

The Occupational Requirements Survey Part I

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What is ORS?

- **BLS/SSA partnership to produce occupational data on:**
 - physical demands
 - environmental conditions
 - education, training, and experience
 - cognitive and mental requirements of occupations.
- **Survey data are regularly updated providing more dynamic labor market information.**
- **Although data is collected by SOC, % estimates within the SOC allows for better job number estimates specific to the hypothetical.**



Why ORS?

- **ORS is SSA's answer to the aging DOT**
 - Congress has increased the pressure on SSA to release the new Occupational Information System, which is ORS
 - Recognition that continuing to use an outdated data source is problematic at best
 - Recognition that DOT no longer adequately captures the unskilled labor market



Differences between ORS and DOT

- **ORS does not use the DOT for any classification taxonomy. In simple terms, ORS does NOT care or concern itself with the DOT.**
 - The DOT does not exist in ORS land
- **The DOT describes occupations in terms of the maximum demands for a particular occupation.**
- **ORS describes similar occupations in an entire SOC group**
 - ORS is unconcerned with identifying an average or maximum demand to arrive at a singular description of an occupation in an SOC group.
 - Rather it seeks to describe the range of requirements, physical, mental, environmental, cognitive and so on found in an SOC group.



ORS Data Collection Process

- **Field economists contact respondents**
 - HR professionals, owners, recruiters, supervisors, safety or risk managers, lead workers, workers
- **Select sampled jobs based on establishment employment**
 - Up to 4 if establishment has 1-49 workers
 - 6 for establishments between 50 and 249 workers
 - 8 for establishments with 250 or more workers
- **Determine worker characteristics**
 - Occupation code, work-status (full- or part-time), work schedule, and work level
- **Discontinued in-person visits in 2020 and resumed 2022**



ORS Sample Design

- **Private industry (85%) and state and local government (15%) establishments**
- **5 samples in the 2nd wave**
 - First 3 samples consisted of 10,000 establishments
 - Last 2 samples consisted of 15,000 establishments
 - Total number of 2nd wave establishments 60,000
- **Response rate = 62.1% for 2021 estimates**
- **Approximately 135,980,000 civilian workers represented**



ORS Estimation

- **Imputation accounts for nonresponse**
 - Respondent unable or unwilling to provide data
 - **Requirement unknown**
 - **Duration unknown**
- **Weighting applied to represent workers in the national economy**
 - Industry and establishment size from Quarterly Census of Employment and Wages (QCEW)
 - Industry and occupation from Occupational Employment and Wages Statistics (OEWS)
 - Industry from Current Employment Statistics



ORS Resources

- Program Webpage: www.bls.gov/ors
- Handbook of Methods: www.bls.gov/opub/hom/ors/home.htm
- Physical Demands: www.bls.gov/ors/factsheet/physical-demands-visual-overview.htm
 - Factsheets
 - Gross and fine manipulation www.bls.gov/ors/factsheet/gross-and-fine-manipulation.htm
 - Low www.bls.gov/ors/factsheet/low-postures.htm
 - Sitting and standing www.bls.gov/ors/factsheet/sit-and-stand.htm
 - Strength www.bls.gov/ors/factsheet/strength.htm



Physical Demands

- Using the link from the previous session, physical demands, we can see the various definitions.
 - The physical demands we discuss in Part 1 will be used in Part 2.



Physical Demands: Lifting

- Lifting is raising or lowering an object from one level to another.
- Lifting can include an upward pulling motion.
- Carrying is to transport an object – usually by holding it in the hands, arms, or wearing it on the body.



Physical Demands: Pushing/Pulling

- Pushing is exerting force upon an object so that the object moves away from the origin of the force.
- Pulling is exerting force upon an object so that the object moves toward the origin of the force.
- Pushing or pulling may involve use of hands or arms or feet or legs done with one side of the body or both sides.



Physical Demands: Foot Controls

- Use of one or both feet or legs to move controls on machinery or equipment.
- Controls include, but are not limited to, pedals, buttons, levers, and cranks.



Physical Demands: Choice of Sitting or Standing

- The ability to alternate between sitting and standing is present when a worker has the flexibility to choose between sitting and standing as needed.
- Jobs that only allow this choice during scheduled breaks, such as a lunch period, would be excluded.



Physical Demands: Gross Manipulation

- Seizing, holding, grasping, turning, or otherwise working with the hand(s). It is often present when lifting involves the hands.
- Note: Fingers are involved only to the extent that they are an extension of the hand to hold or operate a tool such as tin snips or scissors.



SVP

- Although the ORS calculates most job requirement estimates from establishment responses about selected jobs' various tasks, some require an additional level of calculation.
 - One of these is the specific vocational preparation (SVP) level, which is the amount of preparation time required for the worker to develop the skills needed to perform the job. The job requirements that contribute to the SVP are the minimum formal education, credentials, prior work experience, and on-the-job training. These requirements' associated time are then aggregated and used to determine the SVP level needed for the job. (See exhibit 6.)
- Concurrent time due to credentials necessary for jobs that also require minimum formal education level, experience, or on-the-job training are not included separately in SVP. Concurrent time is reflected in the education, training, and experience requirements where the time overlaps with time necessary to obtain licenses, certifications, or other nondegree credentials.



SVP, Cont....

Exhibit 6. Preparation time necessary for each specific vocational level	
Specific vocational preparation (SVP) level	Preparation time
1	Short demonstration only (4 hours or less)
2	Anything beyond short demonstration up to and including 1 month
3	Over 1 month up to and including 3 months
4	Over 3 months up to and including 6 months
5	Over 6 months up to and including 1 year
6	Over 1 year up to and including 2 years
7	Over 2 years up to and including 4 years
8	Over 4 years up to and including 10 years
9	Over 10 years

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey.



Strength Ratings

- Strength levels are derived from several physical requirements. The estimates reflect the amount of weight workers are required to lift or carry, how often, and whether standing or walking is required to perform critical tasks in the workday.
- The strength levels show whether jobs are considered:
 - sedentary
 - light work
 - medium work
 - heavy work
 - very heavy work



Strength Ratings, Cont.

Exhibit 7. Determining strength level based on lifting or carrying duration or percentage of the workday spent standing

Strength level	Duration of lifting or carrying				Percent of workday standing ^[1]
	Seldom	Occasionally	Frequently	Constantly	
Sedentary work	Up to 10 pounds	Up to 10 pounds	Negligible ^[2]	No weight	Less than or equal to 1/3 ^[3]
Light work	11–25 pounds	11–25 pounds	1–10 pounds	Negligible weight ^[2]	
Medium work	26–50 pounds	26–50 pounds	11–25 pounds	1–10 pounds	
Heavy work	51–100 pounds	51–100 pounds	26–50 pounds	11–25 pounds	
Very heavy work	>100 pounds	>100 pounds	>50 pounds	>25 pounds	

[1] Standing estimates includes time spent standing, walking, and in low postures.

[2] Negligible weight includes anything lifted or carried weighing less than 1 pound.

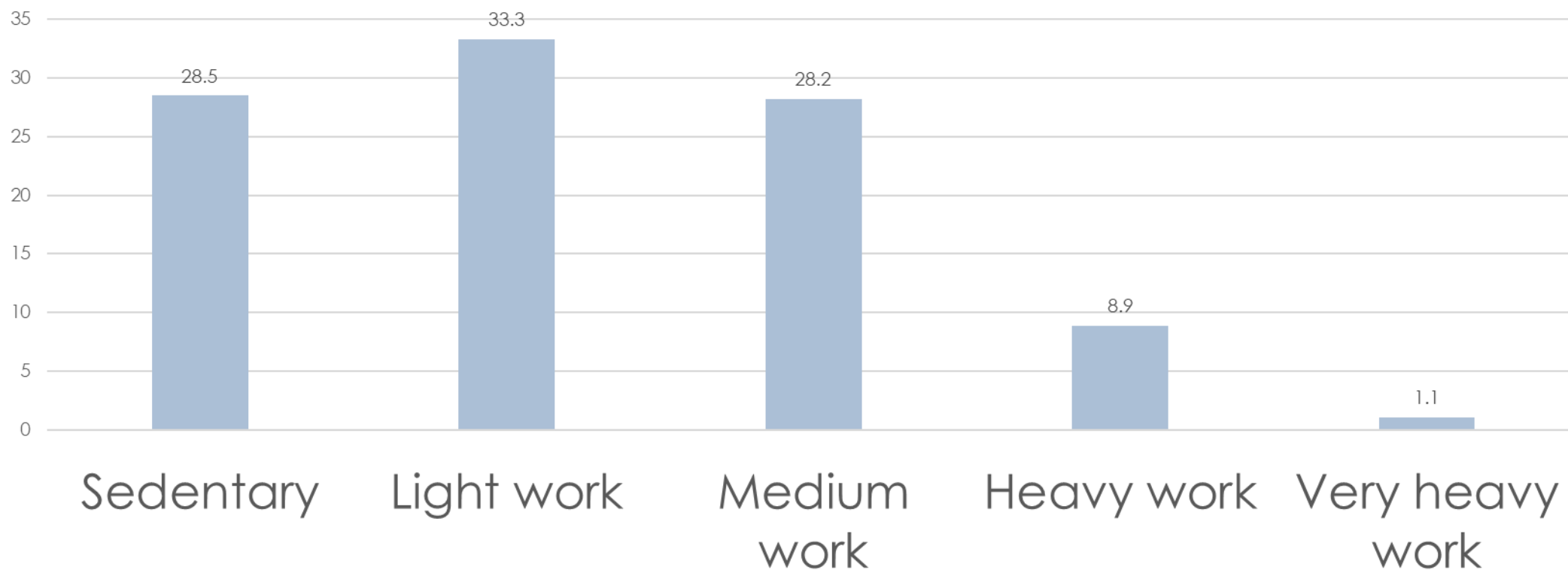
[3] When the sedentary lifting or carrying requirements are met, and more than 1/3 of the workday is spent standing, light work is required.

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey.



Strength levels

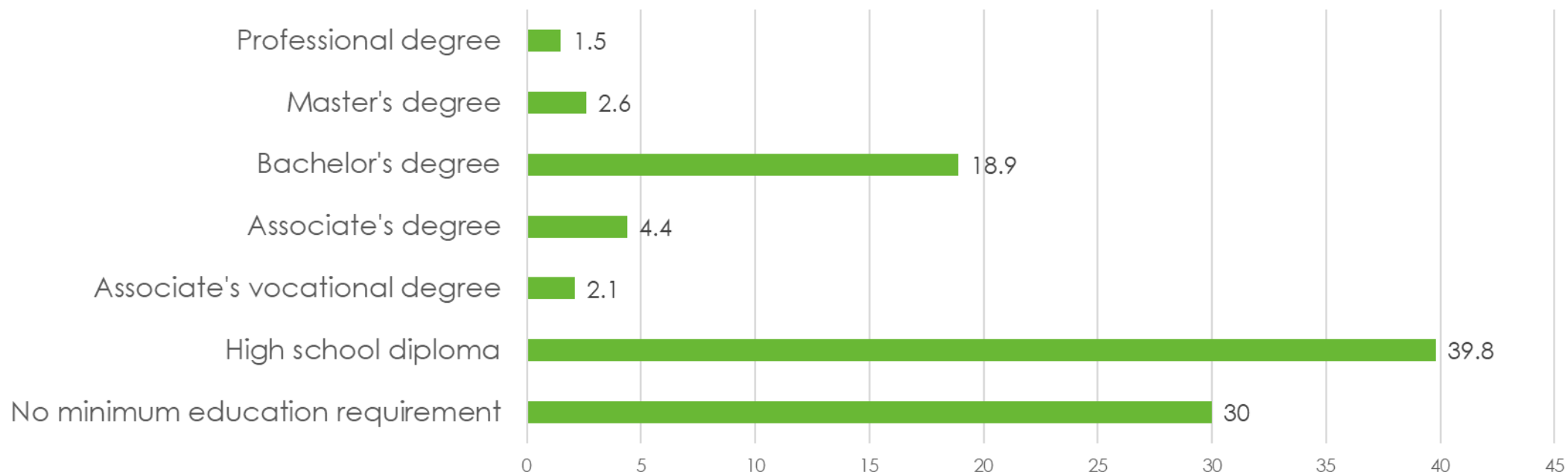
Percentage of civilian workers by strength level, 2021



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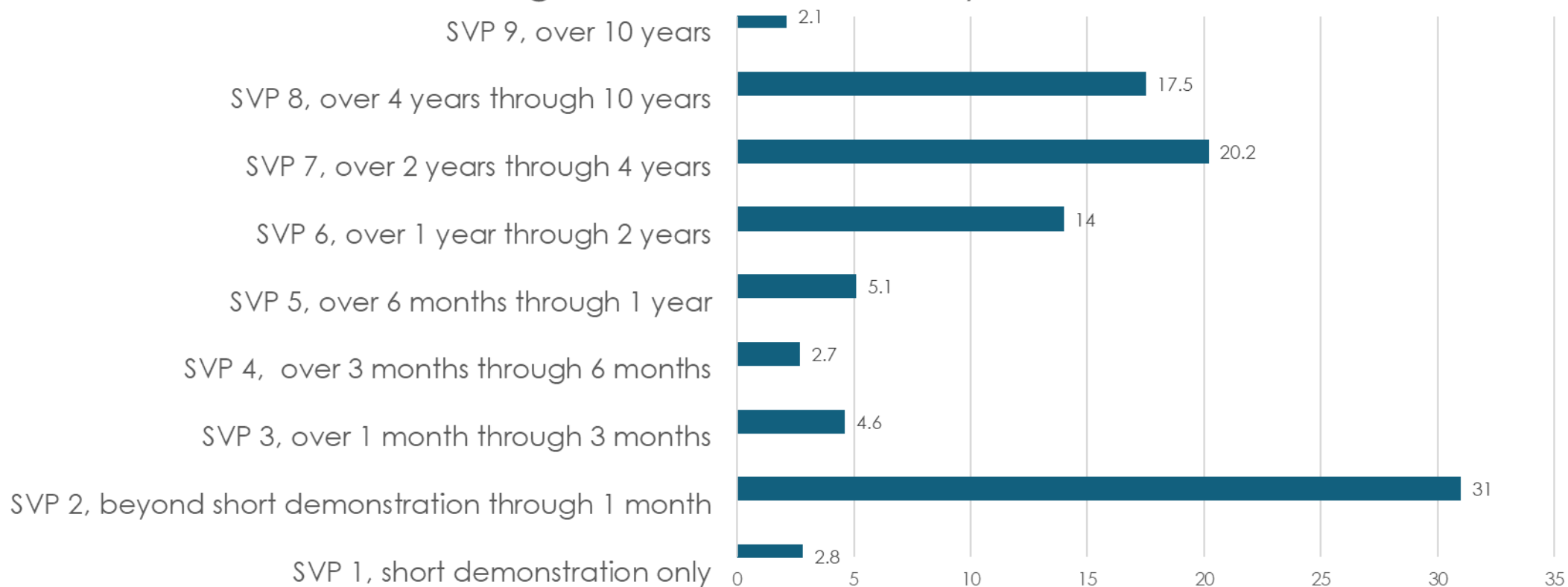
Minimum formal education

Percentage of civilian workers by minimum formal education, 2021

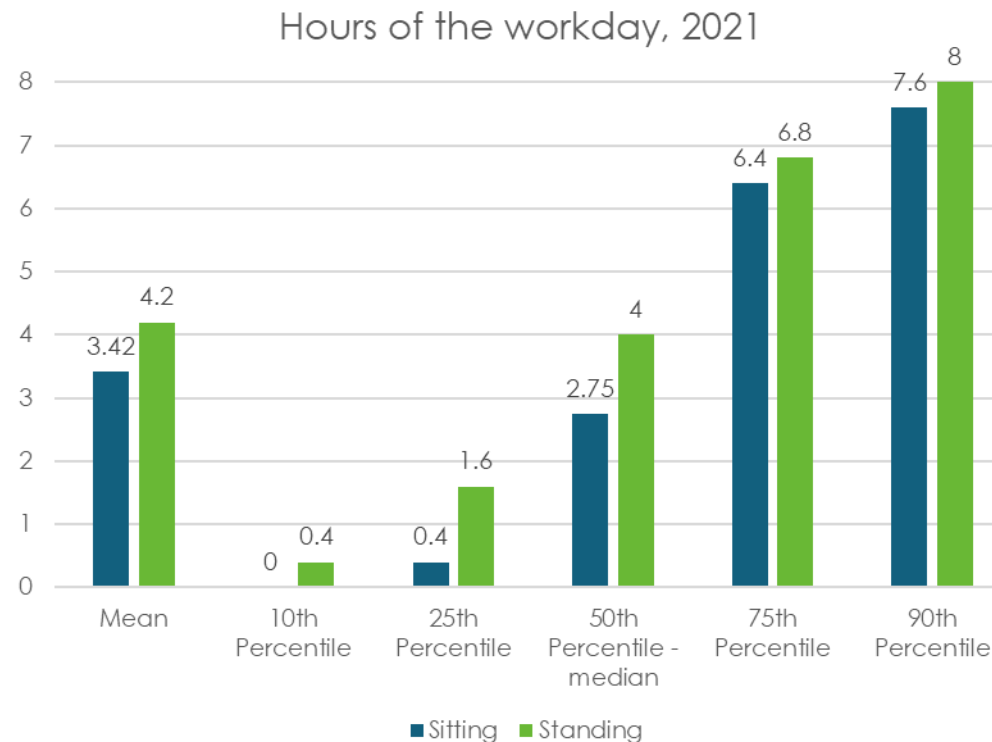
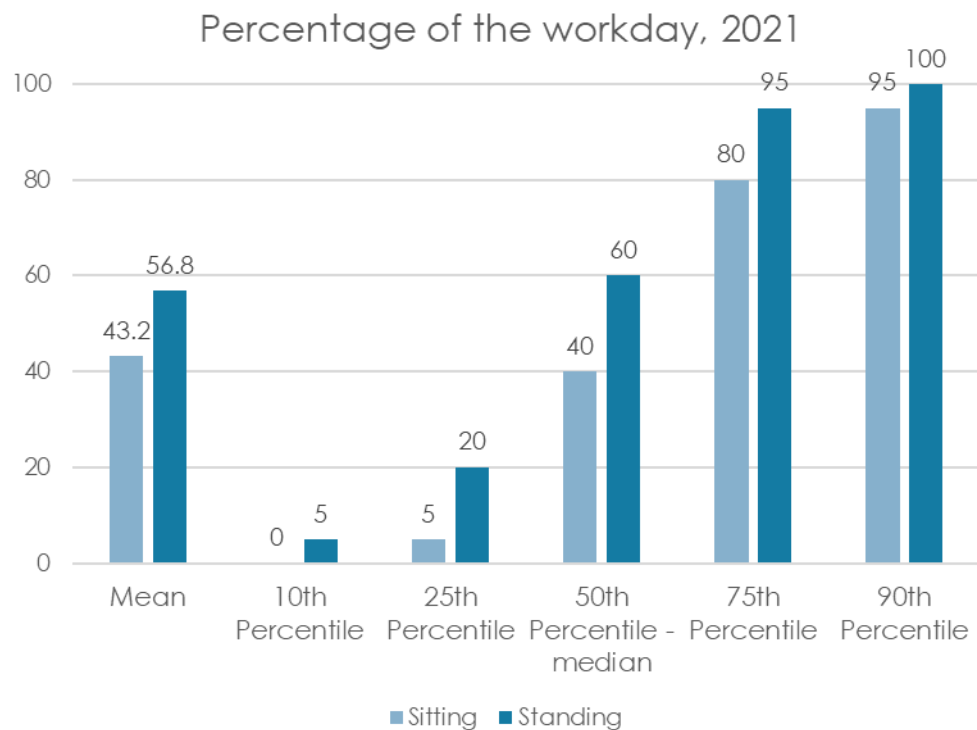


Specific Vocational Preparation

Percentage of civilian workers by SVP level, 2021



Sit and stand requirements



ORS: How can I use it?

- **We are allowed to deviate from the DOT**
 - Its outdated
- **It can be used to provide foundation for the number of jobs that allow sit/stand at will**
- **It can be used to provide foundation for the number of jobs that do not require overhead reaching**



SSR-00-4P

- Occupational evidence provided by a VE or VS generally should be consistent with the occupational information supplied by the DOT. When there is an apparent unresolved conflict between VE or VS evidence and the DOT, the adjudicator must elicit a reasonable explanation for the conflict before relying on the VE or VS evidence to support a determination or decision about whether the claimant is disabled. At the hearings level, as part of the adjudicator's duty to fully develop the record, the adjudicator will inquire, on the record, as to whether or not there is such consistency.
- Neither the DOT nor the VE or VS evidence automatically "trumps" when there is a conflict. The adjudicator must resolve the conflict by determining if the explanation given by the VE or VS is reasonable and provides a basis for relying on the VE or VS testimony rather than on the DOT information.



SSR-00-4P, cont.

- Reasonable explanations for such conflicts, which may provide a basis for relying on the evidence from the VE or VS, rather than the DOT information, include, but are not limited to the following:
- Evidence from VEs or VSs can include information not listed in the DOT. The DOT contains information about most, but not all, occupations. The DOT's occupational definitions are the result of comprehensive studies of how similar jobs are performed in different workplaces. The term "occupation," as used in the DOT, refers to the collective description of those jobs. Each occupation represents numerous jobs. Information about a particular job's requirements or about occupations not listed in the DOT may be available in other reliable publications, information obtained directly from employers, or from a VE's or VS's experience in job placement or career counseling.
- The DOT lists maximum requirements of occupations as generally performed, not the range of requirements of a particular job as it is performed in specific settings. A VE, VS, or other reliable source of occupational information may be able to provide more specific information about jobs or occupations than the DOT.



Now you know what ORS is all about!

- Come to Part II after lunch to learn how to use ORS
- We will be working through examples and scenarios



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