

# Appendix A to the Preamble Professional Recruitment Occupations

## Appendix A to the Preamble-Professional Recruitment Occupations - Education and Training Categories by O\*NET – SOC Occupation

| Code | Education and training category                  |
|------|--|
| 1    | 1st professional degree                          |
| 2    | Doctoral degree                                  |
| 3    | Master's degree                                  |
| 4    | Work experience plus bachelor's or higher degree |
| 5    | Bachelor's degree                                |

| O*NET-SOC<br>code | O*NET-SOC<br>title                            | Education &<br>training category<br>code |
|-------------------|---|--|
| 21-2011.00        | Clergy  | 1  |
| 23-1011.00        | Lawyers                                       | 1  |
| 29-1011.00        | Chiropractors                                 | 1  |
| 29-1021.00        | Dentists, General                             | 1  |
| 29-1022.00        | Oral and Maxillofacial Surgeons               | 1  |
| 29-1023.00        | Orthodontists                                 | 1  |
| 29-1024.00        | Prosthodontists                               | 1  |
| 29-1041.00        | Optometrists                                  | 1  |
| 29-1051.00        | Pharmacists                                   | 1  |
| 29-1061.00        | Anesthesiologists                             | 1  |
| 29-1062.00        | Family and General Practitioners              | 1  |
| 29-1063.00        | Internists, General                           | 1  |
| 29-1064.00        | Obstetricians and Gynecologists               | 1  |
| 29-1065.00        | Pediatricians, General                        | 1  |
| 29-1066.00        | Psychiatrists                                 | 1  |
| 29-1067.00        | Surgeons                                      | 1  |
| 29-1081.00        | Podiatrists                                   | 1  |
| 29-1131.00        | Veterinarians                                 | 1  |
| 15-1011.00        | Computer and Information Scientists, Research | 2  |
| 19-1021.01        | Biochemists                                   | 2  |
| 19-1021.02        | Biophysicists                                 | 2  |
| 19-1022.00        | Microbiologists                               | 2  |
| 19-1042.00        | Medical Scientists, Except Epidemiologists    | 2  |

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|            |  |   |
|------------|--|---|
| 19-2011.00 | Astronomers  | 2 |
| 19-2012.00 | Physicists   | 2 |
| 19-3031.00 | Clinical, counseling, and school psychologists             | 2 |
| 19-3031.01 | Educational Psychologists                                  | 2 |
| 19-3031.02 | Clinical Psychologists                                     | 2 |
| 19-3031.03 | Counseling Psychologists                                   | 2 |
| 25-1021.00 | Computer Science Teachers, Postsecondary                   | 2 |
| 25-1022.00 | Mathematical Science Teachers, Postsecondary               | 2 |
| 25-1032.00 | Engineering Teachers, Postsecondary                        | 2 |
| 25-1041.00 | Agricultural Sciences Teachers, Postsecondary              | 2 |
| 25-1042.00 | Biological Science Teachers, Postsecondary                 | 2 |
| 25-1043.00 | Forestry and Conservation Science Teachers, Postsecondary  | 2 |
| 25-1052.00 | Chemistry Teachers, Postsecondary                          | 2 |
| 25-1054.00 | Physics Teachers, Postsecondary                            | 2 |
| 25-1071.00 | Health Specialties Teachers, Postsecondary                 | 2 |
| 25-1072.00 | Nursing Instructors and Teachers, Postsecondary            | 2 |
| 25-1121.00 | Art, Drama, and Music Teachers, Postsecondary              | 2 |
| 25-1191.00 | Graduate Teaching Assistants                               | 2 |
| 15-2021.00 | Mathematicians   | 3 |
| 15-2031.00 | Operations Research Analysts                               | 3 |
| 15-2041.00 | Statisticians  | 3 |
| 19-1041.00 | Epidemiologists  | 3 |
| 19-2041.00 | Environmental Scientists and Specialists, Including Health | 3 |
| 19-2042.00 | Geoscientists, Except Hydrologists and Geographers         | 3 |
| 19-2042.01 | Geologists   | 3 |
| 19-2043.00 | Hydrologists   | 3 |
| 19-3011.00 | Economists   | 3 |
| 19-3021.00 | Market Research Analysts                                   | 3 |
| 19-3022.00 | Survey Researchers   | 3 |
| 19-3032.00 | Industrial-Organizational Psychologists                    | 3 |
| 19-3041.00 | Sociologists   | 3 |
| 19-3051.00 | Urban and Regional Planners                                | 3 |
| 19-3091.01 | Anthropologists  | 3 |
| 19-3091.02 | Archeologists  | 3 |
| 19-3092.00 | Geographers  | 3 |
| 19-3093.00 | Historians   | 3 |
| 19-3094.00 | Political Scientists                                       | 3 |

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|            |   |   |
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| 21-1011.00 | Substance Abuse and Behavioral Disorder Counselors                | 3 |
| 21-1012.00 | Educational, Vocational, and School Counselors                    | 3 |
| 21-1013.00 | Marriage and Family Therapists                                    | 3 |
| 21-1014.00 | Mental Health Counselors  | 3 |
| 21-1015.00 | Rehabilitation Counselors   | 3 |
| 21-1023.00 | Mental Health and Substance Abuse Social Workers                  | 3 |
| 21-1091.00 | Health Educators  | 3 |
| 25-4011.00 | Archivists  | 3 |
| 25-4012.00 | Curators  | 3 |
| 25-4021.00 | Librarians  | 3 |
| 25-9031.00 | Instructional Coordinators  | 3 |
| 29-1121.00 | Audiologists  | 3 |
| 29-1123.00 | Physical Therapists   | 3 |
| 29-1127.00 | Speech-Language Pathologists                                      | 3 |
| 11-1011.00 | Chief Executives  | 4 |
| 11-1011.01 | Government Service Executives                                     | 4 |
| 11-1011.02 | Private Sector Executives   | 4 |
| 11-1021.00 | General and Operations Managers                                   | 4 |
| 11-2011.00 | Advertising and Promotions Managers                               | 4 |
| 11-2021.00 | Marketing Managers  | 4 |
| 11-2022.00 | Sales Managers  | 4 |
| 11-2031.00 | Public Relations Managers   | 4 |
| 11-3011.00 | Administrative Services Managers                                  | 4 |
| 11-3021.00 | Computer and Information Systems Managers                         | 4 |
| 11-3031.00 | Financial Managers  | 4 |
| 11-3031.01 | Treasurers, Controllers, and Chief Financial Officers             | 4 |
| 11-3031.02 | Financial Managers, Branch or Department                          | 4 |
| 11-3040.00 | Human Resources Managers  | 4 |
| 11-3041.00 | Compensation and Benefits Managers                                | 4 |
| 11-3042.00 | Training and Development Managers                                 | 4 |
| 11-3061.00 | Purchasing Managers   | 4 |
| 11-9011.00 | Farm, Ranch, and Other Agricultural Managers                      | 4 |
| 11-9011.01 | Nursery and Greenhouse Managers                                   | 4 |
| 11-9011.02 | Agricultural Crop Farm Managers                                   | 4 |
| 11-9011.03 | Fish Hatchery Managers  | 4 |
| 11-9031.00 | Education Administrators, Preschool and Child Care Center/Program | 4 |
| 11-9032.00 | Education Administrators, Elementary and Secondary School         | 4 |

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|            |   |   |
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| 11-9033.00 | Education Administrators, Postsecondary                           | 4 |
| 11-9041.00 | Engineering Managers  | 4 |
| 11-9111.00 | Medical and Health Services Managers                              | 4 |
| 11-9121.00 | Natural Sciences Managers   | 4 |
| 13-1011.00 | Agents and Business Managers of Artists, Performers, and Athletes | 4 |
| 13-1111.00 | Management Analysts   | 4 |
| 15-2011.00 | Actuaries   | 4 |
| 23-1021.00 | Administrative Law Judges, Adjudicators, and Hearing Officers     | 4 |
| 23-1022.00 | Arbitrators, Mediators, and Conciliators                          | 4 |
| 23-1023.00 | Judges, Magistrate Judges, and Magistrates                        | 4 |
| 25-2023.00 | Vocational Education Teachers, Middle School                      | 4 |
| 25-2032.00 | Vocational Education Teachers, Secondary School                   | 4 |
| 27-1011.00 | Art Directors   | 4 |
| 27-2012.00 | Producers and Directors   | 4 |
| 27-2012.01 | Producers   | 4 |
| 27-2012.02 | Directors - Stage, Motion Pictures, Television, and Radio         | 4 |
| 27-2012.03 | Program Directors   | 4 |
| 27-2012.04 | Talent Directors  | 4 |
| 27-2012.05 | Technical Directors/Managers                                      | 4 |
| 27-2041.00 | Music Directors and Composers                                     | 4 |
| 27-2041.01 | Music Directors   | 4 |
| 27-2041.02 | Music Arrangers and Orchestrators                                 | 4 |
| 27-2041.03 | Composers   | 4 |
| 27-3020.00 | News analysts, reporters and correspondents                       | 4 |
| 27-3021.00 | Broadcast News Analysts   | 4 |
| 27-3022.00 | Reporters and Correspondents                                      | 4 |
| 11-3051.00 | Industrial Production Managers                                    | 5 |
| 11-9021.00 | Construction Managers   | 5 |
| 11-9141.00 | Property, Real Estate, and Community Association Managers         | 5 |
| 11-9151.00 | Social and Community Service Managers                             | 5 |
| 13-1071.00 | Employment, Recruitment, and Placement Specialists                | 5 |
| 13-1071.01 | Employment Interviewers, Private or Public Employment Service     | 5 |
| 13-1071.02 | Personnel Recruiters  | 5 |
| 13-1072.00 | Compensation, Benefits, and Job Analysis Specialists              | 5 |
| 13-1073.00 | Training and Development Specialists                              | 5 |
| 13-1121.00 | Meeting and Convention Planners                                   | 5 |
| 13-2011.01 | Accountants   | 5 |

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|            |  |   |
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| 13-2011.02 | Auditors   | 5 |
| 13-2031.00 | Budget Analysts  | 5 |
| 13-2041.00 | Credit Analysts  | 5 |
| 13-2051.00 | Financial Analysts   | 5 |
| 13-2052.00 | Personal Financial Advisors  | 5 |
| 13-2053.00 | Insurance Underwriters   | 5 |
| 13-2061.00 | Financial Examiners  | 5 |
| 13-2071.00 | Loan Counselors  | 5 |
| 13-2072.00 | Loan Officers  | 5 |
| 13-2081.00 | Tax Examiners, Collectors, and Revenue Agents                              | 5 |
| 15-1021.00 | Computer Programmers   | 5 |
| 15-1031.00 | Computer Software Engineers, Applications                                  | 5 |
| 15-1032.00 | Computer Software Engineers, Systems Software                              | 5 |
| 15-1051.00 | Computer Systems Analysts  | 5 |
| 15-1061.00 | Database Administrators  | 5 |
| 15-1071.00 | Network and Computer Systems Administrators                                | 5 |
| 15-1071.01 | Computer Security Specialists  | 5 |
| 15-1081.00 | Network Systems and Data Communications Analysts                           | 5 |
| 17-1011.00 | Architects, Except Landscape and Naval                                     | 5 |
| 17-1012.00 | Landscape Architects   | 5 |
| 17-1021.00 | Cartographers and Photogrammetrists  | 5 |
| 17-1022.00 | Surveyors  | 5 |
| 17-2011.00 | Aerospace Engineers  | 5 |
| 17-2021.00 | Agricultural Engineers   | 5 |
| 17-2031.00 | Biomedical Engineers   | 5 |
| 17-2041.00 | Chemical Engineers   | 5 |
| 17-2051.00 | Civil Engineers  | 5 |
| 17-2061.00 | Computer Hardware Engineers  | 5 |
| 17-2071.00 | Electrical Engineers   | 5 |
| 17-2072.00 | Electronics Engineers, Except Computer                                     | 5 |
| 17-2081.00 | Environmental Engineers  | 5 |
| 17-2111.00 | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors | 5 |
| 17-2111.01 | Industrial Safety and Health Engineers                                     | 5 |
| 17-2111.02 | Fire-Prevention and Protection Engineers                                   | 5 |
| 17-2111.03 | Product Safety Engineers   | 5 |
| 17-2112.00 | Industrial Engineers   | 5 |
| 17-2121.00 | Marine Engineers and Naval Architects                                      | 5 |

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|            |  |   |
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| 17-2121.01 | Marine Engineers   | 5 |
| 17-2121.02 | Marine Architects  | 5 |
| 17-2131.00 | Materials Engineers  | 5 |
| 17-2141.00 | Mechanical Engineers   | 5 |
| 17-2151.00 | Mining and Geological Engineers, Including Mining Safety Engineers   | 5 |
| 17-2161.00 | Nuclear Engineers  | 5 |
| 17-2171.00 | Petroleum Engineers  | 5 |
| 19-1010.00 | Agricultural and food scientists                                     | 5 |
| 19-1011.00 | Animal Scientists  | 5 |
| 19-1012.00 | Food Scientists and Technologists                                    | 5 |
| 19-1013.01 | Plant Scientists   | 5 |
| 19-1013.02 | Soil Scientists  | 5 |
| 19-1020.00 | Biological Scientists  | 5 |
| 19-1020.01 | Biologists   | 5 |
| 19-1023.00 | Zoologists and Wildlife Biologists                                   | 5 |
| 19-1031.00 | Conservation Scientists  | 5 |
| 19-1031.01 | Soil Conservationists  | 5 |
| 19-1031.02 | Range Managers   | 5 |
| 19-1031.03 | Park Naturalists   | 5 |
| 19-1032.00 | Foresters  | 5 |
| 19-2021.00 | Atmospheric and Space Scientists                                     | 5 |
| 19-2031.00 | Chemists   | 5 |
| 19-2032.00 | Materials Scientists   | 5 |
| 21-1021.00 | Child, Family, and School Social Workers                             | 5 |
| 21-1022.00 | Medical and Public Health Social Workers                             | 5 |
| 21-1092.00 | Probation Officers and Correctional Treatment Sp                     | 5 |
| 21-2021.00 | Directors, Religious Activities and Education                        | 5 |
| 23-2092.00 | Law Clerks   | 5 |
| 25-2012.00 | Kindergarten Teachers, Except Special Education                      | 5 |
| 25-2021.00 | Elementary School Teachers, Except Special Education                 | 5 |
| 25-2022.00 | Middle School Teachers, Except Special and Vocational Education      | 5 |
| 25-2031.00 | Secondary School Teachers, Except Special and Vocational Education   | 5 |
| 25-2041.00 | Special Education Teachers, Preschool, Kindergarten and Elementary   | 5 |
| 25-2042.00 | Special Education Teachers, Middle School                            | 5 |
| 25-2043.00 | Special Education Teachers, Secondary School                         | 5 |
| 25-3011.00 | Adult Literacy, Remedial Education, and GED Teachers and Instructors | 5 |
| 25-4013.00 | Museum Technicians and Conservators                                  | 5 |

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|            |  |   |
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| 25-9021.00 | Farm and Home Management Advisors                          | 5 |
| 27-1014.00 | Multi-Media Artists and Animators                          | 5 |
| 27-1021.00 | Commercial and Industrial Designers                        | 5 |
| 27-1022.00 | Fashion Designers  | 5 |
| 27-1024.00 | Graphic Designers  | 5 |
| 27-1025.00 | Interior Designers   | 5 |
| 27-1027.00 | Set and Exhibit Designers                                  | 5 |
| 27-1027.01 | Set Designers  | 5 |
| 27-1027.02 | Exhibit Designers  | 5 |
| 27-3031.00 | Public Relations Specialists                               | 5 |
| 27-3041.00 | Editors  | 5 |
| 27-3042.00 | Technical Writers  | 5 |
| 27-3043.00 | Writers and Authors  | 5 |
| 27-4032.00 | Film and Video Editors                                     | 5 |
| 29-1031.00 | Dietitians and Nutritionists                               | 5 |
| 29-1071.00 | Physician Assistants                                       | 5 |
| 29-1122.00 | Occupational Therapists                                    | 5 |
| 29-1125.00 | Recreational Therapists                                    | 5 |
| 29-2011.00 | Medical and Clinical Laboratory Technologists              | 5 |
| 29-2091.00 | Orthotists and Prosthetists                                | 5 |
| 29-9010.00 | Occupational health and safety specialists and technicians | 5 |
| 29-9091.00 | Athletic Trainers  | 5 |
| 33-3021.03 | Criminal Investigators and Special Agents                  | 5 |
| 39-9032.00 | Recreation Workers   | 5 |
| 41-3021.00 | Insurance Sales Agents                                     | 5 |
| 41-3031.01 | Sales Agents, Securities and Commodities                   | 5 |
| 41-3031.02 | Sales Agents, Financial Services                           | 5 |
| 41-9031.00 | Sales Engineers  | 5 |
| 53-2011.00 | Airline Pilots, Copilots, and Flight Engineers             | 5 |

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#### Education & Training Category Code

- 1 First professional degree. Completion of the academic program usually requires at least 6 years of full-time equivalent academic study, including college study prior to entering the professional degree program.
- 2 Doctoral degree. Completion of the degree program usually requires at least 3 years of full-time equivalent academic work beyond the bachelor's degree.
- 3 Master's degree. Completion of the degree program usually requires 1 or 2 years of full-time equivalent study beyond the bachelor's degree.
- 4 Work experience, plus a bachelor's or higher degree. Most occupations in this category are managerial occupations that require experience in a related nonmanagerial position.
- 5 Bachelor's degree. Completion of the degree program generally requires at least 4 years but not more than 5 years of full-time equivalent academic work.