

The Occupational Requirements Survey (ORS):
What it is all about?

Dr. Amy Yawicki, SJD, CRC, CDM, LLC

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What is the Occupational Requirements Survey (ORS)?

The BLS sponsors the largest survey of employment with the Bureau of Labor Statistics (BLS). The goal of the ORS is to collect and analyze information about the skills, knowledge, and abilities (KSAs) that workers need to perform their jobs. This information is used to help employers, educators, and policymakers make better decisions about training and workforce development.

Occupational Requirements Survey (ORS): Why It Matters

- 25%** of all jobs will require advanced skills by 2022.
- 190 BILLION** in economic activity is supported by the disability community.
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Better decisions begin with better data

BLS is developing a new Occupational Information Survey (OIS) to replace the Occupational Information Survey (OIS) that is currently used to support the disability community.

U.S. Bureau of Labor Statistics • BLS.gov

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BLS-ORS Project

- BLS/ORS survey to replace use of DOT classification
- Combined project of SSA and BLS to expand the use of National Compensation Survey (NCS) program conducted by BLS.
- The ORS gathers job-related information regarding physical demands, environmental conditions, mental and cognitive demands, and vocational preparation requirements of jobs by BLS labor economists.
- Most data is collected via survey with annual onsite observations of selected occupations
- First data set produced November 2017 (available for download)
- Data is collected by SOC/OES code so it still requires VE to estimate by skill, exertion and hypothetical RFC
- Annually updated, representative survey methodology
- Plan to provide more detail within SOC groups with significant variation in skill and exertion.

Dr. Amy Yawicki, SJD, CRC, CDM, LLC

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DOT to ORS

4 Since the 1960s, SSA has relied on the Department of Labor's (DOL) Dictionary of Occupational Titles (DOT) as its primary source of occupational information.

- The DOT contains the following information on occupations: (a) physical demands, (b) time it takes to become proficient, and (c) task descriptions. Although the DOT does not contain information on the occupations' mental/cognitive demands, SSA adjudicators may infer them based on (b) and (c) above and testimony from vocational experts.
- In 1991, DOL stopped updating the DOT. Today, the DOT includes occupations that no longer exist in significant numbers in the national economy, such as elevator operators, and excludes occupations that exist in significant numbers in the national economy, such as Web designers.
- In 1998, DOL replaced the DOT with the Occupational Information Network (O*NET). When SSA studied this system and others like it, the Agency found these systems would require significant modification to meet the needs of its disability programs because they did not describe the physical demands of occupations in a way that related to how human function was described in medical records. Consequently, in 2008, SSA decided to develop its own source of occupational information—the Occupational Information System.

SSA OIG report on ORS dated June 18, 2018

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DOT to ORS

5 SSA created a workgroup in 2008, the Occupational Information Development Advisory Panel (OIDAP) to support and guide the a study of a new Occupational Information System. Occupational information and its source has been the subject of multiple lawsuits against SSA.

- In 2011 and 2012, SSA conducted the Occupational and Medical-Vocational study, which involved analyzing adult disability claims determined at Steps 4 and 5 of the sequential evaluation process to identify the most commonly cited occupations, physical and mental limitations, past work, and characteristics of that work.
- In 2012 SSA began working with DOL's Bureau of Labor Statistics (BLS) under an interagency agreement to collect occupational information for its Occupational Information System that will replace the DOT as the primary source of occupational information used in SSA's disability adjudication process.
- In addition to BLS the DOL Employment and Training (ETA) would help SSA better understand the elements of O*NET so SSA could identify those elements that could be used in data collection and incorporated into SSA's Occupational Information System; and a private contractor would help SSA build the Vocational Information Tool which will be used to house and access the Occupational Information System.

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March 2018 OIG review of ORS

6 BLS had developed, tested, and refined a methodology for collecting occupational information SSA needs for its disability programs;

- BLS had collected and published the first 2 years and had begun collecting the third and final year of the initial set of occupational information, which it plans to complete by the end of FY 2018
- SSA had analyzed the first year of occupational information BLS collected and had begun analyzing the second year
- SSA had determined that certain elements of O*NET could be incorporated into SSA's Occupational Information System, such as job tasks, alternate job titles, work activities, and tools and technologies for each occupation;
- SSA and its contractor had created a prototype for the Vocational Information Tool;
- SSA had organized an internal workgroup to ensure it integrates all relevant electronic systems SSA was using for disability adjudication with the Vocational Information Tool;
- BLS developed a collection methodology that included a 3-year Occupational Requirements Survey, a collection protocol, collection procedures as well as review, estimation, and validation processes and anticipates the ORS will be updated every 5 years.

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March 2018 OIG review of ORS

7 The sampling method did not focus on some occupations (estimated at 10%)

- BLS modified the collection of the next set of occupational information, which is scheduled to begin at the end of 2018. For that collection, BLS will sample more of the occupations the original method did not cover than those covered in the original method.
- In subsequent years, BLS will sample more or fewer of the occupations depending on its need for information on those occupations.
- SSA is developing a policy to address situations in which a claimant's past occupation is not in the DOT.
- SSA plans to develop similar policy that addresses when a claimant's past occupation is not in the Occupational Information System.

SSA OIG report on ORS dated June 18, 2018 Dr. Amy Weirich, SSI, CRC, CDMG, LLC

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Project Costs and Scheduling

Since SSA began working with BLS in FY 2012, it has spent about \$98 million on the OIS and has estimated it would spend \$167 million more each time BLS collects a new set of occupational information

8 Table 1: Costs for the Occupational Information System Project from FYs 2012 Through 2023

Category	FY	Actual Costs Through December 2017	Estimated Additional Costs	Total Costs
Planning and Testing	2012 - 2015	\$40,905,023	\$0	\$40,905,023
Collecting First Set of Occupational Information	2016 - 2018	\$52,861,528	\$21,406,000	\$74,267,528
Developing and Implementing the Vocational Information Tool	2015 - 2020	\$4,185,532	\$3,621,225	\$7,806,757
Subtotal Costs		\$97,952,083	\$25,027,225	\$122,979,308
Collecting Next Set of Occupational Information	2019 - 2023	\$0	\$167,000,000	\$167,000,000
Total Costs		\$97,952,083	\$192,027,225	\$289,979,308

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SSA's use of Occupational Information

9 SSA relies on the Dictionary of Occupational Titles (DOT) to evaluate adult disability claims.

SSA used occupational information in over 80 percent of disability determinations in Fiscal Years 2017

Fiscal Year	Decision	Occupational Information Used	Occupational Information Not Used	Total Disability Claims
2017	Allowances	237,742 (45%)	58,539 (11%)	296,281 (56%)
	Denials	186,295 (35%)	49,464 (9%)	235,759 (44%)
	Total	424,037 (80%)	108,003 (20%)	532,040 (100%)

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Current SSA Regulations and the DOT

SSR 00-4p: Use of Vocational Experts under TITLES II and XVI
...In making disability determinations, we rely primarily on the DOT (including its companion publication, the SCO) for information about the requirements of work in the national economy

§ 404.1566. Work which exists in the national economy.
 (a) *General.* We consider that work exists in the national economy when it exists in significant numbers either in the region where you live or in several other regions of the country.
 (d) *Administrative notice of job data.* We will take administrative notice of reliable job information available from various governmental and other publications.
 (1) *Dictionary of Occupational Titles*, published by the Department of Labor;
 (2) *County Business Patterns*, published by the Bureau of the Census;
 (3) *Census Reports*, also published by the Bureau of the Census;
 (4) *Occupational Analyses*, prepared for the Social Security Administration by various State employment agencies; and
 (5) *Occupational Outlook Handbook*, published by the Bureau of Labor Statistics.

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PROCESS FOR ORS TO BECOME A RECOGNIZED SOURCE TO SSA

11 SSA drafts policy change, publishes them in the Federal Register as a Notice of Proposed Rule Making (NPRM) receives comments from the Office of Management and Budget and the public

Figure C-1: NPRM Process

SSA OIG report on ORS dated June 18, 2018

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Timeline of Future ORS Activities

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2019 – 2020	<ul style="list-style-type: none"> BLS will begin collecting the second set of occupational information for which BLS will use a new sampling method to ensure it will collect information on occupations that were not included in the sample for the initial set. SSA anticipates this set of occupational information will include the occupations' mental/cognitive demands. SSA will finish analyzing the second year of occupational information and analyze the third year. SSA will publish the updated disability policy related to vocational analysis. SSA will develop the training and rollout plans for the Vocational Information Tool. It will also conduct usability testing before rolling out the tool. BLS will continue collecting the second set of occupational information.
2021 – 2024	<ul style="list-style-type: none"> BLS will finish collecting the second set of occupational information, and SSA will update the Occupational Information System with this information.

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SSA's ORS Development

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BLS is using their National Compensation Survey (NCS) to collect new occupational data for use SSA's disability adjudication process. SSA is working with BLS to: identify the job requirements most important to the disability adjudication process and to collect and report those elements to mirror, as closely as possible, what adjudicators currently use in the DOT.

On November 29, 2017, we received the second year of production data collection. Our first set of published data was received in December 2016, which included information from approximately 6,500 employers, with full or partial data on 160 SOC-level occupations.

After 3 years of data collection, BLS estimates that they will publish data on 431 SOCs, accounting for 90 percent of workers in the economy. BLS will not be able to capture the job requirements of all 974 SOC codes, because some of the occupations are rare. BLS plans to publish data each year of the five-year refresh cycle and therefore we are estimating we will have two-years of data on the mental/cognitive demands of work by the end of calendar year 2020.

<https://www.bls.gov/press/releases/2017/11/29/ors.htm>

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BLS National Compensation Survey

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Employment Cost Index collects:

- 1) Occupations are selected using Probability Sampling of Occupations (PSO)
- 2) Job descriptions to code each position using the Standard Occupational Classification (SOC) handbook.
- 3) All occupations are leveled using a point-factor method to determine its work level based on related duties and responsibilities.
- 4) Four factors—*knowledge, job controls and complexity, contacts* (nature and purpose), and *physical environment*.

BLS/SSA ORS presentation by Chuck Eberle 11/6/14 to Carolina Payroll Conference

Dr. Amy Yee/BSL, SCD, CRC, CDMS, LLC

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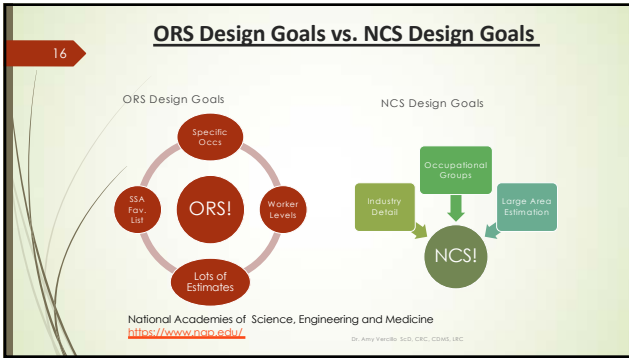
Specifically, BLS will collect:

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- An indicator of "time to proficiency," defined as the amount of time required by the typical worker to learn the techniques, acquire the information, and develop the facility needed for average job performance, comparable to the Specific Vocational Preparation (SVP) used in the DOT.
- Physical Demand (PD) characteristics/factors of occupations measured in such a way to support SSA disability program needs, comparable to measures in Appendix C Physical Demands of the SCO.
- Environmental conditions that replicate as closely as possible those listed in Appendix D Environmental Conditions of the SCO, or specific revisions or additions to these factors as agreed upon by SSA and BLS.

Dr. Amy Yee/BSL, SCD, CRC, CDMS, LLC

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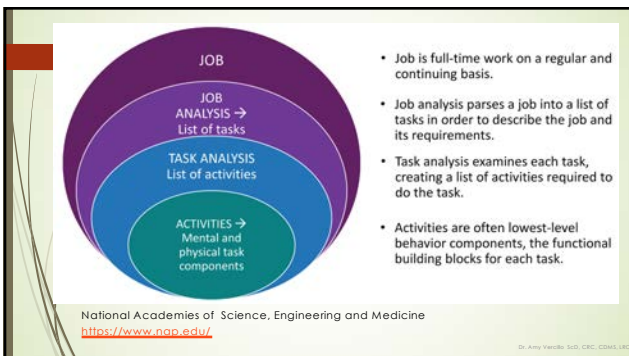
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Terms from the Committee's Conceptual Framework Cross-Linked with Terms and Concepts of the Social Security Administration and the Occupational Requirements Survey

Conceptual Framework	Social Security Administration	Occupational Requirements Survey
Health condition; body function and structure	<i>Listing of Impairments</i>	
Activities	<i>Listing of Impairments (activity limitations)</i> Residual functional capacity (functional abilities relevant to work requirements)	Physical and cognitive demands
Tasks	Ability to perform elements of a job (not observed)	Task lists (critical tasks)
Job/work	Ability to maintain a job at the level of substantial gainful activity or above (observed only for those that work)	Job descriptions (critical job functions)

National Academies of Science, Engineering and Medicine
<https://www.nap.edu/>
 Dr. Amy Yaworski, PhD, CRC, CDMS, LLC

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Comparison of NCS and ORS

	NCS	ORS
Sample Size	11,400	~30,000
Geographic Detail	National and 15 largest metropolitan areas	National
Occupational Detail	Major groups	Detailed SOC – 8-digit if possible
Estimates	Index, Level, Percentiles	Percent of workers with an ORS characteristic, mean, percentiles
Focus	Cost of Labor	Characteristics of work
Scope	Occupations within establishments	Occupations within establishments
Data provider	HR department, managers	HR department, managers

Dr. Amy Verdell, ScD, CRC, CDM, LLC

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TECH MEMO HIGHLIGHTS – Collection Priorities

NCS-ORS Overlaps

1. Wages
2. Benefits (in NCS priority)
3. Job Tasks/NCS Leveling
4. ORS Elements (in ORS priority)

ORS Only initiations

1. Task Lists
2. SVP
3. Cognitive
4. Time spent sitting vs. standing and sit/stand at will
5. Lifting/carrying
6. Pushing/pulling: hand/arm and foot/leg
7. Reaching
8. Keyboarding
9. Manipulation: gross, fine, and foot/leg controls
10. Postural: stoop, kneel, crouch, crawl, climb
11. Driving
12. Vision: near visual acuity, far visual acuity, peripheral
13. Communicative: communicating verbally, hearing requirements
14. Environmental conditions



Dr. Amy Verdell, ScD, CRC, CDM, LLC

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Occupational Information Resources

Jeff Truthan—President
Skillfran

Dr. Amy Verdell, ScD, CRC, CDM, LLC

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Historical vs. Hysterical vs. Histrionic

- DOT – 1939 – 1949 – 1965 – 1977 – 1982 – 1986 – 1991
- APDOT – early 1990's – NO input from the rehabilitation community
- 1998 – O*NET – Version 1
- Early 2000's – Multiple studies to determine if job analysis could be taught via the Internet ... answer was YES! And Private Sector could help
- Late 2008 – OJDAP formed
- 2009 – Published "Call to Update the DOT" *multiple IARP members
- 2012 – OJDAP discontinued – BLS/NCS engaged to study OIS needed
- 2015 – NCS data collection begins for the ORS
- 2019 – O*NET – Version 24.0

Jeff Tuchman

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Common Public Sources of Data

DOT – Dictionary of Occupational Titles

O*NET – Occupational Network

OOH – Occupational Outlook Handbook

ORS – Occupational Requirements Survey
*** NEW ** Still a work in progress*

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DOT – Dictionary of Occupational Titles

- # Occupations = 12,761 unique definitions
- Collected on the basis of direct job observation, discussion with the worker and supervisor
- Ratings per the 1972 Handbook for Analyzing Jobs and 1991 Revised Handbook for Analyzing Jobs
- An ergonomic method to describe work activity
- Ratings available for:
 - Physical Demands – Including Strength (n=19)
 - Environmental Conditions (n=14)
 - Specific Vocational Preparation
 - General Educational Development – Reasoning/Math/Language
 - Data – People - Things
 - Work Situations / Temperaments
 - Aptitudes – Related to General Aptitude Test Battery
 - Related Codes: WORK Fields, MPSMS, GOE, DOT Industry

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O*NET – Occupational Network

- # Occupations = 974 detailed
- Ratings by job incumbents... Halo effect? From respondents?
- Expanded from the Standard Occupational Classification System (SOC) that has 840 occupations (820 civilian).
- Econometric system** – Designed for economic aggregation rather than occupational purposes. SOC/O*NET code/definitions have no characteristics measuring Strength and many Physical Demands (vs. the DOT).
- Questionable anchor points in many of the ratings – SSA cannot use

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O*NET Content Model

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OOH – Occupational Outlook Handbook

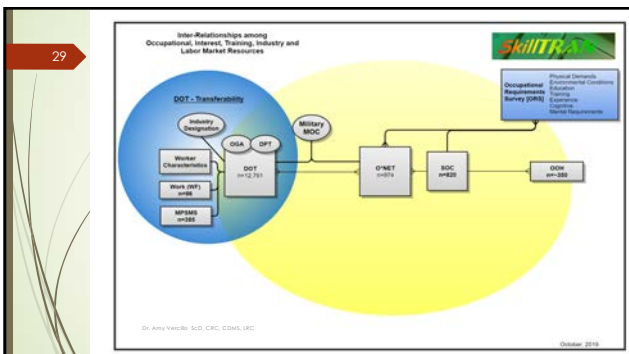
- # Occupations = 350 + 150 "not in detail"
- Intended for Career Exploration by public
- Reflects information collected from multiple sources
- Narrative format – written at 6th grade level
- Pictures help tell the story to school / adult explorers
- Just released a cool app for iOS and Android
Visit: <https://bls.gov/ooj>
- Sections for: Summary, Work Environment, How to Become one (Education / Experience Needed), Wages / Employment, Job Outlook, State / Area Data, Similar Occupations, Sources of Additional Information

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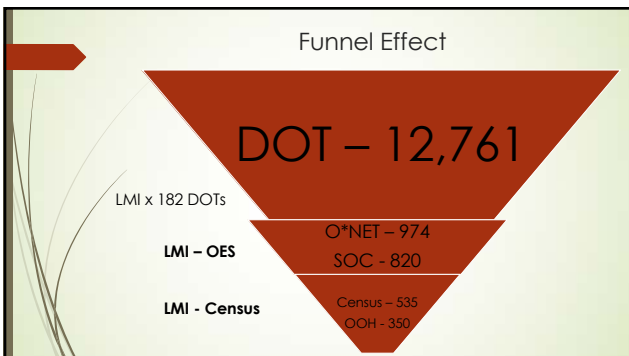
ORS – Occupational Requirement Survey

- SSA is funding the BLS (National Compensation Survey program) to collect a variety of data based on the SOC / O*NET System
- Getting data collected from employers (CEO / Small Business Owner / HR)
- Physical Demands, Environmental Conditions, Education, Training, Experience, Cognitive, Mental Requirements
- Data Collection Manual with more discrete nuances than the 1991 RHAJ
- Of 820 SOC occupations, only 334 SOC's have data – covering about 83% of the labor force
- None of the data collected so far includes mental or cognitive factors
- More than \$100 Million spent so far ... and still a long way to go!
- Better data than the DOT, but reported at SOC level, NOT DOT level.
- <https://bls.gov/ors>

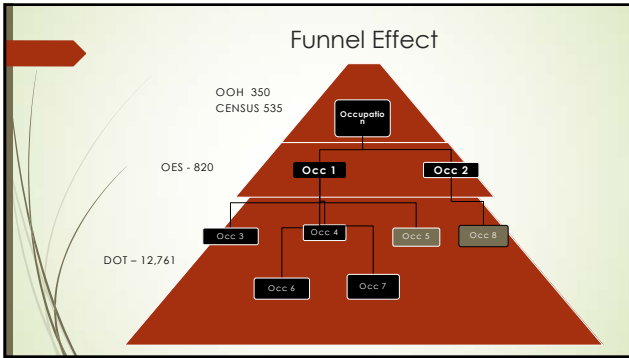
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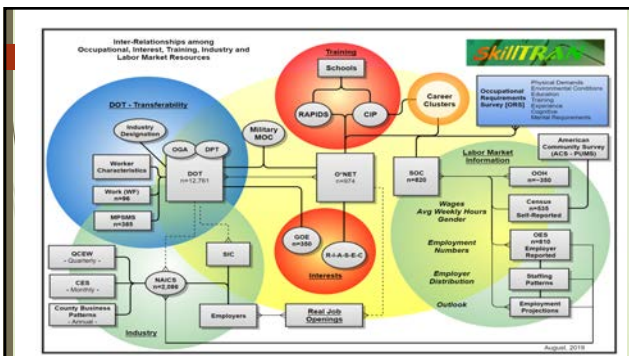


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Occupational Information should NOT be viewed in isolation from Industry Realities

- Too easy to look at a list of "Fastest Growing Occupations" and suggest or recommend an OES Group
- How many DOTs are there in a SOC / OES Group?
- What if ... there are not very many of those to begin with?
Example: Windmill Technician, Video Game Makers
- What is the impact on job search time? Placement? ORS Survey Capture?
- Does that occupation exist in the local area? Nationally?
- What industries hire for an occupation?
- How many companies like that are there in your city/county/MSA?
- How many people are employed in that industry?
- What is the typical occupational staffing pattern in each industry?
- Will this client/claimant have to relocate to find work?

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Important Core Differences in Data: Consider the Source!

- **DOT** – n= 12,761 - **Ergonomic system** - Direct Observation and Rating of Work by trained job analysts
- **O*NET** – n=974 - Based on SOC, which is an **Econometric system** – Useful for collecting labor market information – Data reported by job incumbents
- **CENSUS** – n= 535 - Based on a more **abbreviated Econometric system** – Used in household survey
- **OOH** – n= 350 – Created for public consumption in a simple **Career Exploration system**
- **ORS** – n=334 (2018) – Created to add **ergonomic data for the econometric O*NET/SOC** – Data collected from CEO / HR Managers

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Methods of Data Collection

- **DOT** – Direct Observation by trained Job Analysts
- **O*NET** – Job Incumbents (Self-Rating, plus one respondent only answers 25% of the questions)
- **ORS** – Responses by CEO / HR Manager / Small Business Owner
- Which method yields the most reliable results?

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What ORS reports - Physical Demands:

Strength – with Maximum Weights

Exertion:

- Lifting / Carrying – Seldom/Occasional/Frequent/Constant
- Pushing / Pulling – Hands/Arms | One or Both hands/arms
 - Feet / Legs | One of Both feet/legs
 - Feet Only | One or both feet/legs
 - Foot/Leg Controls | One or both feet/legs
- Sitting
- Standing / Walking
- Sitting vs. Standing/Walking at will
- Driving
- Keyboarding: Any | Traditional | Touchpad | 10-Key pas | Other
- Climbing – Ramps or Stairs (structure or work-related) | Ladders/Ropes/Scaffolds
- Low Postures – Stooping | Kneeling | Crouching | Crawling

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What ORS reports - Physical Demands:

Exertion:
 Reaching / Manipulation
 Overhead - With one or both hands
 At or below Shoulder - With one or both hands
 Gross Manipulation - With one or both hands
 Fine Manipulation - With one or both hands

Communication:
 Communicate Verbally (Talking)
 Hearing One on One / Group or Conference
 Telephone / Other Sounds
 Pass a hearing test

Vision: Near Acuity / Far Acuity / Peripheral

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What ORS reports - Environmental Conditions:

ENVIRONMENT:
 Outdoors
 Extreme Cold
 Extreme Heat
 Wetness
 Humidity
 Noise Intensity Level
 Heavy Vibrations

HAZARDS:
 High Exposed Place
 Proximity to Moving Mechanical Parts
 Hazardous Contaminants

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What ORS reports - Vocational Preparation:

- **SVP** – Specific Vocational Preparation (same as DOT)
 Literacy required (in English)
 Minimum Education Level
- **Pre-Employment Training**
 High School Time
 Vocational Associates Degree Time
 Associates Degree Time
- **Prior Work Experience**
- **Post-Employment Training**

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What ORS will report: Mental-Cognitive

- Adaptability: Work location – Work Schedule – Work Tasks
- Decision-making
- Regular contacts: Type of interaction + Frequency
- Other contacts: Type of interaction + Frequency
- Pace of Work
- Control of the Work Pace
- Supervision

Dr. Amy Yaworski, Sc.D., CRC, CDM, IIRC

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What ORS does NOT report:

- Mental / Cognitive Factors – Not enough data yet to report

Missing DOT Worker Characteristics:

- General Educational Development (GED – Reasoning, Math, Language)
- Aptitudes
- Temperaments
- Balancing
- Feeling - Tasting
- Accommodation – Color Vision – Depth Perception
- Exposure to Electric Shock – Weather
- Atmospheric Conditions – Explosives – Toxic/Caustic - Other

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Transferability of Skills

- What is the new mechanism to be used in the Vocational Information Tool (VIT)?
- What replaces WORK Fields (n=96) and MPSMS (n=378)
- Detailed Work Activities? (n=2,067)
- Intermediate Work Activities? (n=332) ... 332 IWA for 334 ORS occs?
- O*NET Tools? (n=42,290)
- O*NET Technology? (n=27,858) [Company/Product specific]
- Tools + Technology = T2 (n=70,148) 70,148/334 occs = 210 per ORS occ?
- Where will SSA capture T2 in its claims applications?
- How many T2 items = "Skill"? How long does proficiency take?

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An approach to integrating ORS Data

- Internet Demo of new ORS feature in development at SkillTRAN

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Possible Additional slides (time permitting – yet TBD)

- Correlation of SkillTRAN DOT Estimate with ORS Strength per 334 SOC Groups
- Correlation of SkillTRAN DOT Estimate with SVP
- Chart showing variability of characteristics per SOC
- Chart showing coverage of the labor force by the current 334 SOC groups
- Frequency count with which each estimate is available (N socs)

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Practical Examples

Using the ORS Data in Hypotheticals

<https://www.bls.gov/ors/data.htm>

ORS Database

Database Name	Special Notice	Top Picks	Data Finder	One Screen	Multi-Screen	Tables	Text Files
Occupational Requirements							
Occupational Requirements Survey							

Dr. Amy Yeebles, SCD, CRC, CDMS, LLC

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SVP by DOT vs ORS

	SVP	DOT Frequency		ORS 2018 %
Unskilled	1-Short Demo Only	191	(1.5%)	31.5%
	2-Up to 30 Days	2934	(23.0%)	4.8%
Semi-Skilled	3- 30 Days to 3 months	2199	(17.3%)	3.3%
	4- 3 to 6 months	1637	(12.8%)	3.3%
Skilled	5- 6 to 12 months	1205	(9.5%)	6.5%
	6- 1 to 2 years	1328	(10.4%)	13.4%
Highly Skilled	7- 2 to 4 years	2055	(16.1%)	19%
	8- 4 to 10 years	1146	(9.0%)	15.8%
	9- 10+ years	46	(.4%)	2.1%

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Strength by DOT vs ORS

	DOT Frequency	ORS 2017 %	ORS 2018 %
Sedentary	11	14.2	26.6
Light	49.6	24.0	26.6
Medium	29.6	45	35.5
Heavy	9.1	13.5	9.6
Very Heavy	.7	3.4	1.7

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ORS18- Communication Verbally and Work Review

	OES #	OES Employ 2018	% Verb Com. Req.	% Work review +1x/d	% SVP-1	% SVP-2	% STR-S	% STR-L
All Workers		144,793,270		33.7	4	30.3	67.8	11.8
Cooks Institution and Cafeteria	35-2012	400,320	72.7	64.5	6.1	48.5	0	23.9
Food Preparation and Serving Related Occupations	35-2021	814,600	84.8	68.3	4.6	86.7	0	22.6
Dishwashers	35-9021	504,770	28.1	64.6	21.6	75.8	0	29.2
Building, Grounds Cleaning & Maintenance	37-0000	4,421,980	41.2	38.2	8.4	64.1	0	12.8
Janitors & Cleaners Exc. Maids & Housekeep.	37-2011	2,156,270	17.2	34.5	9.9	71.4	0	22.2
Landscaping & Grounds Workers	37-2011	913,480	66.1	50	22.8	49.8	0	23.1
Maids and Housekeeping Cleaners	37-2012	924,290	60.7	48.5	5.9	80.6	0	23.1
Ushers, ticket takers	39-3031	133,610	100.0	67.6	12.5	77	4.8	95.2
Personal Care Attendants	39-9021	2,211,950	100.0	32.4	6.8	43.6	1.2	6.5
Cashiers	41-2010	3,657,570	98.1	43.7	6.3	82.8	6.3	20.5
Team Assemblers	51-2098	1,354,150	49.4	63.6	9.8	73	9.3	18.4
Inspector, Testers, Sorter, Weighters	51-9061	557,510	43.6	42.1	3.2	16.5	8.3	16.6

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49 Using ORS Data to answer Hypotheticals

Younger individual with a high school degree, with past work at a movie ticket taker, limited to light work with only occasional handling with the non-dominant hand

DOT--344.667-010 TICKET TAKER
Light, Unskilled, SVP 2
RE - Reaching - Frequent
HA - Handling - Frequent
FI - Fingering - Occasional
FE - Feeling - Not Present

Dr. Amy Yaworski, ScD, CRC, CDM, IBC

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50 Use Of The Occupational Requirements Survey (ORS), OES Job Estimates and VE Analysis

www.bls.gov/ors, 2017

SOCCODE	OCC-TITLE	TOTAL EMPLOYMENT
39-3031	Ushers, Lobby Attendants, and Ticket Takers	124,710

SOCCODE	DOT-CODE/TITLE	STRENGTH	SVP	RWH
39-3031	344.667-010 TICKET TAKER	L	2	212
39-3031	344.677-010 PRESS-BOX CUSTODIAN	L	2	212
39-3031	344.677-014 USHER	L	2	211
39-3031	349.673-010 DRIVER-IN-THEATER ATTENDANT	L	2	212
39-3031	349.677-018 CHILDREN'S ATTENDANT	L	2	211

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51 Selected Variables from the ORS survey 2017

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ORS 2017 SURVEY DATA for Ushers, Lobby Attendants, and Ticket Takers 39-3031

Physical demands

Climbing ramps or stairs (work-related) is required	82.9
Communicating verbally constantly is required	66.9
Communicating verbally is required	100.0
Fine manipulation is required	88.9
Fine manipulation: one or both hands is required	54.4
Gross manipulation is required	100.0
Gross manipulation: one or both hands is required	75.9
Lifting/carrying no weight is required, constantly	54.0
Lifting/carrying negligible weight is required, frequently	73.8
Lifting/carrying up to 10 lbs is required, occasionally	95.2
Lifting/carrying up to 10 lbs is required, seldom	65.0
Pounds maximum weight lifted/carried, mean	15.35
Reaching at/below the shoulder is required, occasionally	46.7
Hours of standing/walking, mean	4.91
Stooping is required	79.0

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2017 ORS data excerpt

Physical demands		
	%	RSE
Strength is light work	23.1	3.4
Strength is medium work	73.6	3.3
Strength is heavy work	3.0	0.8
Pounds maximum weight lifted/carried, mean	32.22	0.73
Pounds maximum weight lifted/carried (25th percentile)	20.00	1.61
Pounds maximum weight lifted/carried (50th percentile - median)	30.00	-
% of day standing/walking is required, mean	95.6	0.8
Hours of standing/walking, mean per day	6.64	0.10
Sitting vs. standing/walking at will is not allowed	97.1	1.0
Hours of sitting, mean per day	0.31	0.05
Fine manipulation is required	95.3	1.1
Fine manipulation is required, occasionally	82.9	2.9
Fine manipulation is required, one hand	32.3	4.8
Fine manipulation is required, both hands	63.0	4.9
Gross manipulation is required	100.0	-
Gross manipulation is required, occasionally	9.9	2.3
Gross manipulation is required, frequently	36.9	6.0
Gross manipulation is required, constantly	53.2	5.7
Gross manipulation is required, both hands	99.2	-

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56 Example #3 Integrating Mental RFCs and ORS data

Claimant was a Grocery Store Cashier diagnosed with anxiety and depression.

Hypothetical from the ALJ is **light work** and claimant is limited to only **superficial interaction** with the general public, **simple decision making** and only **occasional supervision**.

The Vocational expert would consider the following:

OES 2017 CIVILIAN EMPLOYMENT DATA WWW.BLS.GOV/OES				
CODE	OCC_TITLE	Employment	Mean hourly wage	Annual mean wage
41-2011	Cashiers	3,564,920	\$ 10.64	\$ 22,130

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Integrating Mental RFCs and ORS data

57	ROC	DOT	Title	Strength	SVP
	41-2011				
		211462010	CASHIER II (clerical)	L	2
		211467018	PARIMUTUEL-TICKET CASHIER (amusement/recreation)	L	2
		211467022	PARIMUTUEL-TICKET SELLER (amusement/recreation)	L	2
		211467026	SHEET WRITER (amusement/recreation)	L	2
		211467030	TICKET SELLER (clerical)	L	2
		211462038	TOLL COLLECTOR (government services)	L	2
		294567010	AUCTION CLERK (retail trade)	S	3
		211482014	FOOD CHECKER (hotel & restaurant)	S	3
		211482010	CASHIER, TUBE ROOM (retail trade)	S	3
		211462026	CHECK CASHIER (business services)	S	3
		211462030	DRIVERS'-CASH CLERK (motor transportation)	L	3
		211462014	CASHIER-CHECKER (retail trade)	L	3
		211462018	CASHIER-WRAPPER (retail trade)	L	3
		211462034	TELLER (utilities)	L	3
		211467014	MONEY COUNTER (amusement/recreation)	L	3
		211467010	CASHIER, COURTESY BOOTH (retail trade)	L	4
		249467010	INFORMATION CLERK-CASHIER (amusement/recreation)	L	5
		211367010	PAYMASTER OF PURSES (amusement/recreation)	S	6

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ORS data excerpt

Cognitive and mental requirements: Cashier	
Schedule changes yes	64.9
Work location no change unless permanent	95.0
Work tasks change at least once a day	2.6
Work tasks change at least once a week	4.2
Work tasks change at least once a month	5.6
Work tasks change less than monthly, including never	87.6
Frequency of contact with other contacts is continuous	63.0
Type of interaction with other contacts is factual info exchange	78.0
Type of interaction with other contacts is coordinating	17.0
Type of interaction with other contacts is gentle persuading	4.2
Cashiers; pace of work is rapid	59.0
Frequency of contact with regular contacts is continuous	37.8
Type of interaction with regular contacts is factual info exchange	57.8
Type of interaction with regular contacts is coordinating	38.5
Type of interaction with regular contacts is gentle persuading	3.7
Work review is more than once a day	49.0
Work review is once per day	43.7
Work review is at least weekly	4.0

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Telemarketer (Telephone Solicitor)

- 59
- SOC Group#-41-9041
 - Single DOT SOC Group
 - Total Number employed in the SOC Group: 164,160
 - 50.3% are SVP 2 and below- 82,573
 - 56.6% allow sit/stand at will- 92,925
 - Without probability tables, we cannot stack limitations.

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Inspectors, Testers, Sorters, Samplers and Weighers

- 60
- SOC Group# 51-9061
 - 782 DOT Occupations in this SOC Group
 - Total Number employed in the SOC Group: 557,510
 - 21.7% are unskilled- 120,979
 - 21.5% are Light- 119, 864
 - 63.3% are Medium- 352, 903
 - 31.8% allow sitting/standing/walking at will- 177,288
 - Without probability tables, we cannot stack limitations.

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Sales Clerks

61 SOC Group#-41-2031

- ▶ 47 DOT Occupations in this SOC Group
- ▶ Total Number employed in the SOC Group: 4,448,120
 - ▶ 2.2% are SVP 1- 97,858
 - ▶ 70.1% are SVP 2- 3,113,684
 - ▶ Total unskilled- 3,211,542
- ▶ 45.5% are classified as Light- 2,023,895
- ▶ 50.8% are classified as Medium-2,259,644
- ▶ Sit/Stand/Walk at will is allowed 8% of the time- 355,850
- ▶ Without probability tables, we cannot stack limitations.

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Cashiers

62 SOC Group#-41-2011

- ▶ 18 DOT Occupations in this SOC Group
- ▶ Total Number employed in the SOC Group: 3,635,550
 - ▶ 85.8% are SVP of 2- 3,120,160
 - ▶ 4.3% are SVP of 1- 156,329
 - ▶ Total unskilled: 3,276,489
- ▶ 35.8% are classified as Light-1,391,527
- ▶ 58.6% are classified as Medium-2,130,432
- ▶ Sit/Stand/Walk at will is allowed is 5.4%- 196,320
- ▶ *Note, the higher incidence of cashiers performed at Medium.
- ▶ Without probability tables, we cannot stack limitations.

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Summary

- ▶ VE's are using ORS as a source to support opinions to common hypotheticals where they previously did not have data—sit/stand, frequency and types of interpersonal contact, work review
- ▶ At Step 4 ORS data is likely to be too aggregated for transferrable skills analysis for older workers
- ▶ Most hypotheticals have multiple restrictions and at step 4 & 5 will require probability analysis to assess the impact on the number of jobs.
- ▶ Beistak Supreme Court decision requires VE's to clearly explain methodology.

Dr. Amy Yaochi LLC, CRC, CDMS 43

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