	7	0.15
47-2111	Electricians	3	0.14
13-1073	Training and development specialists	1	0.12
17-3024	Electro-mechanical technicians	8	0.12
13-1079	Human resources, training, and labor relations specialists, all other	28	0.07
43-3051	Payroll and timekeeping clerks	8	0.07
13-1071	Employment, recruitment, and placement specialists	12	0.06
11-3071	Transportation, storage, and distribution managers	5	0.04
43-4161	Human resources assistants, except payroll and timekeeping	142	0.04
53-1031	First-line supervisors/managers of transportation and material-moving machine and	3	0.04
27-4011	Audio and video equipment technicians	6	**
27-4099	Media and communication equipment workers, all other	1	**
47-2152	Plumbers, pipefitters, and steamfitters	5	**
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	24	**