

**Welcome**

SVP 8: Transferability



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**Guiding Documents**

**CFR** – Code of Federal Regulations  
**POMS** – Policy Operations and Manual Sections

**SSR** – Social Security Rulings  
**HALLEX** – Hearings, Appeals, Litigation Law Manual



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**CFR – Code of Federal Regulations**

[https://www.ssa.gov/OP\\_Home/cfr20/404/404-1568.htm](https://www.ssa.gov/OP_Home/cfr20/404/404-1568.htm)



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**OVERVIEW**

**VOCATIONAL FACTORS TO BE CONSIDERED**

**TRANSFERABILITY**

- Defined in the CFR, and refined in POMS, SSR, and HALLEX
- **SSR 82-41**  
[https://www.ssa.gov/OP\\_Home/rulings/di/02/SSR82-41-di-02.html](https://www.ssa.gov/OP_Home/rulings/di/02/SSR82-41-di-02.html)
- **1991 Revised Handbook for Analyzing Jobs** – Chapters **4, 5, and 8**
- Reviewing Files for Work History [with clarification during a hearing]
- Hypotheticals
- Transferability and the Grid Rules

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**Work Fields**

"Work Fields, a component of Work Performed, are categories of technologies that reflect how work gets done and what gets done as a result of the work activities of a job: the purpose of the job."

- There are 96 Work Fields, including 6 combination Work Fields.
- "Work Fields range from the specific to the general and are organized into homogeneous groups, based on related technologies or objectives ..."
- "Each Work Field is identified by a three-digit code, a brief descriptive title, and a definition."
- See handouts for RHAJ Chapters 4 (Work Fields), 5 (MPSMS) and 8 (SVP)

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**MPSMS**

Materials, Products, Subject Matter, & Services

- Basic Material Processed
- Final Products made, cultivated, or harvested
- Subject Matter or data dealt with or applied
- Services rendered, such as barbering or janitorial

See handouts for RHAJ Chapters 4 (Work Fields), 5 (MPSMS) and 8 (SVP)

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## Skill Level [SVP]

Generally, the greater the degree of acquired work skills, the less difficulty an individual will experience in transferring skills to other jobs except when the skills are such that they are not readily usable in other industries, jobs and work settings (mining, agriculture, fishing).

- See handouts for RHAJ Chapters 4 (Work Fields), 5 (MPSMS) and 8 (SVP)



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## Transferable Skills

Transferability means applying work skills which a person has demonstrated in **vocationally relevant past jobs** to meet the requirements of other skilled or semiskilled jobs.

Transferability is distinct from the usage of skills recently learned in school which may serve as a basis for direct entry into skilled work.

Subparts define:

- (1) - **SVP**: [Revised Handbook for Analyzing Jobs - Chapter 8](#)
- (a) - Unskilled - SVP 1-2: Learn within 30 days
- (b) - Semi-Skilled - SVP 3-4: More than 30 days, up to 6 months
- (c) - Skilled - SVP 5-9: More than 6 months to become proficient

Question: Did the claimant work at the job long enough to acquire proficiency?



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How transferability is determined in general (d).

Where transferability is at issue, it is most probable and meaningful among jobs in which:

- (1) the same or a lesser degree of skill is required, because people are not expected to do more complex jobs than they have actually performed (i.e., from a skilled to a semiskilled or another skilled job, or from one semiskilled to another semiskilled job);
- (2) the same or similar tools and machines are used; and
- (3) the same or similar raw materials, products, processes or services are involved.

A complete similarity of all these factors is not necessary. There are degrees of transferability ranging from very close similarities to remote and incidental similarities among jobs.

SSR 82-41(4)(a) [https://www.ssa.gov/OP\\_Home/rulings/di/02/SSR82-41-di-02.html](https://www.ssa.gov/OP_Home/rulings/di/02/SSR82-41-di-02.html)



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How transferability is determined in general (d).

Where transferability is at issue, it is most probable and meaningful among jobs in which:

- (2) the Same or Similar tools and machines are used
  - Use Work Fields (RHAJ - Chapter 4) - First 3 / 2 digits of the Work Fields
  - Occupational Group Arrangements (OGA) - First 3 / 2 digits of the DOT code
  - GOE - First 6/4 digits of the GOE Interest Code for each DOT occupation in work history
- (3) the Same or Similar raw materials, products, processes or services are involved.
  - Use MPSMS (RHAJ - Chapter 5) - First 3 / 2 digits of the MPSMS
  - Occupational Group Arrangements - First 3 / 2 digits of the DOT code
  - DOT Industry (DIC) - 3 digit group only

A complete similarity of all these factors is not necessary. There are degrees of transferability ranging from very close similarities to remote and incidental similarities among jobs.

SSR 82-41(4)(a) [https://www.ssa.gov/OP\\_Home/rulings/di/02/SSR82-41-di-02.html](https://www.ssa.gov/OP_Home/rulings/di/02/SSR82-41-di-02.html)



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### Residual Functional Capacity

- Reduced residual functional capacity (RFC) and advancing age are important factors associated with transferability because reduced RFC limits the number of jobs within an individual's physical or mental capacity to perform, and advancing age decreases the possibility of making a successful vocational adjustment.

<b>Exertional</b>	<b>Non-Exertional</b>
Strength	General Educational Development
Physical Demands	Work Situations (Temperaments)
Environmental Conditions	Mental RFC
	<b>[Aptitudes]</b>



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### Medical factors and transferability

SSR 82-41(4)(b) [https://www.ssa.gov/OP\\_Home/rulings/di/02/SSR82-41-di-02.html](https://www.ssa.gov/OP_Home/rulings/di/02/SSR82-41-di-02.html)

All functional limitations included in the RFC (exertional and nonexertional) must be considered in determining transferability. For example, exertional limitations may prevent a claimant from operating the machinery or using the tools associated with the primary work activities of his or her PRW. Similarly, environmental, manipulative, postural, or mental limitations may prevent a claimant from performing semiskilled or skilled work activities essential to a job. Examples are watchmakers with hand tremors, house painters with severe allergic reactions to paint fumes, craftsmen who have lost eye-hand coordination, construction machine operators whose back impairments will not permit jolting, and business executives who suffer brain damage which notably lowers their IQs. These factors as well as the general capacity to perform a broad category of work (e.g., sedentary, light or medium) must be considered in assessing whether or not a claimant has transferable work skills. If an impairment(s) does not permit acquired skills to be used, the issue of transferability **cannot** be easily resolved.



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## When is a TSA material?

When **all** of the following conditions apply:

- PRW was at the skilled or semi-skilled level
- The impairment does not prevent the use of acquired skills.
- The RFC and MRFC do not preclude other skilled or semi-skilled work.
- The applicable "skills not transferable" rule results in a decision of "disabled."
- **IMPORTANT:** If the TSA is not material, use the applicable "not transferable" rule as a framework for the decision.
- **SKILLS CAN NEVER TRANSFER TO UNSKILLED WORK.**



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## Steps in the TSA - POMS DI

25015.017

Step 1 – Identify the claimant's PRW in the Dictionary of Occupational Titles (DOT) to make a judgment about the level of skills the claimant may have gained. If the job description is incorrect at Step 4 the TSA will be wrong.

Step 2 – Review the claimant's job description. Note the processes, tools, machines, and materials used and the products or services that result from the claimant's efforts. Identify skills that may be useable in other work.

Step 3 – Review the claimant's vocational factors (skill level of past work, applicability of skill, RFC, and age) to get an idea of how extensive a search you should make for other potential occupations.



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## TSA (cont'd)

Step 4 – Search for occupations related to the claimant's PRW using the same or similar:

Step 5 – Make a list of possible occupations, ruling out any occupations that are unskilled, at an SVP higher than the claimant's PRW, or that are not within the claimant's RFC.

Step 6 – Compare the DOT description of duties of each of the occupations on your list with PRW duties (including composite jobs) described by the claimant.



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### TSA (cont'd)

- Step 7 – Make a judgment about whether skills gained in PRW are useable in other work within the claimant's RFC or MRFC.
- NOTE: Include all vocational sources.
- Step 8 – Support your decision. If you determine skills are not transferable, briefly describe the extent of your search. If you determine skills are transferable, identify both:
  - the transferable skills;
  - and the occupations to which the acquired work skills are transferable.




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### TSA (cont'd)

- NOTE: You generally must cite at least three occupations when documenting capacity for other types of work. However, you may cite fewer than three if the occupation(s) provide enough jobs that clearly there are a significant number of jobs in the national economy within the cited occupation(s). This evidence may be vocational specialist's (VS) statements based on expert personal knowledge or substantiation by information contained in the publications listed in regulations sections 404.1566(d) and 416.966(d).




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### TSA – "Same or Similar"

- | <b>SAME</b>   | <b>SIMILAR</b>                 |
|---|--------------------------------|
| • Work Fields – First 3 Digits                            | • Work Fields – First 2 Digits |
| • MPSMS – First 3 Digits                                  | • MPSMS – First 2 Digits       |
| • OGA – First 3 Digits                                    | • OGA – First 2 Digits         |
| • GOE – First 6 Digits                                    | • GOE – First 4 Digits         |
| • DOT Industry – 3 Digits only                            | • DOT Industry – 3 Digits only |
| • ** STUDY/KNOW these classifications in the DOT and RHAJ |                                |




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### Same vs. Similar - Applied

- WORK Field
- 05x – Cut/Shape
 

MPSMS	OGA	GOE
54x – Metal, Ferrous/ Non-Ferrous	67 – Machining	06 – Industrial
541 – Blast Furnace	670 – Stone Cutters	06.04 – Elemental Work
542 – Metal Casting	673 – Abrading	06.04.01 – Supervision
543 – NF-Smelted/Refined	674 – Turning	06.04.02 – Machine Metal/Plastic
544 – NF-Rolled/Extruded	675 – Planing/Shaping	06.04.03 – Machine: Wood
549 – Metal, F/NF nec.	676 – Boring/Punching	06.04.04 – Machine: Paper
	677 – Chip/Cut/Saw	06.04.05 – Machine: Fabric/Leather
	679 – Maching, nec.	06.04.06 – Machine: Textiles
		...
		06.04.38 – Industrial: Cleaning
		06.04.40 – Load/Move/Hoist
- How you search matters! See [Job Matching Systems – One Difference is the Data](#) (Truthan, 1989) - Handout




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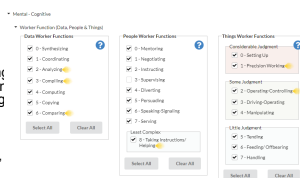
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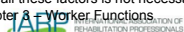
### Worker Functions

- **Data** - Synthesizing, Coordinating, Analyzing, Compiling, Computing, Copying, Comparing
- **People** – Mentoring, Negotiating, Instructing, Supervising, Diverting, Persuading, Speaking-Signaling, Serving, Taking Instructions – Helping
- **Things** – Setting up, Precision Working, Operating-Controlling, Manipulating, Tending, Feeding-Off bearing, Handling



### The Finer Points...

A complete similarity of all these factors is not necessary for transferability. See 1991 RHAJ – Chapter 8 – Worker Functions




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## Degrees of Transferability of Skills

There are degrees of transferability of skills ranging from very close similarities to remote and incidental similarities among jobs. A complete similarity of all three factors is not necessary for transferability. However, when skills are so specialized or have been acquired in such an isolated vocational setting (like many jobs in mining, agriculture, or fishing) that they are not readily usable in other industries, jobs, and work settings, we consider that they are not transferable. 20 CFR § 404.1568




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- Generally, where job skills are unique to a specific work process in a particular industry or work setting, e.g., carpenter in the construction industry, skills will not be found to be transferable without the need for more than a minimal vocational adjustment by way of tools, work processes, work settings, or industry.
- Where job skills have universal applicability across industry lines, e.g., clerical, professional, administrative, or managerial types of jobs, transferability of skills to industries differing from past work experience can usually be accomplished with very little, if any, vocational adjustment where jobs with similar skills can be identified as being within an individual's RFC.



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- Reduced residual functional capacity (RFC) and advancing age are important factors associated with transferability because reduced RFC limits the number of jobs within an individual's physical or mental capacity to perform, and advancing age decreases the possibility of making a successful vocational adjustment.



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**Special provisions made for transferability & adversity of Age**  
SSR 82-41

55 or over and is limited to sedentary work exertion has skills transferable to sedentary occupations, there must be very little, if any vocational adjustment required in terms of tools, work processes, work settings or the industry.

60 and older and are limited to light work exertion.

Individuals with these adverse vocational profiles cannot be expected to make a vocational adjustment to substantial changes in work simply because skilled or semiskilled jobs can be identified which have some degree of skill similarity with their PRW.



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## Adversity of age (continued)

In order to establish transferability of skills for individuals 55 or 60

- the job duties of their past semiskilled or skilled work must be so closely related to other jobs which they can perform that they could be expected to perform these other identified jobs at a high degree of proficiency with a minimal amount of job orientation.




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## Vocational Adjustment

Generally, where job skills are unique to a specific work process in a particular industry or work setting, e.g., carpenter in the construction industry, skills will not be found to be transferable without the need for more than a minimal vocational adjustment by way of tools, work processes, work settings, or industry.

Where job skills have universal applicability across industry lines, e.g., clerical, professional, administrative, or managerial types of jobs, transferability of skills to industries differing from past work experience can usually be accomplished with very little, if any, vocational adjustment where jobs with similar skills can be identified as being within an individual's RFC.




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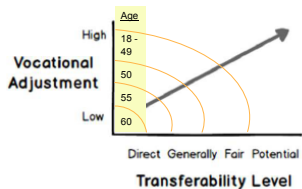
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## Vocational Adjustment vs. Age vs. Transferability

**Search Strategies:**

- DOT Industry 3-digit
- GOE - 3-Digit / 2-Digit
- OGA - 3-Digit / 2-Digit
- DPT
- WORK/MPMS
- 2-digit
- 3-digit




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## References

- SSR 82-41(4)(a)  
[https://www.ssa.gov/OP\\_Home/rulings/di/02/SSR82-41-di-02.html](https://www.ssa.gov/OP_Home/rulings/di/02/SSR82-41-di-02.html)
- POMS DI 25015.017
- US Bureau of Labor Statistics:
- County Business Patterns (U.S. Census)
- Current Employment Statistics (State)
- Census of Employment and Wages (State)
- Local Employment Dynamics (U.S. Census/U.S. Department of Labor)
- Economic Census (U.S. Census)



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## References Cont'd

- Occupational Employment Statistics (State/U.S. Bureau of Labor Statistics)
- Occupational Outlooks and Career Information (State/U.S. Bureau of Labor Statistics)
- Growth Occupations Lists (State/U.S. Bureau of Labor Statistics)
- Prevailing Wages Databases (State)
- *Donahue v. Barnhart*, 279 F.3d 441, 446 (7th Cir. 2002)



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