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# CHARACTERIZING THE FUTURE DEFENSE WORKFORCE

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# PREFACE

The Director for Manpower and Personnel, J1, the Joint Staff, has had a long-standing interest in the types of service personnel who will be needed in the future and whether they will be different from past personnel. As a result, the research reported here has been sponsored by three successive incumbents in that office. The Deputy Assistant Secretary of Defense for Civilian Personnel Policy also became interested in how change in the defense environment might affect the defense civil service workforce and became an additional sponsor of the research. In response to these interests, RAND developed a study that addressed both military and civilian workforces.

This report provides our assessment of the change in levels of work (generalized work activities and work context) and worker characteristics (knowledge, skills, and abilities) that will be needed in the environment visualized in the Joint Staff's *Joint Vision 2010* (JCS, 1995). Study findings should be of interest to military personnel managers, analysts, and policymakers. In particular, those involved in occupational analysis and management, training, and education will find the detailed data included in appendices of interest. The appendices also contain details about our conceptual approach, which should be of more interest to the analytical community.

This research was conducted for the Under Secretary of Defense for Personnel and Readiness and for the Joint Staff within the Forces and Resources Policy Center of RAND's National Defense Research Institute (NDRI). NDRI is a federally funded research and development

center sponsored by the Office of the Secretary of Defense, the Joint Staff, the unified commands, and the defense agencies.

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# SUMMARY

During the early 1990s, the Department of Defense (DoD) began to change its focus from the Cold War to pursue more diverse missions. Questions arose about how future changes in military missions, organizations, and technology would affect the nature of military work and the characteristics of the military and civilian members of the DoD workforce.

To address these questions, RAND undertook an occupational-level analysis of the effects of the future environment on the characteristics of DoD work and workers. The occupational framework chosen for this analysis is the Department of Labor's Occupational Information Network (O*NET). Each occupation is rated on 232 dimensions spread across five domains: generalized work activities, work context, knowledge, skills, and abilities. To make the O*NET framework more relevant to the DoD workforce and to reduce the number of occupational groupings to a manageable level, RAND transformed O*NET's 1,122 occupations, through a series of crosswalks and cluster analyses, to 46 occupational clusters.

To contrast the characteristics of future work and workers against those of the past (as represented in the available O*NET database), RAND sought to obtain new rating scores on O*NET occupational dimensions, predicated on a general description of the future DoD environment. For a characterization of the future environment, we used *Joint Vision 2010* (JCS, 1995), a projection developed by the Joint Staff, and other related information. New rating scores were assigned by several groups of occupational analysts—some who work in military occupational analysis and some who participated in

developing the original O*NET ratings. RAND then analyzed the differences between future and past scores to determine the dimensions in which significant change is expected. We highlighted changes within occupational clusters and those that occur more generally across military and civilian workforces.

On the whole, we find that despite the many changes anticipated in DoD processes as a result of the revolutions in military and business affairs, relatively small subsets of work and worker characteristics are expected to change. We predict no significant changes in worker abilities, a finding that implies that given existing selection and training processes, and given the workforce shaping and development tools available to DoD human resources managers, current and prospective workforces should be able to adapt to the expected changes. The changes anticipated in the remaining characteristics of work and workers separate into four broad themes: an enhanced service orientation, more advanced technical knowledge and skills, better problem-solving skills, and an increase in the need to stay current. We found evidence that these themes are consistent with ongoing change in the broader U.S. work environment outside of DoD.

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The Department of Labor (DoL), in the process of researching and implementing a new occupational system for the United States, allowed us to use its research and databases for our project. Kristen Fiske of the DoL O*NET project was particularly helpful. Jay Tartell of the Air Force Occupational Measurement Squadron, Dr. Jim Mitchell of the Institute for Job and Occupational Analysis, Dr. Don Drewes of North Carolina State University, and a large number of occupational analysts in their respective organizations generously contributed their time and talents toward generating a complete set of occupational ratings.

We thank Dr. Diane Disney and Dr. Larry Lacy in the Office of the Deputy Assistant Secretary of Defense for Civilian Personnel Policy for their support of this research and their feedback at all stages of the project. Similarly, we are grateful to BrigGen Pat Adams for his support. RAND colleagues Eric Derghazarian and Laura Zakaras contributed to the research. The project also benefited from thoughtful reviews by Roger Brown and Larry Hanser.

# ACRONYMS

| | |
|---|---|
| AB | Abilities |
| AFOMS | Air Force Occupational Measurement Squadron |
| AFSC | Air Force Specialty Code |
| DoD | Department of Defense |
| DMDC | Defense Manpower Data Center |
| DoL | Department of Labor |
| DOT | Dictionary of Occupational Titles |
| ETA | Employment and Training Administration, U.S. Department of Labor |
| GWA | Generalized Work Activities |
| HR | Human Resources |
| IJOA | Institute for Job and Occupational Analysis |
| JCS | Joint Chiefs of Staff |
| KN | Knowledge |
| MOC | Military Occupational Codes |
| MOS | Military Occupational Specialty |
| MOTD | Military Occupational Training Database |

| | |
|---|---|
| NCES | National Center for Education Statistics, U.S. Department of Education |
| NCSU | North Carolina State University |
| NDRI | National Defense Research Institute |
| ODB | Occupational Data Base |
| O*NET | Occupational Information Network |
| OOTW | Operations Other Than War |
| OPM | U.S. Office of Personnel Management |
| OSD | Office of the Secretary of Defense |
| SK | Skills |
| WC | Work Context |

Chapter One

# INTRODUCTION

## BACKGROUND

During the early 1990s, the Department of Defense (DoD) began to change its focus from the Cold War to multiple contingencies of various sizes and scope. Even as the military services got smaller, they were increasingly asked to pursue more diverse missions. Questions arose about how current and future changes would affect the nature of military work and the characteristics of successful workers. Would the future warrior need to be significantly different from his Cold War counterpart?

Following publication of *Joint Vision 2010* (JCS, 1995), RAND was asked by the Director for Manpower and Personnel (J1) on the Joint Staff how the concepts elaborated there and in the succeeding implementation documents would affect both future military work and future personnel in the Army, Navy, Air Force, and Marine Corps. Shortly thereafter, the Deputy Assistant Secretary of Defense for Civilian Personnel Policy asked similar questions about the defense civil service workforce. Both were interested in learning about the specific ways that work and workers in existing occupations would need to change given the anticipated changes in future defense missions, organization, and technology outlined in *Joint Vision 2010*.

## SCOPE

The scope of this workforce planning project was large. We were asked to provide answers for a workforce of 1.4 million active military

and 800,000 defense civilians representing thousands of occupations described in at least seven defense occupational classification systems. Although we did not study the reserve components directly, changes projected for military work context and activities and for military personnel characteristics and attributes will affect them as well.

Sponsor direction limited the scope of the project in several ways. First, the sponsors wanted to understand the effect of *Joint Vision 2010* on the defense workforce, not the potential effects of multiple possible futures. This limited our focus to a single scenario for a period of time about 10 years distant. Second, we were not asked to address how the force structure might change in terms of the numbers of civilian or military workers. We were asked to focus on how characteristics of occupations and workers might change—an equally challenging but different task. Finally, the use of new tools and techniques in occupational analysis enabled us to condense existing data and collect new data more efficiently than was previously possible.

## THREE KEY QUESTIONS

We identified the following three key questions whose answers would facilitate workforce planning for the year 2010:

- What changes in military missions, organizations, and technology are anticipated by 2010?
- To what extent will changes in military missions, organizations, and technology affect defense work context and activities?
- How will changes in work affect the desired characteristics of workers?

To answer each of these questions, our general strategy was to characterize both the past and the future state of affairs in each case and to compare the two to determine change. The focus of this study is on change, in detail, for work and the workforce under a *Joint Vision 2010* scenario compared to a Cold War environment.

## APPROACH

### Characterizing the Past and Future Contexts

We drew on a number of sources for our analysis. *Joint Vision 2010* (JCS, 1995) and its companion implementation plan provided assumptions about the future context. Other documents, such as the *Defense Planning Guidance* (Cohen, 1997), were used as supplements to help answer the first key question: What changes in military missions, organizations, and technology are anticipated by 2010? The past defense context was derived from comparable documents for earlier periods. Characterizations of the past and future environments derived from these sources are summarized in Table 1.1. This material provided the answer to the first of our three key questions and became the basis for answering the next two questions.

### Characterizing Expected Changes in Work and Workers

In developing our approach to answering the second and third questions about changes in work and workers, we sought to avoid broad characterizations of the workforce that other studies have used and instead to identify a detailed and comprehensive model of work and workers for a wide range of occupations. We found these desired characteristics in the Occupational Information Network (O*NET), commissioned by the Department of Labor (DoL).

O*NET is a comprehensive system for collecting, organizing, describing, and disseminating data on job characteristics and worker attributes. It is both a classification and a description system. O*NET replaces DoL's *Dictionary of Occupational Titles* (DOT) and also provides a new conceptual framework that reflects the advanced technologies, adaptable workplace structures, and wide-ranging skills required by today's changing workplace. It contains information on work content and the context in which work is done as well as on the knowledge, skills, and abilities of workers (the domains of the database).[1]

[1]O*NET is sponsored by DoL's Employment and Training Administration with regional support provided by five Occupational Analysis Field Centers and four Assessment Research and Development Program Centers.

**Table 1.1**

**Comparison of Past and Future Missions, Organization, and Technology**

| Past Missions | Future Missions |
|---|---|
| Single mission | Multiple missions |
| Primary focus on countering the other superpower | Multiple adversaries and global concerns |
| One vital interest | Multiple vital, nonvital, and humanitarian interests |
| One primary threat | Multiple threats and concerns (military and nonmilitary) |
| One primary location—Europe | Multiple locations worldwide |
| Objective of destruction | Objective of containment or peaceful resolution |
| Simple doctrine | Multiple doctrines |
| Preparation for warfighting | Preparation for peacekeeping and operations other than war (OOTW) |
| Secondary emphasis on other missions | Multiple and diverse missions |
| Clear distinction between friends and foes | Multiple allies and adversaries—and constantly changing |
| In-house support structure | Oversight of outsourced support |
| | Adoption of efficiency and effectiveness practices found in the private sector |
| **Past Organization** | **Future Organization** |
| OSD, JCS, and services | Same |
| Clearly defined roles for military and civilian, enlisted and officer | Overlapping roles |
| Clear historical allies | New, different, changing allies |
| Centralized planning and centralized execution | Centralized planning and decentralized execution |
| Hierarchical organization and rigid processes | Less hierarchical organization and fluid, flexible processes |

**Table 1.1 (continued)**

| Past Organization | Future Organization |
|---|---|
| | Increasing importance and role of unified commands |
| | More decentralized operations and support |
| Limited employment/deployment scenarios | Multiple scenarios and locations |
| Greater linkage between organizations and technology | Accelerates |
| Procedures and conditions clearer and more fixed | Procedures and conditions murkier, more flexible and changing |
| Clearer distinction between military and civilian | Less distinction; more civilians on or near the battlefield |
| **Past Technology** | **Future Technology** |
| More technology and greater effect have made the world a smaller place | Continues |
| Able to anticipate technological advances | Advances more difficult to anticipate |
| Wide range of technological diversity relative to potential adversaries | Greater parity in technology |
| Emphasis on nuclear weapons and military firepower | Many different instruments for resolving conflict (economics, etc.) |
| Weapons require increasing skill | Accelerates |
| Focus on weapons | Focus on management and support |
| | Increased reliance on information technology for precision engagement |
| | Increased reliance on information technology for focused logistics |

We entered into an agreement with DoL to use O*NET materials as the basis of our occupational model, which gave us access to their research and to a database of occupational information.[2] Because the O*NET database provided both past data and a good framework, we chose to make use of the O*NET model and data-collection materials in our effort to collect data about the future.

Fifty-two occupational analysts provided ratings for the future. Eleven of them were graduate students in occupational analysis at North Carolina State University (NCSU), some of whom had participated in parts of the O*NET project. Thirty-five analysts from the Air Force Occupational Measurement Squadron (AFOMS)—17 civilian and 18 military personnel—also provided ratings. Finally, six civilian analysts from the Institute for Job and Occupational Analysis (IJOA) participated in the project. Twenty-five percent of the raters had prior experience working with O*NET.

We chose to use job analysts, as opposed to job incumbents or supervisors, as raters for a number of reasons. First, the information in the O*NET database was provided by occupational analysts, and given our intention to compare ratings of the future with ratings from the O*NET database, it seemed most sensible to use the same types of raters. Second, as noted in the *O*NET Final Technical Report* (1997), job analysts are commonly considered to be more objective in their consideration of job requirements, to have a broader perspective when evaluating those requirements, and to be more experienced in completing questionnaires covering multiple occupations. Given this perspective and our emphasis on changes across many occupations, job analysts emerged as the preferred choice over other potential raters with more specialized knowledge of a single occupation. Finally, several studies cited in the *O*NET Final Technical Report* have found high agreement between ratings obtained from analysts, incumbents, and supervisors.

The resulting dataset of past and future occupational ratings is large and comprehensive. Each combination of 232 O*NET occupational

[2]At the time we conducted our research, the O*NET database consisted of occupational ratings rendered by occupational analysts. DoL plans to release a richer database in the future, incorporating ratings by incumbents of the various occupations.

dimensions and 46 DoD occupational clusters was rated by between six and nine analysts, yielding over 80,000 independent data points and 10,672 mean change scores (differences between past ratings and mean future ratings on a specific dimension in a specific occupation).

It is important to note that earlier efforts to characterize the nature of work and workers needed in the future have consisted mainly of loosely framed general statements of expert opinion about future trends. Our approach results in a much larger collection of detailed judgments organized along a common set of comprehensive dimensions. This new approach has a number of advantages. First, analysts are forced to quantify their opinions, increasing their degree of precision and permitting reliable statistical analysis of the data. Second, the use of a common set of rating scales enables comparison across analysts. Finally, analysts must dissect their general opinions about the future and think about the implications for very specific characteristics of work and workers, occupation by occupation. This enhanced level of detail allows for explicit differentiation between aspects of work and workers that are different in subtle ways or that would not normally be separated in the analyst's mind. For these reasons, the data presented in this report comprise the most detailed and comprehensive collection of opinions about future defense work and workers reported to date.

### Workforce Shaping and Development

Of course, once needed changes in work and workers are identified, DoD human resource (HR) managers might contemplate the kinds of shifts in workforce shaping and development tools needed to accommodate the expected changes. We therefore included a consideration of the ways in which tools such as classification, selection, promotion, training, education, compensation, acculturation, and retention might be used to bring about the changes identified in this study.

## ORGANIZATION OF THE REPORT

Chapter Two provides the detailed methodology we used to answer the sponsors' questions and describes the characteristics of the data

and our analysis. Chapter Three presents our findings regarding changes in selected occupational clusters and in selected characteristics of work and workers. This chapter also includes observations about the private sector trends in these characteristics. We offer our thoughts on workforce shaping and development in Chapter Four and conclusions and implications in Chapter Five. Several appendices provide additional detail about the analysis, in particular, details of our analysis for individual occupational clusters in each military service and in the defense civil service workforce.

Chapter Two

# METHODOLOGY AND DATA CHARACTERISTICS

## CHARACTERIZING PAST WORK AND WORKERS

As discussed in the introduction, comprehensive information on past work and workers was available to us through O*NET. We relied on O*NET's assessments to provide a reasonable baseline against which to compare expected future occupational requirements.

### The O*NET Analyst Database

The O*NET Analyst Database contains quantitative ratings of the level, importance, and frequency of 232 work- and worker-related dimensions for 1,122 occupations. Occupational analysts and graduate students in industrial/organizational psychology participating in the O*NET Direct Rating Project provided the ratings captured in this database.

The work-related dimensions fall into two domains: generalized work activities (GWA) and work context (WC). Worker-related dimensions fall into three domains: knowledge (KN), skills (SK), and abilities (AB). These domains are described as follows (ETA, 1998):

- *Generalized work activities*: general types of job behaviors occurring on multiple jobs;
- *Work context*: physical and social factors that influence the nature of work, including interpersonal relationships, physical work conditions, and structural job characteristics;

- *Knowledge*: organized sets of principles and facts applying in general work settings;
- *Skills*: developed capacities to perform tasks, predicated, in part, on the individual's possession of relevant underlying abilities; and
- *Abilities*: enduring attributes of the individual that influence performance; regarded as traits in that they exhibit some degree of stability over relatively long periods of time.

Dimensions included within each domain are listed in Appendix A. Definitions of these dimensions can be found in O*NET materials. See, for example, the *O*NET 98 Data Dictionary* (ETA, 1998), available through the Internet at http://www.doleta.gov/programs/onet.

Although the general structure and content of the O*NET database were for the most part well suited to our purposes, changes and additions were necessary in several areas. First, the database was not structured along the lines of the defense workforce. To aid in our analysis, we restructured the data to reflect defense occupational classifications. Second, to make data collection manageable, we needed to reduce the number of ratings required for a comprehensive picture of the future defense workforce. The O*NET Direct Rating Project took place on a much larger scale than was permitted in this project. Finally, the O*NET database was missing data on purely military, combat-oriented occupations. We address each of these additions and changes in turn.

## Importing O*NET Data into a Structure for the Defense Workforce

The effort to restructure past data and to allow analysis of the defense workforce required crosswalks through several occupational classification systems for military and civilian occupations. The objective was to place both military and civilian occupations in a common framework and to import available O*NET occupational ratings into this framework. We selected the Military Occupational Training Database (MOTD) as the common framework because crosswalks

from the four services' military occupational classification structures were readily available.[1] The crosswalks are depicted in Figure 2.1.

For military occupations, ratings for the 232 dimensions in the O*NET database were assigned to corresponding military occupational codes (MOCs) for each service using an existing O*NET crosswalk.[2] In this step, 468 of the 1,122 O*NET occupations were matched to 5,300 MOCs.[3] Next, we used available crosswalks from the service MOCs to 141 occupations in the MOTD. In this second step, ratings were weighted according to the numbers of people in

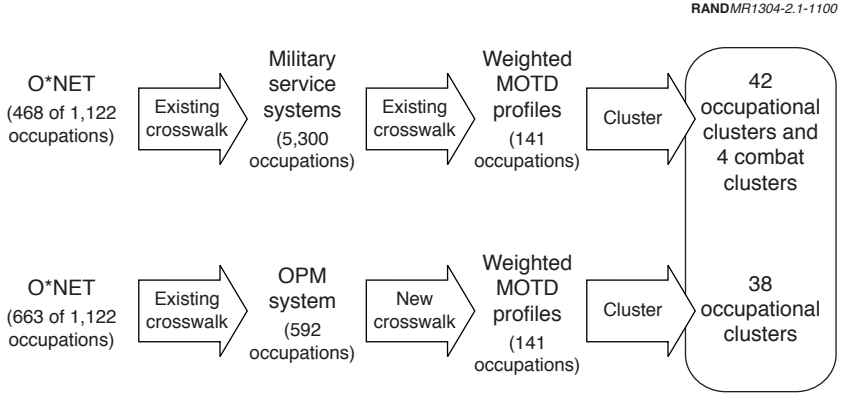


**Figure 2.1—Crosswalks from the O*NET to Occupational Clusters for Military and Civilian Occupations**

[1]The MOTD is maintained by the Defense Manpower Data Center (DMDC) as part of the Occupational Data Base (ODB). The MOTD is the basis for a DoD publication called *Military Careers*, which was developed to help educators and youth learn about the many career opportunities the military has to offer. The MOTD contains descriptions of 141 aggregate enlisted and officer occupations that have common task, training, aptitude, and experience profiles. Crosswalks between various military and other occupational classification systems are part of the ODB.

[2]The MOCs are, for example, military occupational specialties (MOSs) or Air Force specialty codes (AFSCs).

[3]In the crosswalk from O*NET occupations to MOCs, for cases in which one O*NET occupation corresponded to multiple MOCs, the same O*NET rating was applied to all equivalent MOCs. The same procedure was followed in all cases where a crosswalk matched one occupation to many occupations.

each MOC and then combined to produce a single rating for an MOTD occupation.

An analogous route was followed in the case of civilian occupations, but the intermediate occupational categories used were taken from civil service occupational series established by the U.S. Office of Personnel Management (OPM). Here, 663 O*NET occupations corresponded to 592 civil service occupations found within DoD. In the second step of this transformation, we devised our own crosswalk to map the civil service occupations to the MOTD occupations.[4]

## Making Data Collection Manageable

Even after restructuring the data as described above, the data-collection task was too large. We chose two of several options for reducing the scope of the task. First, we collected ratings on only the *level* scale for each dimension. Ratings of the level, importance, and frequency of dimensions tend to be highly correlated, and we were primarily interested in level, so we excluded the importance and frequency ratings from our analysis. Second, we conducted a cluster analysis to further reduce the number of occupational clusters to be evaluated. The cluster analysis produced 42 occupational clusters plus four clusters of combat specialties. All of these occupational clusters exist in the military services; 38 of them exist in the DoD civil service workforce. Appendix C contains a list of the 46 occupational clusters and the details of the cluster analysis.

Once the cluster analysis was completed, we created titles for the new occupational clusters based on the occupations they comprised and compiled new task lists from the MOTD and OPM database to reflect the occupations included in each cluster. The tasks chosen to represent occupations in the occupational cluster were based on the weighting of occupations in the cluster. That is, occupations with greater numbers of workers in them were given more weight in selecting tasks to describe the overall occupational cluster. The new

[4]These transformations underscore the multiplicity of job classification and description systems and of jobs themselves throughout DoD. We aggregated thousands of these jobs into 46 occupational clusters that met our analytical needs. We note that perhaps a concerted effort on the part of military and civilian managers could lead to a useful simplification of the multiple systems now in use.

occupational clusters, though broad, combined occupations that were highly similar in terms of their O*NET profiles.[5] Likewise, occupations falling in different occupational clusters exhibited little overlap in their O*NET profiles.

Appendices F through J contain listings of, respectively, the Army, Navy, Air Force, Marine Corps, and civil service occupations within each of the occupational clusters we created. Additionally, Appendix K contains a cross-reference index that can be used to determine the occupational cluster containing a given military or civil service occupation code.

## CHARACTERIZING FUTURE WORK AND WORKERS

To generate ratings of future work and workers, analysts were given a general description of past and future work environments and asked to determine how differences between these environments might affect specific occupations.[6] Occupational clusters were assigned to analysts using a Latin square design. For each cluster to be rated, analysts were given a definition and list of tasks. Figure 2.2 shows the definition and task list for a sample cluster.[7]

Analysts used rating sheets like the one depicted in Figure 2.3 to record their ratings. This example was used to rate future levels for the 26 dimensions in the ability domain for the Administrative, Personnel, and Supply Specialists occupational cluster. The abilities dimensions are listed down the left column along with their past levels adapted from the O*NET Analyst Database. For each ability, analysts were instructed to assume that the past level was accurate and to judge whether the level of the ability would stay the same or

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[5]Nevertheless, some analysts expressed concerns about combinations of occupations and of different positions (e.g., managerial compared to nonmanagerial) within those occupations.

[6]This material distinguished the Cold War environment that existed up to the late 1980s from the expected future environment described in *Joint Vision 2010*. Appendix A contains a summary of the changes in missions, organizations, and technology that were outlined in this material.

[7]Of course, as a result of the occupational clustering, analysts were able to predict change only at the level of the cluster, not at a more detailed level. So, in effect, occupations clustered together would be assumed to change in the same direction.

RAND*MR1304-2.2-1100*

**ADMINISTRATIVE, PERSONNEL, AND SUPPLY SPECIALISTS**

**Definition**

Administrative, Personnel, and Support Specialists record information, type reports, and maintain files to assist in the operation of organizations. They may specialize in personnel management, shipping and receiving, financial affairs, medical records, or other general administrative duties.

**Task Statements**

Administrative, Personnel, and Supply Specialists perform some or all of the following duties:

- Type letters, reports, requisition (order) forms, and official documents
- Organize and maintain information and files, including personnel records, budgetary files, and medical records
- Enter and retrieve personnel and other information using computer terminals
- Record details of financial transactions on accounting forms
- Audit financial records
- Provide information about personnel programs and career guidance to personnel
- Assign personnel to jobs and schedule training and leave
- Perform inventory and financial management procedures, including ordering, receiving, and storing supplies
- Locate, catalog, move, and display stock

**Figure 2.2—Definition and Task List for One Occupational Cluster**

RAND*MR1304-2.3-1100*

| ABILITIES | | | | |
|---|---|---|---|---|
| | **Administrative, Personnel, and Supply Specialists** | **Past Level** | **Future Level** *Whole Numbers* | |
| 1 | Oral Comprehension | 3.7 | 0 ☐ Same | 1 ☐ Change to: |
| 2 | Written Comprehension | 3.7 | 0 ☐ Same | 1 ☐ Change to: |
| 3 | Oral Expression | 3.9 | 0 ☐ Same | 1 ☐ Change to: |
| 4 | Written Expression | 3.5 | 0 ☐ Same | 1 ☐ Change to: |
| 5 | Fluency of Ideas | 2.4 | 0 ☐ Same | 1 ☐ Change to: |
| 6 | Originality | 2.2 | 0 ☐ Same | 1 ☐ Change to: |
| 7 | Problem Sensitivity | 2.7 | 0 ☐ Same | 1 ☐ Change to: |
| 8 | Deductive Reasoning | 2.8 | 0 ☐ Same | 1 ☐ Change to: |
| 9 | Inductive Reasoning | 2.5 | 0 ☐ Same | 1 ☐ Change to: |
| 10 | Information Ordering | 3.1 | 0 ☐ Same | 1 ☐ Change to: |
| 11 | Category Flexibility | 2.6 | 0 ☐ Same | 1 ☐ Change to: |
| 12 | Mathematical Reasoning | 2.8 | 0 ☐ Same | 1 ☐ Change to: |
| 13 | Number Facility | 3.3 | 0 ☐ Same | 1 ☐ Change to: |
| 14 | Memorization | 2.9 | 0 ☐ Same | 1 ☐ Change to: |
| 15 | Speed of Closure | 2.4 | 0 ☐ Same | 1 ☐ Change to: |
| 16 | Flexibility of Closure | 1.7 | 0 ☐ Same | 1 ☐ Change to: |
| 17 | Perceptual Speed | 2.5 | 0 ☐ Same | 1 ☐ Change to: |
| 18 | Spatial Orientation | 1.7 | 0 ☐ Same | 1 ☐ Change to: |
| 19 | Visualization | 1.9 | 0 ☐ Same | 1 ☐ Change to: |
| 20 | Selective Attention | 2.2 | 0 ☐ Same | 1 ☐ Change to: |
| 21 | Time Sharing | 2.5 | 0 ☐ Same | 1 ☐ Change to: |
| 22 | Arm-Hand Steadiness | 1.8 | 0 ☐ Same | 1 ☐ Change to: |
| 23 | Manual Dexterity | 2.0 | 0 ☐ Same | 1 ☐ Change to: |
| 24 | Finger Dexterity | 2.0 | 0 ☐ Same | 1 ☐ Change to: |
| 25 | Control Precision | 1.5 | 0 ☐ Same | 1 ☐ Change to: |
| 26 | Multilimb Coordination | 1.3 | 0 ☐ Same | 1 ☐ Change to: |
| 27 | Response Orientation | 1.6 | 0 ☐ Same | 1 ☐ Change to: |

**Figure 2.3—Sample Rating Sheet**

change in the future. If an analyst judged that the level would change in the future, a whole number rating for the future would be entered in the column labeled "Future Level."

For the four occupational clusters that were uniquely military (Special Operations Forces, Combat Arms, Aircraft Launch and Recovery Specialists, and Ordnance Specialists), no ratings of the past were available from the O*NET Analyst Database. Hence, in those cases, analysts were asked to first designate a past level for each dimension, then to return to the top of the list and judge whether or not those past levels would need to change in the future, and if so, by how much.

As an aid to completing the rating sheets, analysts were given copies of O*NET rating scales for each dimension. Each rating scale is accompanied by a definition of the dimension to be rated, high-level and low-level descriptions of the scale, and concrete task anchors to help ensure that all analysts use the rating scale in a consistent manner. For generalized work activities, knowledge, skills, and abilities, all scales had a range of 1 to 7 with a "not relevant" option that was subsequently coded as a rating of zero. The scales for dimensions of work context were not uniform either in terms of their structure or in terms of the aspect of the dimension being rated. Some work context dimensions were rated on level, but others were rated on importance, frequency, seriousness, etc.

## ANALYTICAL APPROACH

Once we had the complete dataset, we computed change scores (future rating minus past rating) for each combination of occupational cluster and O*NET dimension. We then determined the significance of the change scores. In selecting an appropriate test of significance, we noted first that the change scores were not normally distributed. This property precluded the use of a t-test. Second, because we found little inter-rater agreement in the data overall,[8] we

[8]Low variability in the data precluded the use of standard measures of inter-rater reliability—intraclass correlations. Instead, we used a measure of inter-rater agreement (kappa) that takes categories of data as inputs. In this case, change scores were split into two categories: "more," and "same or less." Even using this cruder measure, inter-rater agreement ranged from "poor" to "slight" for Abilities, Skills, and

opted to use a strict test, the Wilcoxon sign-rank test, which demands high inter-rater agreement in the subset of the data under consideration for it to reach statistical significance. Using the Wilcoxon test, for a given mean change score to be statistically significant at the $p < .05$ level, total or near-total agreement is required across the six to nine raters whose ratings contributed to the score.

## CHARACTERISTICS OF THE DATA

Overall, our analysis shows what we generally expected: Approximately 70 percent of the over 80,000 ratings we collected predict no change in the dimensions of work or workers for the future; the average magnitude of change predicted for individual dimensions is typically very small and positive. We did have negative predicted change for some dimensions in some occupational clusters, but none of the negative change is statistically significant. However, much of the change that was assessed *is* significant across the entire defense workforce, for particular components of the workforce (military and civilian), for particular occupational clusters, and for particular domains and dimensions that characterize work and workers.

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Generalized Work Activities, and from "poor" to "fair" for Knowledge and Work Context dimensions (Landis and Koch, 1977). Also, although the mean change scores provided by different groups of raters did not differ significantly, there were some subtler differences between groups of raters, which are discussed in Appendix B.

Chapter Three

# EXPECTED CHANGES IN WORK AND WORKERS

In this chapter, we present our analysis of the data in two complementary ways. We look first within the occupational clusters to find those that show significant change in specific dimensions and, somewhat more broadly, in one or more of the five O*NET domains. Then, we pool the data across all occupational clusters to look for themes and patterns across workforces. In both cases, we present results for the defense workforce as a whole and for the civilian and military workforces separately.

## CHANGES IN DIMENSIONS WITHIN OCCUPATIONAL CLUSTERS

The distribution of number of changed dimensions within each of our 46 occupational clusters is shown in Figure 3.1. More than half (54 percent) of all occupational clusters had change in five or fewer dimensions; indeed, over 20 percent of all occupational clusters had no changed dimensions at all. Only five occupational clusters had more than 20 dimensions changed.[1]

We also examined how the number of changed dimensions was distributed by size of occupational cluster. We characterized this change on two scales. We arbitrarily decided that 20 or fewer changed dimensions (out of a total of 232 dimensions) represented

[1]The results reported in the first section of this chapter are intended to be largely descriptive. Statistically significant patterns of results are considered beginning with the second section.

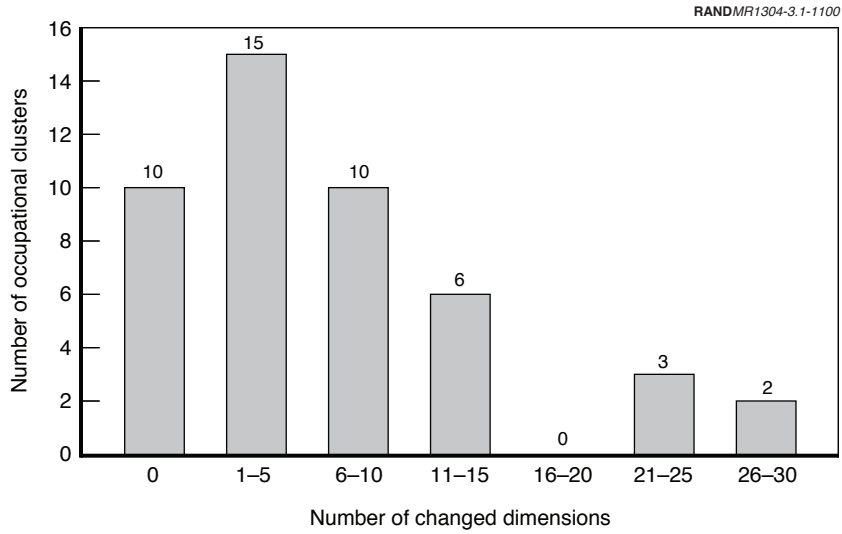


**Figure 3.1—Distribution of Occupational Clusters by Number of Changed Dimensions**

*few* changes on that scale. On a scale relating to sizes of the occupational clusters, those containing less than 3 percent of the overall workforce were considered *small*. Figure 3.2 shows the results of that comparison. Across the aggregate defense workforces, two large occupational clusters and three small occupational clusters have a large number of changed dimensions. Another 10 occupational clusters are characterized as large but have a small number of changed dimensions. The remaining occupational clusters have either few (25 occupational clusters) or no (10) changed dimensions. (Table D.1 provides a listing of occupational clusters by military service and DoD civilian workforce, indicating where each would fall in a distribution similar to that depicted in Figure 3.2.)

Detailed information on dimensional changes within occupational clusters is likely to be most useful to human resource managers responsible for the development and use of various occupational

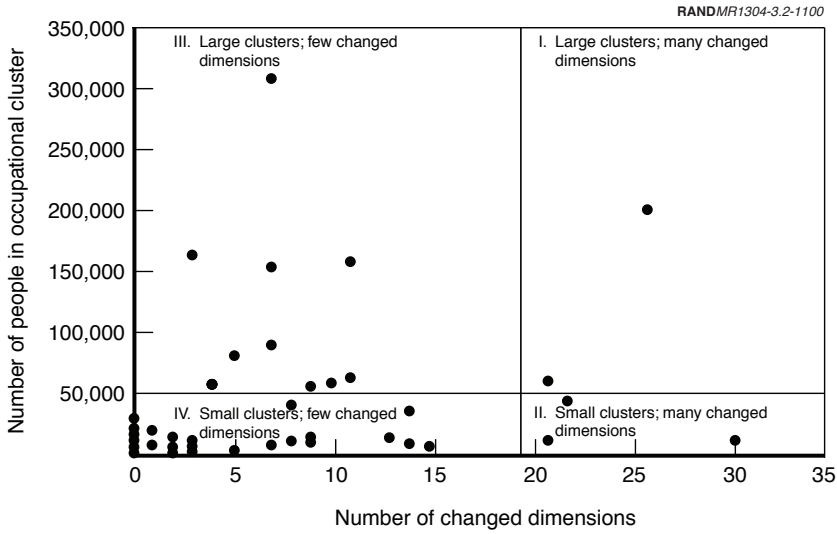


**Figure 3.2—Distribution of Occupational Clusters by Size and Number of Changed Dimensions**

groupings.[2] Accordingly, we have assembled detailed information that might be useful to these managers. As an example of the available information, Tables 3.1 and 3.2 present dimensional changes for the two occupational clusters identified in sector I of Figure 3.2 (large occupational clusters with more than 20 dimensional changes). (In Appendix E, we provide a complete listing of significant dimensional changes for all occupational clusters.)

Each table in this chapter and in Appendix E shows dimensions (and their associated domain) that have significantly *higher* levels in the future than they did in the past for the occupational cluster. Moreover, the tables also show the past relative level (upper quartile, middle two quartiles, or lower quartile) of the dimension compared to all other dimensions in the occupational cluster. For example, in the

[2]Development and use of military and civilian personnel within DoD is often managed by career management teams, organized by occupational groupings similar to the occupational clusters in our analysis.

Aircraft, Automotive, and Electrical Maintenance Specialists cluster (Table 3.1), note that Computers and Electronics, a dimension in the knowledge domain, was in the middle quartile of all dimensions for this occupational cluster in the past but is projected to have a higher level in the future.

We present the data in quartiles because we believe that qualitatively different determinations of meaning of the data might be made by occupational managers depending on the past level of the dimension. For example, if a dimension required relatively high levels in the past and is projected to be higher in the future, the occupational manager is likely to be aware of the dimension and can probably

**Table 3.1**

**Dimensions with Higher Future Levels—Aircraft, Automotive, and Electrical Maintenance Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Updating and using job-relevant knowledge | Upper |
| WC | Consequence of error | Upper |
| WC | Degree of automation | Upper |
| KN | Mechanical | Upper |
| KN | Engineering and technology | Upper |
| SK | Repairing | Upper |
| SK | Equipment maintenance | Upper |
| SK | Troubleshooting | Upper |
| SK | Problem identification | Upper |
| SK | Equipment selection | Upper |
| SK | Testing | Upper |
| SK | Reading comprehension | Upper |
| SK | Critical thinking | Upper |
| SK | Mathematics | Upper |
| SK | Information gathering | Upper |
| SK | Identification of key causes | Upper |
| WC | Responsible for others' health and safety | Middle |
| WC | Responsibility for outcomes and results | Middle |
| WC | Provide a service to others | Middle |
| KN | Computers and electronics | Middle |
| KN | Public safety and security | Middle |
| SK | Information organization | Middle |
| SK | Active learning | Middle |
| SK | Service orientation | Middle |
| KN | Telecommunications | Lower |
| KN | Transportation | Lower |

**Table 3.2**

**Dimensions with Higher Future Levels—Computer Systems Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Degree of automation | Upper |
| WC | Consequence of error | Upper |
| WC | Importance of being exact or accurate | Upper |
| KN | Computers and electronics | Upper |
| SK | Troubleshooting | Upper |
| AB | Originality | Upper |
| GW | Inspecting equipment, structures, or materials | Middle |
| GW | Performing for or working directly with the public | Middle |
| WC | Providing a service to others | Middle |
| WC | Using hands on objects, tools, controls | Middle |
| WC | Importance of being aware of new events | Middle |
| WC | Pace determined by speed of equipment | Middle |
| WC | Frustrating circumstances | Middle |
| WC | Dealing with unpleasant/angry people | Middle |
| SK | Technology design | Middle |
| SK | Systems evaluation | Middle |
| SK | Identification of downstream consequences | Middle |
| SK | Installation | Middle |
| SK | Service orientation | Middle |
| SK | Equipment selection | Middle |
| AB | Fluency of ideas | Middle |

point to instances of selection or training or education for it. However, in the case of a dimension that required relatively low levels in the past but is projected to be higher in the future, the occupational manager might not have incorporated selection, training, education for the dimension in workforce planning efforts. It may not have shown up previously on the proverbial "radar screen."

## CHANGES ACROSS DOMAINS WITHIN OCCUPATIONAL CLUSTERS

Having examined significant change at the level of individual dimensions, we also found it useful to examine whether change in any occupational cluster can be broadly identified with specific domains. We did this because, as will be discussed in Chapter Four, occupational managers might structure their human resource management

responses differently depending on the domain requiring attention. Accordingly, we sought to determine which occupational clusters have significant predicted change by domain (generalized work activities, work context, knowledge, skills, and abilities). To be certain that an occupation could be labeled as changing significantly in one or more domains, we used an additional test of statistical significance.[3]

Table 3.3 lists the occupational clusters with significant change at the domain level along with the numbers of occupations they include and the number of personnel in each.

These occupational clusters represent a relatively large proportion of all personnel in the military services (32 percent in the Navy to 48 percent in the Army) and about 15 percent of all personnel in the civil service. They also represent a large, but somewhat lesser, proportion of all occupations in the military services (22 percent or more) and about 13 percent of all defense civil service occupations. Moreover, there are differences among the services in the number of people in each. In particular, combat arms and communications operators are large occupational clusters for the Army and Marine Corps; maintenance specialists is large for all; intelligence specialists is large for the Army and Air Force; and computer systems specialists is large for civil service, Navy, and Air Force. The others vary from very small to relatively small.

Note that none of the occupational clusters on the list have significant changes concentrated in the abilities domain. This point will be revisited below. Also note that no occupational cluster on the list is expected to change significantly in more than two domains.

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[3]Significant change within an occupational cluster was achieved if a sufficient number of dimensions for that cluster showed statistically significant change as determined by the binomial confidence interval for the number of dimensions at $p < .05$. In most cases, this meant that approximately 15 percent of the dimensions within a given domain had to have statistically significant change for the domain change to be considered statistically significant.

**Table 3.3**

**Occupational Clusters with Significant Domain Changes and the Numbers of Included Occupations and Personnel**

| Occupational Cluster | Domains with Significant Change | | | | | Army | | Navy | | Air Force | | Marine Corps | | Civil Service | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | GW | WC | KN | SK | AB | No. of Occup. | No. of People | No. of Occup. | No. of People | No. of Occup. | No. of People | No. of Occup. | No. of People | No. of Occup. | No. of People |
| Combat Arms | x | | | | | 32 | 121,589 | 53 | 1,245 | | | 34 | 34,697 | | |
| Aircraft, Automotive, and Electrical Maintenance Specialists | | | x | x | | 35 | 48,472 | 140 | 32,273 | 92 | 45,891 | 61 | 18,733 | 49 | 54,609 |
| Communications Operators | | x | | x | | 7 | 17,552 | 28 | 4,739 | 56 | 9,302 | 16 | 9,264 | 4 | 1,875 |
| Intelligence Specialists | | | | x | | 28 | 16,623 | 80 | 5,375 | 24 | 30,461 | 16 | 2,986 | 2 | 3,030 |
| Computer Systems Specialists | | x | | x | | 7 | 1,094 | 48 | 7,454 | 41 | 17,690 | 8 | 1,934 | 4 | 31,250 |
| Physicians, Surgeons, and Optometrists | | | x | | | 42 | 4,989 | 31 | 3,186 | 140 | 3,737 | | | 3 | 768 |
| Dental and Pharmacy Technicians | | | x | | | 12 | 3,300 | 18 | 3,021 | 28 | 4,152 | | | 5 | 2,329 |
| Recruiting Specialists | x | | | | | 4 | 4,996 | 9 | 3,572 | 3 | 695 | 1 | 397 | | |
| Air Traffic Controllers | | x | x | | | 1 | 1,143 | 12 | 1,545 | 30 | 5,020 | 5 | 718 | 2 | 1,216 |
| Environmental Health and Safety Specialists | x | | | | | 2 | 1,648 | 4 | 2,288 | 14 | 1,813 | | | 5 | 4,099 |
| Sum of clusters | | | | | | 170 | 221,406 | 423 | 64,698 | 428 | 118,761 | 141 | 68,729 | 74 | 99,446 |
| % of workforce | | | | | | 39 | 48 | 25 | 32 | 22 | 34 | 32 | 45 | 13 | 15 |

## CHANGES ACROSS WORKFORCES

A look at the dimensions of work and workers when all occupational clusters are pooled across workforces yields some interesting potential trends. To highlight these trends, we have identified dimensions which, when ranked by mean *change score,* fall within the top 10 percent of all dimensions across all five domains. These are the dimensions that analysts judged likely to require the largest increases in level for the future. All the dimensions in the top 10 percent list carry change scores that are statistically significant at the $p < .05$ level.

These changes can be examined for the defense workforce as a whole as well as for segments within it (e.g., military service and civil service workforces). Occupational analysts did not provide ratings for each military service and the civil service workforces separately. However, to average the analysts' change scores across occupational clusters, we weighted change scores by the population within each occupational cluster. Since occupational distributions differ between the military and civil service workforces, we can derive segment-specific rankings by weighted average change score. Results are reported in this manner in Table 3.4.

For the entire workforce and the military subset, no changes in ability dimensions were high enough to be included in the top 10 percent list. Only one ability (speech clarity) was expected to change enough to reach the top 10 percent of changed dimensions for the civil service workforce. Among the military services, only the Army had significant changes in ability dimensions. In contrast, significant change was far more prevalent among generalized work activity, work context, knowledge, and skill dimensions.

### Themes

Many of the dimensions with high change scores can be grouped to form four broad themes (see Table 3.5). One theme is the need for *an enhanced service orientation* such as providing services to identified constituents and stakeholders. A second theme indicates that *more advanced technical knowledge and skills* (understanding, using, and managing technology) will be needed. Third, *better problem-solving skills* (critical thinking, analyzing and evaluating information and situations) will be required across the board. Finally, a number

**Table 3.4**

**Dimensions with Greatest Expected Change by Workforce Segment**

| | Workforce Segment | | | | | |
|---|---|---|---|---|---|---|
| | Army | Navy | Air Force | Marine Corps | Civil Service | Total |
| **Generalized work activities (of 42 dimensions)** | | | | | | |
| Operating vehicles, mechanized devices, equipment | x | x | x | x | x | x |
| Interacting with computers | x | x | x | x | x | x |
| Updating and using job-relevant knowledge | x | x | x | x | x | x |
| Interpreting meaning of information for others | | | | | x | x |
| Analyzing data or information | x | x | x | x | x | x |
| Thinking creatively | x | x | | x | | x |
| Getting information needed to do the job | x | | | x | | |
| Repairing and maintaining electronic equipment | x | | | x | | |
| **Work context (of 59 dimensions)** | | | | | | |
| Degree of automation | x | x | x | x | x | x |
| Importance of providing a service to others | | x | x | x | x | x |
| Frequency of dealing with external customers | | x | x | x | x | x |
| Degree to which pace determined by speed of equipment | | | x | | x | x |
| Responsibility for outcomes and results | | | x | | | |
| **Knowledge (of 33 dimensions)** | | | | | | |
| Computers and electronics | x | x | x | x | x | x |
| Foreign language | x | x | x | x | x | x |
| Telecommunications | x | x | x | x | x | x |
| Public safety and security | x | x | x | x | x | x |
| Engineering and technology | x | x | x | x | | x |
| Mechanical | | x | x | | | |
| **Skills (of 46 dimensions)** | | | | | | |
| Service orientation | x | x | x | x | x | x |
| Active learning | x | x | x | x | x | x |
| Systems evaluation | | | | | x | x |
| Negotiation | | | | | x | x |

**Table 3.4 (continued)**

| | Workforce Segment | | | | | |
|---|---|---|---|---|---|---|
| | Army | Navy | Air Force | Marine Corps | Civil Service | Total |
| Technology design | | x | x | | x | x |
| Visioning | | | | | x | |
| Monitoring | | | | | x | x |
| Identification of downstream consequences | x | x | x | | x | x |
| Synthesis/reorganization | | | x | x | x | |
| Critical thinking | | | | | x | |
| Reading comprehension | x | x | x | x | | x |
| Information gathering | x | x | x | x | | |
| Science | x | x | | x | | |
| Operations analysis | | x | | | | |
| Information organization | | x | | | | |
| Problem identification | | | x | x | | |
| **Abilities (of 52 dimensions)** | | | | | | |
| Speech clarity | | | | | x | |
| Speed of closure | x | | | | | |
| Inductive reasoning | x | | | | | |
| Originality | x | | | | | |
| Problem sensitivity | x | | | | | |

NOTE: An "x" in this table indicates that the dimension is in the top 10 percent of changed dimensions within the workforce segment indicated when ranked by weighted average change score.

of dimensions can be associated with an increase in *the need to stay current*, including the ability and willingness to learn, adapt, be flexible, and work in ambiguous environments.

## Corresponding Change in the Private Sector

The four broad themes seen in Table 3.5 reflect a need for workers to increase their skills to stay competitive in a rapidly changing world. The projected need for workers with high proficiency in work-related knowledge, skills, and abilities is not a new phenomenon but rather a continuation of a pattern that has been evident since shortly after the end of World War II. The past 50 years have seen a consistent increase in employers' demand for high-skill workers. Occupations

**Table 3.5**

**Themes Among Dimensions Requiring Greatest Change**

| An Enhanced Service Orientation | More Advanced Technical Skills and Knowledge Skills | Better Problem-Solving Skills | The Need to Stay Current |
|---|---|---|---|
| **Generalized Work Activities** | | | |
| Interpreting the meaning of information for others | Operating vehicles, mechanized devices, or equipment | Analyzing data or information | Updating and using job-relevant information |
| | Interacting with computers | Thinking creatively | Getting information needed to do the job |
| **Work Context** | | | |
| Importance of providing a service to others | Degree of automation | | |
| Frequency of dealing with external customers | Degree to which pace is determined by speed of equipment | | |
| **Knowledge** | | | |
| Foreign language | Computers and electronics | | |
| Public safety and security | Telecommunications | | |
| | Engineering and technology | | |
| **Skills** | | | |
| Service orientation | Technology design | Identification of downstream consequences | Active learning |
| Negotiation | | Systems evaluation | Reading comprehension |
| | | Critical thinking | Information gathering |
| | | Problem identification | Synthesis/reorganization |

requiring a college degree are growing twice as fast as those that require lower educational attainment (U.S. DoL, 1999). The increasing globalization of commerce puts greater pressure on U.S. workers to acquire and maintain those skills necessary to compete in a rapidly changing global market (NCES, 1997). This international competition has created more high-tech jobs in the United States and decreased the demand for low-skill workers (U.S. DoL, 1999).

Many analysts think that declining demand for low-skill workers is the greatest challenge facing the U.S. labor market (Urban Institute, 1996). The rising level of educational attainment in the United States and increasing competition abroad have led manufacturers to replace labor-intensive production systems with technologically advanced, labor-saving systems. This cycle has increased the demand for high-skilled workers and compelled many workers to enter the service sector (NCES, 1997; NCES, 1998). This may explain why an enhanced service orientation is one of the themes we found in our data.

**Enhanced Service Orientation.** Most job growth in the last 20 years has been in the service-based sector (U.S. DoL, 1999). The shift from a manufacturing to service-based economy is expected to increase in the future. High-tech service professions are expected to grow more rapidly than in the past and to account for a larger proportion of overall job growth (Hecker, 1999). This expansion of service employment appears to require workers with an enhanced service orientation. The growth in the service sector has occurred during a period of rapid technological advance that is putting pressure on workers to strengthen their technical skills.

**More Advanced Technical Knowledge and Skills.** The new century is projected to include an increasing expansion in the use of computers and rapid technological change that will redefine work. By 2006, almost half of all workers will be in occupations that produce or use information technology (U.S. DoL, 1999). Although many of today's jobs will exist in the new century, they will require a much different and more advanced package of knowledge and skills (U.S. DoL, 1999). Workers must increase their technological knowledge or risk being left behind. There is evidence of this problem even today. Forty percent of top U.S. businesses claim that they cannot modernize equipment because their workers do not have the necessary

technological skills (Century Foundation, 1999). The rising demand for workers with high levels of knowledge and technical skills can be seen in the rapid growth in wages found in computer-related occupations (NCES, 1997). These trends make it unsurprising that the need for more advanced technical skills would emerge from our data.

**Better Problem-Solving Skills.** Technological advances have led to increased complexity and a demand for workers with better problem-solving skills (NCES, 1997). The rapid pace of today's economy requires workers with the flexibility to respond quickly to changes in work (U.S. DoL, 1999). The increase in worker autonomy that has accompanied technological advances is expected to increase in the future. For example, many manufacturing firms are moving to systems that give great responsibility to frontline workers (Century Foundation, 1999). These independent workers will need the ability to solve problems on their own (U.S. DoL, 1999). As the margins of competitive advantage shrink, employers are trying to find workers with the problem-solving skills needed to increase work efficiency (U.S. DoL, 1999). In a recent survey, 77 percent of chief executive officers stated that they wanted workers with a liberal arts education because of the problem-solving skills that they bring to their work (*Fortune*, 1997).

**Need to Stay Current.** The Department of Labor projects a greater need for workers to stay current to maintain the skills needed in our increasingly information-based economy (U.S. DoL, 1999). Technology allows workers with the right skills to stay current through use of email, pagers, and the Internet (U.S. DoL, 1999).

Chapter Four

# WORKFORCE SHAPING AND DEVELOPMENT

In view of our predicted changes in work and worker characteristics, DoD HR managers might contemplate the kinds of shifts in workforce shaping and development tools needed to accommodate the expected changes. In this chapter, we discuss those issues.

## WORKFORCE SHAPING AND DEVELOPMENT TOOLS

Workforce shaping may be defined as a conscious effort to use human resource management tools to change the characteristics of the workforce in a purposeful way. Some tools might be used to change the mix of available workers, and others might be used to develop new human capital within the existing workforce. Tools useful for these purposes include:

- *Classification*: division of work into distinctly defined occupations and identification of required knowledge, skills, and abilities for each occupation;
- *Recruiting/selection*: bringing new members into the workforce; can occur at typical entry levels or at higher-grade (lateral entry) levels;
- *Promotion*: filling higher-grade requirements from within the organization;
- *Training*: providing additional skills to members of the workforce;
- *Education*: providing additional knowledge to members of the workforce;

- *Compensation*: using extrinsic rewards to motivate and retain members of the workforce;
- *Acculturation*: influencing the values, attitudes, and awareness of organizational needs among members of the workforce; can be accomplished in many ways, e.g., through leadership, mentoring, focusing of rewards, training and education programs, and developmental job rotation; and
- *Retention/separation*: using retention incentives, disincentives, or controls to keep or sever selected segments of the workforce.

These workforce shaping and development tools can help to bring about required changes in work and worker characteristics, as outlined below and as illustrated in Figure 4.1.

- Changes in work or worker characteristics will be formally cataloged in the job descriptions found in various military and civil service classification systems.
- If general work activities or work context change, HR managers may need to adjust programs to acculturate members of the workforce so that they readily accept and exploit the new conditions. Additionally, they can integrate other workforce shaping and development tools to help produce the desired changes in the workforce. They can adjust recruiting/selection and promotion processes to acquire and advance those who are better suited to new work contexts. Retention/separation programs can be used to extend the service of those with suitable adaptations and sever those who adapt less well. Promotion and compensation programs can attach incentives to appropriate adaptation.
- If required knowledge changes, HR managers can modify education programs to develop required human capital among both new and current members of the workforce. Additionally, an integrated HR strategy, similar to that described above for adaptation to the work activities and context, can be used to reshape the workforce along its educational dimensions.
- If required skills change, HR managers can employ the same integrated approach as for a change in required knowledge, except

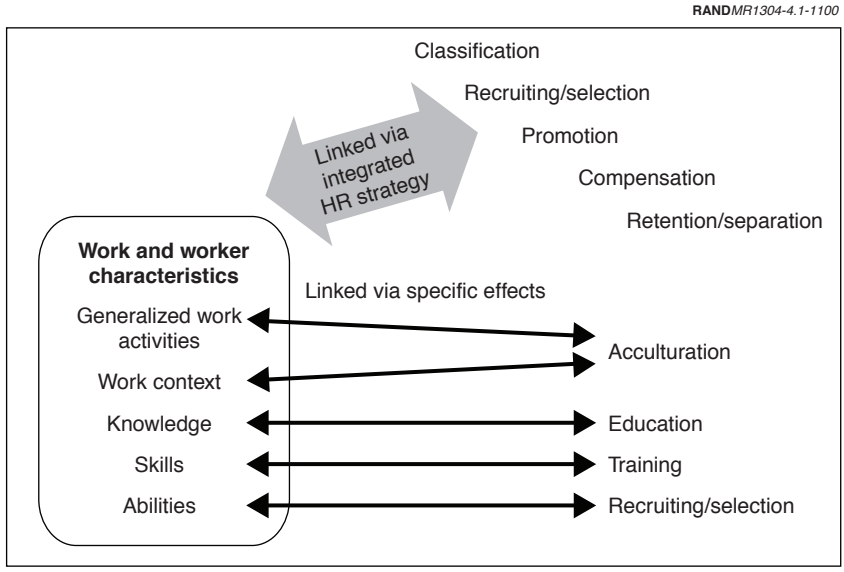


**Figure 4.1—Relationship of Workforce Shaping and Development Tools to Domains of Work and Worker Characteristics**

that training programs, rather than education programs, are the specific means for developing new skills.

- If required abilities change in ways that tend to exceed the abilities of current workers, recruiting/selection and retention/separation programs must be adjusted, because abilities are personal traits that are somewhat stable over time—they generally cannot be developed to a higher level within the existing workforce.

## POTENTIAL EFFECTS

### Classification

Since predicted changes in work and worker characteristics are expected to be modest, they pose no impetus for radical restructuring of classification systems. Incremental changes in knowledge and

skill requirements, and in related aptitude requirements, should suffice.

This does not rule out impetus for classification restructuring for other reasons—for example, to find more efficient or effective ways to organize work. However, since we predict generally higher levels of knowledge and technical skill, more emphasis on staying current in one's field, and more emphasis on problem solving, HR managers might take a second look at trends toward multi-skilling and multi-tasking, which could make some jobs too broad to afford the necessary technical focus.

## Recruiting and Selection

Since we predict no significant shifts in required abilities, we find no absolute necessity to modify recruiting and selection processes. However, in view of expected shifts in required knowledge and skills, changes in recruiting and selection can be used as part of a broad strategy of adaptation. The military workforce generally acquires its occupation-specific skills through post-accession training; revised aptitude requirements reflected in classification systems should bring in members capable of responding to the generally higher levels of knowledge and skill that we predict will be needed. Members of the civilian workforce are generally acquired with a ready set of skills; changes in the classification system will similarly induce required changes in recruiting/selection criteria.

For military or civilian occupations with more pronounced changes in knowledge and skill requirements (see Tables 3.1, 3.2, 3.3, and Appendix E), aptitudes among members of the current workforce could be insufficient to meet new requirements. If so, increased lateral entries or cross-flow from other high-aptitude occupations might be appropriate.

## Promotion

Promotions are generally based on a variety of considerations, including occupation-specific knowledge, skills, and abilities; broader managerial and leadership skills; experience; suitability to work activities and contexts; and potential for increased responsibility.

Through appropriate weighting and focusing of these factors, promotion programs can contribute to required reshaping of the workforce.

## Training

Clearly, changes in skill requirements should be reflected in changes in training programs. Tables 3.1, 3.2, 3.3, and Appendix E identify the affected occupations.

## Education

Military HR managers have traditionally linked professional and academic education to promotions, providing military members a strong incentive to continually expand and renew their knowledge sets. For military HR managers, the challenge is to ensure that existing incentives are properly focused on organizational needs. For civilian members of the workforce, incentives are generally much weaker. Thus, strengthening the linkages between education and promotion could provide needed incentives for civilians to meet new or changing knowledge requirements. Increased knowledge requirements might also be addressed through greater access to organizationally funded professional and academic development programs, especially for civilian members of the workforce, who generally receive much less assistance in this sphere than military members. Again, Tables 3.1, 3.2, 3.3, and Appendix E identify the affected occupations.

Note that aircraft, automotive, and electrical maintenance specialists—a very large occupational group (see Table 3.1)—is identified as having significant upward shifts in both knowledge and skill requirements, which leads to corresponding increases in both education and training requirements. These changes can be traced to the increasingly sophisticated technology embedded in the military equipment these specialists maintain. A trend toward greater use of contractors to maintain the most sophisticated equipment, extending even into battlefield theaters, suggests that in-house maintenance workforces (primarily enlisted and wage grade) may already lag in acquiring critical knowledge and skills or may lack the aptitude to acquire them.

## Compensation

Compensation is tied in large part to promotions and thus serves as part of the motivation for behaviors, including knowledge and skill acquisition, that are associated with promotion. Compensation can also be used more directly to motivate individual development, through a mechanism that compensation experts refer to as *competency pay*. This mechanism is used very sparingly in military and civil service pay systems but could be expanded if needed.

## Acculturation

Changes in general work activities and context, as highlighted in Tables 3.1, 3.2, 3.3, and Appendix E, might require adjustment of acculturation processes. This could be particularly important in the case of combat arms occupations and special operations forces (see Table 3.3 and Table E.1). Our findings suggest that individuals in these occupations must become more accustomed to acquiring, processing, and acting upon information, in contrast to an older model that emphasized centralized control and processing of information and decentralized execution of orders.

## Retention/Separation

In cases where some members of the current workforce lack the aptitude for required changes, where retraining, reeducation, or reacculturation of the workforce is extremely expensive, or where it is difficult to motivate acquisition of new knowledge, skills, or attitudes, prudent HR managers will look for ways to increase severances and make room for a greater flow of new, more qualified entrants into the workforce.

Chapter Five

# CONCLUSIONS AND OBSERVATIONS

We have found that expected changes in required work and worker characteristics during the first decade of the 21st century will be much more modest than is implied by prevailing descriptions of the changing environment. The revolutions in military and business affairs that are affecting DoD, including concepts such as precision weaponry, information warfare, leaner logistics, and openness to new business practices, may be changing DoD processes in dramatic ways but are actually changing work and workers in very measured ways. Reassuringly, we predict no significant changes in required abilities. This means that current and prospective workforces, given existing selection instruments and appropriate training and education, should generally be able to adapt to needed changes.

We have also highlighted some general themes that extend broadly through the whole range of DoD occupations. These themes are an enhanced service orientation, an increase in the need to stay current, more advanced technical knowledge and skills, and better problem-solving skills.

DoD HR managers have access to a variety of workforce shaping and development tools. Given sufficient resources for their programs, HR managers are generally well equipped to bring about the necessary changes in work and workers. The challenge may lie in articulating the needs and obtaining the resources.

This work required extensive use of crosswalks between multiple occupational classification systems and clustering of occupational categories. These steps suggest a potential need for refinement of federal civilian and military classification systems. Among the one

civil service and four military classification systems used within DoD, there are over 6,000 definitions of occupations. A move toward simplification and greater commonality among the classification systems could help OSD and the services more easily manage interchangeable workforces.

Even given the current classification systems, functional or organizational managers with interests in specific segments of the workforce could complement and extend the work reported here by collecting similar data from experts and job incumbents within those segments. Such data would permit more detailed analyses of expected changes within specific segments and would increase the precision of any program or policy changes based on the findings.

Appendix A

# O*NET DIMENSIONS BY DOMAIN

**Table A.1**

**Dimensions Within the Generalized Work Activities Domain**

| |
|---|
| Analyzing data or information |
| Assisting and caring for others |
| Coaching and developing others |
| Communicating with persons outside the organizations |
| Communicating with supervisors, peers, or subordinates |
| Controlling machines and processes |
| Coordinating the work and activities of others |
| Developing and building teams |
| Developing objectives and strategies |
| Documenting/recording information |
| Drafting, laying-out, and specifying technical devices, parts, or equipment |
| Establishing and maintaining interpersonal relationships |
| Estimating the characteristics of materials, products, events, or information |
| Evaluating information for compliance to standards |
| Getting information needed to do the job |
| Guiding, directing, and motivating subordinates |
| Handling and moving objects |
| Identifying objects, actions, and events |
| Implementing ideas, programs, systems, or products |
| Inspecting equipment, structures, or materials |
| Interacting with computers |
| Interpreting the meaning of information for others |
| Judging the qualities of objects, services, or persons |
| Making decisions and solving problems |
| Monitoring and controlling resources |
| Monitoring processes, materials, or surroundings |
| Operating vehicles, mechanized devices, or equipment |
| Organizing, planning, and prioritizing work |

**Table A.1 (continued)**

| |
|---|
| Performing administrative activities |
| Performing for or working directly with the public |
| Performing general physical activities |
| Processing information |
| Providing consultation and advice to others |
| Repairing and maintaining mechanical electronic equipment |
| Repairing and maintaining mechanical equipment |
| Resolving conflicts and negotiating with others |
| Scheduling work and activities |
| Selling or influencing others |
| Staffing organizational units |
| Teaching others |
| Thinking creatively |
| Updating and using job-relevant knowledge |

**Table A.2**

**Dimensions Within the Work Context Domain**

| |
|---|
| Bending or twisting the body |
| Climbing ladders, scaffolds, poles, etc. |
| Common protective or safety attire |
| Consequence of error |
| Contaminants |
| Coordinate or lead others |
| Cramped work space, awkward positions |
| Deal with external customers |
| Deal with physically aggressive people |
| Deal with unpleasant/angry people |
| Degree of automation |
| Diseases/infections degree of injury |
| Diseases/infections frequency |
| Diseases/infections injury |
| Extremely bright or inadequate |
| Frequency in conflict situations |
| Frustrating circumstances |
| Hazardous conditions degree of injury |
| Hazardous conditions frequency |
| Hazardous conditions injury |
| Hazardous equipment degree of injury |
| Hazardous equipment frequency |
| Hazardous equipment injury |
| Hazardous situations degree of injury |

**Table A.2 (continued)**

| |
|---|
| Hazardous situations frequency |
| Hazardous situations injury |
| High places degree of injury |
| High places frequency of injury |
| High places injury |
| Importance of being aware of new events |
| Importance of being exact or accurate |
| Importance of being sure all is done |
| Importance of repeating same tasks |
| Job-required social interaction |
| Keeping or regaining balance |
| Kneeling, crouching, or crawling |
| Lighting |
| Making repetitive motions |
| Objective or subjective information |
| Pace determined by speed of equipment |
| Persuade someone to a course of action |
| Provide a service to others |
| Radiation degree of injury |
| Radiation frequency |
| Radiation injury |
| Responsibility for outcomes and results |
| Responsible for others' health and safety |
| Sitting |
| Sounds, noise levels are distracting, etc. |
| Special uniform |
| Specialized protective or safety attire |
| Standing |
| Supervise, coach, train others |
| Take a position opposed to others |
| Using hands on objects, tools, controls |
| Very hot |
| Walking or running |
| Whole body vibration |

**Table A.3**

**Dimensions Within the Knowledge Domain**

| | |
|---|---|
| Administration and management | History and archeology |
| Biology | Law, government, and jurisprudence |
| Building and construction | Mathematics |
| Chemistry | Mechanical |
| Clerical | Medicine and dentistry |
| Communications and media | Personnel and human resources |
| Computers and electronics | Philosophy and theology |
| Customer and personal service | Physics |
| Design | Production and processing |
| Economics and accounting | Psychology |
| Education and training | Public safety and security |
| Engineering and technology | Sales and marketing |
| English language | Sociology and anthropology |
| Fine arts | Telecommunications |
| Food production | Therapy and counseling |
| Foreign language | Transportation |
| Geography | |

**Table A.4**

**Dimensions Within the Skills Domain**

| | |
|---|---|
| Active learning | Operation and control |
| Active listening | Operation monitoring |
| Coordination | Operations analysis |
| Critical thinking | Persuasion |
| Equipment maintenance | Problem identification |
| Equipment selection | Product inspection |
| Idea evaluation | Programming |
| Idea generation | Reading comprehension |
| Identification of downstream consequences | Repairing |
| Identification of key causes | Science |
| Implementation planning | Service orientation |
| Information gathering | Social perceptiveness |
| Information organization | Solution appraisal |
| Installation | Speaking |
| Instructing | Synthesis/reorganization |
| Judgment and decisionmaking | Systems evaluation |
| Learning strategies | Systems perceptions |
| Management of financial resources | Technology design |
| Management of material resources | Testing |
| Management of personnel resources | Time management |
| Mathematics | Troubleshooting |
| Monitoring | Visioning |
| Negotiation | Writing |

**Table A.5**

**Dimensions Within the Abilities Domain**

| | |
|---|---|
| Auditory attention | Oral comprehension |
| Category flexibility | Oral expression |
| Control precision | Originality |
| Deductive reasoning | Perceptual speed |
| Depth perception | Peripheral vision |
| Dynamic flexibility | Problem sensitivity |
| Dynamic strength | Rate control |
| Explosive strength | Reaction time |
| Extent flexibility | Response orientation |
| Far vision | Selective attention |
| Finger dexterity | Sound localization |
| Flexibility of closure | Spatial orientation |
| Fluency of ideas | Speech clarity |
| Glare sensitivity | Speech recognition |
| Gross body coordination | Speed of closure |
| Gross body equilibrium | Speed of limb movement |
| Hearing sensitivity | Stamina |
| Inductive reasoning | Static strength |
| Information ordering | Time sharing |
| Manual dexterity | Trunk strength |
| Mathematical reasoning | Visual color discrimination |
| Memorization | Visualization |
| Multilimb coordination | Wrist-finger speed |
| Near vision | Written comprehension |
| Night vision | Written expression |
| Number facility | |

Appendix B

# DIFFERENCES BETWEEN GROUPS OF RATERS

Before considering the results of the rating task, we undertook an analysis of differences between the ratings provided by groups of raters. The results of that analysis are reported here.

The overall mean change scores for the 34 civilian analysts did not differ appreciably from the mean for the 18 military analysts (see Table B.1). In fact, the percentages of ratings for which they projected change were almost identical (28 percent for civilians, and 30 percent for military analysts). However, when they did project change, the magnitude of that change was rated somewhat higher by civilians than by military analysts. The mean nonzero change scores for civilian and military raters were .86 and .65, respectively. Because in our analysis we did not consider magnitude of change in an absolute sense, this latter difference did not alter our treatment of the results.

Across all raters, the median years of experience in occupational analysis was three years. Interestingly, the mean change scores

**Table B.1**

**Number and Mean Change Score of Civilian and Military Analysts by Affiliation**

| | AFOMS | IJOA | NCSU | Mean Change |
|---|---|---|---|---|
| Civilian | 17 | 6 | 11 | .24 |
| Military | 18 | | | .20 |
| Mean change | .19 | .22 | .37 | |

NOTE: Mean change is on a scale from 0 to 7 for most dimensions.

for raters above and below the median were similar (.20 and .26, respectively). Raters above the median years of experience projected change in 24 percent of their ratings. The mean change score for that 24 percent of ratings was .83. Raters below the median years of experience projected change in 35 percent of their ratings, with a somewhat smaller mean nonzero change score of .75.

There were somewhat larger differences between the mean change scores for analysts with different institutional affiliations. In particular, NCSU raters predicted a greater amount of change overall than did raters from AFOMS and IJOA. Further investigation revealed that on average, NCSU raters predicted change more often than did other raters and the magnitudes of their predicted changes were somewhat higher (see Table B.2). Again, these differences were not considered to be large enough to warrant any changes in the treatment of the results.

**Table B.2**

**Proportion of Ratings Predicting Change and Mean Nonzero Change Score by Affiliation**

| | NCSU | AFOMS/ IJOA | Mean |
|---|---|---|---|
| Change proportion | .45 | .26 | .30 |
| Mean nonzero change score | .86 | .76 | .79 |

NOTE: NCSU proportional change was driven predominantly by two raters.

Appendix C

# CLUSTER ANALYSIS

This appendix presents the details of the hierarchical agglomerative cluster analysis of MOTD occupations using data and job analysis concepts from O*NET. One goal of this analysis was to explore the utility of the O*NET data as a basis for development of MOTD classification structures. The second goal was to develop occupational families that would serve as units of analysis in later stages of the research. Characterization of future defense work based on every MOTD occupation was not practical from a resource standpoint and the results would be cumbersome to interpret or summarize.

The analysis classified a combined set of MOTD occupations that included enlisted, officer, warrant officer, and defense civil service occupations. The use of a combined dataset resulted in a comprehensive occupational classification of defense- and military-related jobs that could be analyzed to reveal occupational similarities and differences across services and DoD.

Occupations were clustered according to occupational and worker characteristics as measured in the O*NET process.[1] Characteristics were organized according to O*NET domains.[2] Separate classifica-

[1]The O*NET measures of characteristics were assigned to military and defense civil service occupations by matching similar occupations using crosswalks developed by DoL for O*NET and by DMDC.

[2]Variables from the work context domain were not used in the cluster analysis because of a lack of uniformity in the rating scales. After the clustering was complete, work context ratings were coupled with their corresponding occupational clusters.

tion systems were developed according to each of these domains. Separate systems are useful because occupations cluster differently depending on what characteristics are used as the basis for classification. A classification system based on abilities could be used for selection and placement of individuals into occupations based on a battery of test scores. This system may be different from one developed from required knowledge or skills that would be used to group occupations according to training similarities. The separate classification structures can be compared to reveal the extent to which occupations are similar across multiple domains. These comparisons can be used to develop an overall classification structure. The resulting occupational families consist of occupations that are alike in generalized work activities, knowledge, skills, and abilities.

O*NET includes measures of 42 generalized work activities, 33 knowledge areas, 46 skills, and 52 abilities. These characteristics may be measured in terms of level, importance, and frequency. For the cluster analyis, we used only the level variables from O*NET, because there are typically high correlations between level, importance, and frequency ratings. Second, the labor requirements and cost of later steps in the project can be substantially reduced if unnecessary variables can be dropped from the analysis.

In any clustering analysis choices must be made relating to treatment of data and specific methods to be used. These choices involve possible transformation or standardization of data, different measures of similarity, and methods to determine the number of clusters and place jobs into clusters. Our choices were guided by previous clustering efforts in the job analysis field and by methods used in the O*NET technical analysis that tested the utility of their data for just such an exercise (Peterson et al., 1996, Chapter 12). Whereas we report results from one combination of methods, we explored some alternative methods and found that they produced classification solutions that were less useful for our purposes.

We standardized the descriptive scores within each occupation so that all scores would have a mean of 0 and a standard deviation of 1. The result of this data standardization is that the profiles across work and worker characteristics for each occupation are compared, and information about the level of scores is eliminated. This is consistent with the purpose of our clustering effort. We are interested in clus-

ters based on similar profiles where within occupations, scores are relatively higher in some areas and lower in others. Such clusters contain occupations that share an emphasis on a particular set of skills or activities. Without standardization, our clusters would be more likely to separate by rank or seniority (overall level of a dimension) rather than by the relative emphases of the occupations on skills or work activities. As a result of the standardization, the results of the analysis do not include a consideration of future changes based on shifts in seniority, nor do they allow us to detect cases where more senior jobs in an occupation would change in a different way from more junior jobs.

For our measure of similarity in the cluster analysis, we used Euclidean distance. When comparing two occupations, the Euclidean distance is the square root of the sum of the squared differences between the scores for all descriptors for those two occupations.[3] Squared Euclidean distance is sometimes used in cluster analyses, but was not used here because it exaggerates larger differences between scores.

We used Ward's minimum-variance method as the specific procedure for our hierarchical agglomerative clustering analyses. Ward's method is commonly used for occupational clustering and has properties making it particularly useful for our purposes.[4] Although Ward's method is effective in properly placing occupations into clusters, it has been shown to be less useful for identifying the correct number of clusters present in a dataset.[5] For this reason, we used Q-type factor analysis to determine the number of clusters. For this

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[3]See Colihan and Burger (1995) or *O*NET Final Technical Report* for more detailed discussion of distance measures.

[4]Ward's method is slightly biased to produce clusters of equal size. Some other methods, such as within-groups average linkage, tend to produce a few large clusters and other very small clusters. We found that the average linkage method produced sets of clusters where most clusters consisted of only one occupation, which is a less useful way of combining occupations for our study.

[5]See Colihan and Burger (1995) for a Monte Carlo study that examines the performance of different grouping strategies for occupational classification. Clustering methods alone were found to have problems identifying the correct number of clusters, in particular when measurement error and overlapping clusters were introduced. This study found that Ward's method was effective when combined with a Q-type factor analysis that identifies the number of clusters.

analysis, we constructed a correlation matrix of occupations based on descriptor scores. We performed a factor analysis of this matrix and determined the number of job families to be extracted based on the number of factors with eigenvalues greater than one. This value was then used as an input parameter for the Ward's cluster analysis.

Table C.1 lists occupational clusters that were obtained from the clustering procedures. They are based on subclustering using each of three dimensions: GW, a combination of KN and SK (KNSK), and AB. Solutions of 11, 10, and 9 subclusters were produced from the individual sets of measures, respectively. For example, the numbers in the GW column show to which of the 11 subclusters based on generalized work activities each MOTD occupation was assigned. Combining the three subcluster schemes produced 41 unique clusters that have unique requirements in terms of work activities, knowledge, skills, and abilities.[6] Descriptive labels were assigned to each occupational cluster.

One adjustment was made to these results. The occupational cluster consisting of firefighters and vehicle drivers was split into two separate clusters, firefighters and vehicle drivers, thereby increasing the number of clusters to 42. Some of the work activities of these two occupations are sufficiently different that rating them separately allowed raters to make more accurate judgments.

There are also 10 MOTD occupations with mostly military content that cannot be matched accurately with O*NET classifications because there are no equivalent civilian jobs. These occupations were placed into four occupational clusters based on general similarities and convenience for rating purposes (see Table C.2). When combined with the results above, we have a set of 46 occupational clusters that serve as the units of analysis in the other parts of this study.

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[6]Analyses reported in the *O*NET Final Technical Report* support the use of this sort of multistage clustering as a desirable alternative to clustering in a single step. Multistage clustering produces higher effect size estimates, a higher percentage of correct reclassifications, and smaller error terms.

**Table C.1**

**Clusters of MOTD Occupations**

| Cluster Assignment | | | MOTD | |
|---|---|---|---|---|
| GW | KNSK | AB | No. | Occupational Cluster and MOTD Occupations |
| | | | | **Air Traffic Controllers** |
| 1 | 1 | 1 | 3920012 | Air Traffic Control Managers |
| 1 | 1 | 1 | 3920021 | Air Traffic Controllers |
| | | | | **Airplane Navigators** |
| 1 | 1 | 9 | 8250032 | Airplane Navigators |
| | | | | **Communications Operators** |
| 1 | 3 | 6 | 3930011 | Communications Equipment Operators |
| 1 | 3 | 6 | 3930021 | Radio Intelligence Operators |
| | | | | **Photographic and Audiovisual Specialists** |
| 1 | 4 | 1 | 3220991 | Graphic Designers and Illustrators |
| 1 | 4 | 1 | 3260011 | Photographic Specialists |
| 1 | 4 | 1 | 3290021 | Audiovisual and Broadcast Technicians |
| | | | | **Surveyors and Mappers** |
| 1 | 6 | 4 | 1643992 | Surveying and Mapping Managers |
| 1 | 6 | 4 | 3733991 | Surveying, Mapping, and Drafting Technicians |
| | | | | **Emergency Management and Laboratory Specialists** |
| 1 | 6 | 6 | 3831991 | Chemical Laboratory Technicians |
| 1 | 6 | 6 | 3990011 | Emergency Management Specialists |
| | | | | **Environmental Health and Safety Specialists** |
| 1 | 10 | 6 | 1473011 | Environmental Health and Safety Specialists |
| | | | | **Precision Equipment Repairers** |
| 2 | 3 | 2 | 3900011 | Space Operations Specialists |
| 2 | 3 | 2 | 6150011 | Radar and Sonar Equipment Repairers |
| 2 | 3 | 2 | 6150021 | Communications Equipment Repairers |
| 2 | 3 | 2 | 6150031 | Weapons Maintenance Technicians |
| 2 | 3 | 2 | 6150051 | Computer Equipment Repairers |
| 2 | 3 | 2 | 6150081 | Electronic Instrument Repairers |
| 2 | 3 | 2 | 6171011 | Precision Instrument Repairers |
| | | | | **Radar and Sonar Operators** |
| 2 | 3 | 6 | 3900031 | Radar and Sonar Operators |
| | | | | **Computer Systems Specialists** |
| 3 | 4 | 4 | 1260012 | Computer Systems Officers |
| 3 | 4 | 4 | 3971991 | Computer Programmers |
| 3 | 4 | 4 | 4793981 | Computer Systems Specialists |

**Table C.1 (continued)**

| Cluster Assignment | | | MOTD | |
|---|---|---|---|---|
| GW | KNSK | AB | No. | Occupational Cluster and MOTD Occupations |
| | | | | **Intelligence Specialists** |
| 3 | 5 | 3 | 1919012 | Intelligence Officers |
| 3 | 5 | 3 | 1919021 | Intelligence Specialists |
| | | | | **Scientists and Engineers** |
| 3 | 6 | 4 | 1622002 | Aerospace Engineers |
| 3 | 6 | 4 | 1627002 | Nuclear Engineers |
| 3 | 6 | 4 | 1628992 | Civil Engineers |
| 3 | 6 | 4 | 1633002 | Electrical and Electronics Engineers |
| 3 | 6 | 4 | 1634002 | Industrial Engineers |
| 3 | 6 | 4 | 1637002 | Marine Engineers |
| 3 | 6 | 4 | 1843002 | Physicists |
| 3 | 6 | 4 | 1845002 | Chemists |
| 3 | 6 | 4 | 1847002 | Oceanographers |
| 3 | 6 | 4 | 1849002 | Environmental Health and Safety Officers |
| 3 | 6 | 4 | 3900022 | Space Operations Officers |
| 3 | 6 | 4 | 9100032 | Missile Systems Officers |
| | | | | **Life Scientists** |
| 3 | 10 | 4 | 1850002 | Life Scientists |
| | | | | **Recruiting Specialists** |
| 4 | 2 | 3 | 1430011 | Recruiting Specialists |
| 4 | 2 | 3 | 1430022 | Recruiting Managers |
| | | | | **Functional Specialty Managers** |
| 5 | 2 | 3 | 1131022 | Law Enforcement and Security Directors |
| 5 | 2 | 3 | 1230992 | Personnel Managers |
| 5 | 2 | 3 | 1240992 | Purchasing and Contracting Managers |
| 5 | 2 | 3 | 1342012 | Transportation Managers |
| 5 | 2 | 3 | 1342022 | Transportation Maintenance Managers |
| 5 | 2 | 3 | 1342032 | Supply and Warehousing Managers |
| 5 | 2 | 3 | 1351002 | Food Service Managers |
| 5 | 2 | 3 | 1420002 | Management Analysts |
| 5 | 2 | 3 | 4020992 | Store Managers |
| 5 | 2 | 3 | 5211991 | Food Service Specialists |
| | | | | **Communications Managers** |
| 5 | 2 | 4 | 1341992 | Communications Managers |
| | | | | **Postal Directors** |
| 5 | 2 | 5 | 1344002 | Postal Directors |
| | | | | **Musicians and Media Directors** |
| 5 | 4 | 1 | 3230001 | Musicians |
| 5 | 4 | 1 | 3230022 | Music Directors |
| 5 | 4 | 1 | 3240002 | Audiovisual and Broadcast Directors |

**Table C.1 (continued)**

| Cluster Assignment | | | MOTD | |
|---|---|---|---|---|
| GW | KNSK | AB | No. | Occupational Cluster and MOTD Occupations |
| | | | | **Public Information Managers and Journalists** |
| 5 | 5 | 3 | 1131012 | Emergency Management Officers |
| 5 | 5 | 3 | 1139992 | International Relations Officers |
| 5 | 5 | 3 | 3320002 | Public Information Officers |
| 5 | 5 | 3 | 3331001 | Broadcast Journalists and News-Writers |
| | | | | **Non-Destructive Testers** |
| 6 | 6 | 2 | 3990981 | Non-Destructive Testers |
| | | | | **Flight Engineers** |
| 6 | 7 | 6 | 8250041 | Flight Engineers |
| | | | | **Aircraft, Automotive, and Electrical Maintenance Specialists** |
| 6 | 7 | 7 | 6116991 | Aircraft Mechanics |
| 6 | 7 | 7 | 6117001 | Automotive and Heavy Equipment Mechanics |
| 6 | 7 | 7 | 6130011 | Marine Engine Mechanics |
| 6 | 7 | 7 | 6130021 | Powerhouse Mechanics |
| 6 | 7 | 7 | 6150101 | Aircraft Electricians |
| 6 | 7 | 7 | 6150111 | Power Plant Electricians |
| 6 | 7 | 7 | 6150121 | Ship Electricians |
| 6 | 7 | 7 | 6150131 | Electrical Products Repairers |
| 6 | 7 | 7 | 6160001 | Heating and Cooling Mechanics |
| 6 | 7 | 7 | 6432001 | Building Electricians |
| | | | | **Preventive Maintenance Analysts** |
| 6 | 8 | 2 | 4752011 | Preventive Maintenance Analysts |
| 6 | 8 | 2 | 6171021 | Photographic Equipment Repairers |
| | | | | **Divers** |
| 7 | 7 | 8 | 6179021 | Divers |
| | | | | **Machinists, Technicians, and Cargo Specialists** |
| 7 | 8 | 2 | 6813991 | Machinists |
| 7 | 8 | 2 | 6865001 | Dental and Optical Laboratory Technicians |
| 7 | 8 | 2 | 6910001 | Water and Sewage Treatment Plant Operators |
| 7 | 8 | 2 | 6930001 | Power Plant Operators |
| 7 | 8 | 2 | 7443991 | Printing Specialists |
| 7 | 8 | 2 | 7676991 | Compressed Gas Technicians |
| 7 | 8 | 2 | 7714001 | Welders and Metal Workers |
| 7 | 8 | 2 | 8313991 | Cargo Specialists |
| 7 | 8 | 2 | 8319991 | Petroleum Supply Specialists |
| | | | | **Ship Engineers and Air Crew Members** |
| 7 | 8 | 6 | 8244002 | Ship Engineers |
| 7 | 8 | 6 | 9100131 | Air Crew Members |

**Table C.1 (continued)**

| Cluster Assignment | | | MOTD | |
|---|---|---|---|---|
| GW | KNSK | AB | No. | Occupational Cluster and MOTD Occupations |
| | | | | **Construction and Engineering Operators** |
| 7 | 8 | 7 | 6422001 | Construction Specialists |
| 7 | 8 | 7 | 6450001 | Plumbers and Pipe Fitters |
| 7 | 8 | 7 | 7759991 | Survival Equipment Specialists |
| 7 | 8 | 7 | 8243021 | Seamen |
| 7 | 8 | 7 | 8312001 | Construction Equipment Operators |
| 7 | 8 | 7 | 9100321 | Combat Engineers |
| | | | | **Finance and Accounting Managers** |
| 8 | 2 | 5 | 1220002 | Finance and Accounting Managers |
| | | | | **Administrative, Personnel, Supply Specialists** |
| 8 | 9 | 5 | 2049001 | Religious Program Specialists |
| 8 | 9 | 5 | 3640991 | Medical Record Technicians |
| 8 | 9 | 5 | 4362001 | Sales and Stock Specialists |
| 8 | 9 | 5 | 4630991 | Administrative Support Specialists |
| 8 | 9 | 5 | 4692001 | Personnel Specialists |
| 8 | 9 | 5 | 4712991 | Finance and Accounting Specialists |
| 8 | 9 | 5 | 4742001 | Postal Specialists |
| 8 | 9 | 5 | 4752021 | Flight Operations Specialists |
| 8 | 9 | 5 | 4754001 | Supply and Warehousing Specialists |
| | | | | **Transportation Specialists** |
| 8 | 9 | 6 | 4644991 | Transportation Specialists |
| | | | | **Optometric Specialists** |
| 9 | 10 | 1 | 3690061 | Optometric Technicians |
| | | | | **Dentists and Pharmacy Specialists** |
| 9 | 10 | 2 | 2620002 | Dentists |
| 9 | 10 | 2 | 3630991 | Dental Specialists |
| 9 | 10 | 2 | 3690011 | Pharmacy Technicians |
| | | | | **Medical Service and Medical Care Technicians** |
| 9 | 10 | 6 | 3040002 | Physician Assistants |
| 9 | 10 | 6 | 3650001 | Radiologic (X-Ray) Technicians |
| 9 | 10 | 6 | 3660991 | Medical Care Technicians |
| 9 | 10 | 6 | 3690021 | Medical Laboratory Technicians |
| 9 | 10 | 6 | 3690041 | Cardiopulmonary and EEG Technicians |
| 9 | 10 | 6 | 3690071 | Medical Service Technicians |
| | | | | **Law Enforcement Specialists** |
| 10 | 1 | 8 | 5132021 | Military Police |
| 10 | 1 | 8 | 5133001 | Law Enforcement and Security Specialists |

**Table C.1 (continued)**

| Cluster Assignment | | | MOTD | |
|---|---|---|---|---|
| GW | KNSK | AB | No. | Occupational Cluster and MOTD Occupations |
| | | | | **Health, Education, and Welfare Workers** |
| 10 | 5 | 3 | 1283992 | Training and Education Directors |
| 10 | 5 | 3 | 1310982 | Health Services Administrators |
| 10 | 5 | 3 | 1915002 | Psychologists |
| 10 | 5 | 3 | 2032012 | Social Workers |
| 10 | 5 | 3 | 2032021 | Caseworkers and Counselors |
| 10 | 5 | 3 | 2042002 | Chaplains |
| 10 | 5 | 3 | 2110002 | Lawyers |
| 10 | 5 | 3 | 2200992 | Teachers and Instructors |
| 10 | 5 | 3 | 2390001 | Training Specialists and Instructors |
| 10 | 5 | 3 | 3010002 | Pharmacists |
| 10 | 5 | 3 | 3020002 | Dietitians |
| 10 | 5 | 3 | 3034002 | Speech Therapists |
| 10 | 5 | 3 | 3290011 | Interpreters and Translators |
| | | | | **Legal Specialists and Court Reporters** |
| 10 | 5 | 5 | 3960001 | Legal Specialists and Court Reporters |
| | | | | **Nurses and Physical Therapists** |
| 10 | 5 | 6 | 2900002 | Registered Nurses |
| 10 | 5 | 6 | 3033982 | Physical and Occupational Therapists |
| 10 | 5 | 6 | 5233011 | Physical and Occupational Therapy Specialists |
| | | | | **Weather Personnel** |
| 10 | 6 | 4 | 1846992 | Meteorologists |
| 10 | 6 | 4 | 3890981 | Meteorological Specialists |
| | | | | **Physicians, Surgeons, Optometrists** |
| 10 | 10 | 6 | 2610002 | Physicians and Surgeons |
| 10 | 10 | 6 | 2810002 | Optometrists |
| | | | | **Firefighters** |
| 11 | 1 | 8 | 5123991 | Firefighters |
| | | | | **Vehicle Drivers** |
| 11 | 1 | 8 | 8212991 | Vehicle Drivers |
| | | | | **Pilots and Ship/Submarine Operators** |
| 11 | 1 | 9 | 8241002 | Ship and Submarine Officers |
| 11 | 1 | 9 | 8243011 | Quartermasters and Boat Operators |
| 11 | 1 | 9 | 8250012 | Airplane Pilots |
| 11 | 1 | 9 | 8250022 | Helicopter Pilots |

**Table C.2**

**Clusters of Uniquely Military Occupations**

| MOTD | Occupational Cluster and MOTD Occupations |
|---|---|
| | **Special Operations Forces** |
| 9100251 | Special Operations Forces |
| 9100262 | Special Operations Officers |
| | **Combat Arms** |
| 9100191 | Infantry |
| 9100042 | Infantry Officers |
| 9100012 | Artillery Crew Members |
| 9100161 | Artillery Officers |
| 9100281 | Tank Crew Members |
| 9100102 | Tank Officers |
| | **Aircraft Launch and Recovery Specialists** |
| 9100301 | Aircraft Launch and Recovery Specialists |
| | **Ordnance Specialists** |
| 6179011 | Ordnance Specialists |

Appendix D

# DISTRIBUTION OF EXPECTED DIMENSION-LEVEL INCREASES BY OCCUPATIONAL CLUSTER

Table D.1 shows, by occupational cluster, the number of dimensions that are expected to have higher-level requirements in the future, broken out by military and civil service workforces. The codes in the table partially correspond to the sectors in Figure 3.2. The codes appearing in the table are as follows:

1 indicates a large occupational cluster with many changed dimensions. Corresponds to sector I in Figure 3.2.

2 indicates a small occupational cluster with many changed dimensions. Corresponds to sector II in Figure 3.2.

3 indicates a large occupational cluster with few changed dimensions. Corresponds to sector III in Figure 3.2.

4 indicates a small occupational cluster with few changed dimensions. Corresponds to sector IV in Figure 3.2.

5 indicates that there are no people in that occupational cluster for that service.

6 indicates no changed dimensions.

The distinction between *small* and *large* in this taxonomy is based on 3 percent of the total population in a service or in the aggregate. That is, large was characterized as 14,000 in the Army, 6,000 in the Navy, 10,000 in the Air Force, 4,500 in the Marine Corps, 20,000 in the civil service, and 50,000 in the aggregate.

Occupational clusters with over 20 significant changes in dimension levels were considered to have *many* changes. Those with 20 or less were considered to have *few*.

**Table D.1**

**Distribution of Occupational Clusters by Service, Size, and Number of Changed Dimensions**

| | Sector Code | | | | | |
|---|---|---|---|---|---|---|
| Occupational Cluster | Army | Navy | USAF | USMC | Civil Service | All |
| Aircraft, Automotive, and Electrical Maintenance Specialists | 1 | 1 | 1 | 1 | 1 | 1 |
| Computer Systems Specialists | 2 | 1 | 1 | 2 | 1 | 1 |
| Communications Operators | 1 | 2 | 2 | 1 | 2 | 2 |
| Air Traffic Controllers | 2 | 2 | 2 | 2 | 2 | 2 |
| Environmental Health and Safety Specialists | 2 | 2 | 2 | 5 | 2 | 2 |
| Administrative, Personnel, and Supply Specialists | 3 | 3 | 3 | 3 | 3 | 3 |
| Functional Specialty Managers | 3 | 3 | 3 | 3 | 3 | 3 |
| Precision Equipment Repairers | 3 | 3 | 3 | 3 | 3 | 3 |
| Construction and Engineering Operators | 3 | 4 | 4 | 3 | 3 | 3 |
| Health, Education and Welfare Workers | 4 | 3 | 3 | 4 | 3 | 3 |
| Machinists, Technicians, and Cargo Specialists | 4 | 3 | 4 | 4 | 3 | 3 |
| Scientists and Engineers | 4 | 4 | 4 | 4 | 3 | 3 |
| Medical Service and Medical Care Technicians | 3 | 3 | 3 | 5 | 4 | 3 |
| Combat Arms | 3 | 4 | 5 | 3 | 4 | 3 |
| Law Enforcement Specialists | 3 | 4 | 3 | 4 | 4 | 3 |
| Intelligence Specialists | 3 | 4 | 4 | 4 | 4 | 4 |
| Pilots and Ship/Submarine Operators | 4 | 3 | 3 | 3 | 4 | 4 |
| Radar and Sonar Operators | 4 | 3 | 4 | 4 | 4 | 4 |
| Communications Managers | 4 | 4 | 4 | 4 | 4 | 4 |
| Dental and Pharmacy Specialists | 4 | 4 | 4 | 5 | 4 | 4 |
| Emergency Management and Laboratory Specialists | 4 | 4 | 4 | 4 | 4 | 4 |
| Ordnance Specialists | 4 | 4 | 4 | 4 | 4 | 4 |
| Photographic and Audiovisual Specialists | 4 | 4 | 4 | 4 | 4 | 4 |
| Physicians, Surgeons, Optometrists | 4 | 4 | 4 | 5 | 4 | 4 |
| Ship Engineers and Air Crew Members | 4 | 4 | 4 | 4 | 4 | 4 |

**Table D.1 (continued)**

| Occupational Cluster | Sector Code | | | | | |
|---|---|---|---|---|---|---|
| | Army | Navy | USAF | USMC | Civil Service | All |
| Surveyors and Mappers | 4 | 4 | 4 | 4 | 4 | 4 |
| Transportation Specialists | 4 | 4 | 4 | 4 | 4 | 4 |
| Weather Personnel | 4 | 4 | 4 | 4 | 4 | 4 |
| Non-Destructive Testers | 5 | 4 | 4 | 5 | 4 | 4 |
| Airplane Navigators | 5 | 5 | 4 | 4 | 4 | 4 |
| Vehicle Drivers | 5 | 5 | 4 | 3 | 4 | 4 |
| Special Operations Forces | 4 | 4 | 4 | 5 | 5 | 4 |
| Divers | 4 | 4 | 5 | 5 | 5 | 4 |
| Recruiting Specialists | 4 | 4 | 4 | 4 | 5 | 4 |
| Postal Directors | 5 | 4 | 5 | 5 | 5 | 4 |
| Flight Engineers | 5 | 5 | 4 | 4 | 5 | 4 |
| Optometric Technicians | 5 | 5 | 6 | 5 | 5 | 6 |
| Aircraft Launch and Recovery Specialists | 5 | 6 | 5 | 5 | 5 | 6 |
| Firefighters | 5 | 6 | 6 | 6 | 6 | 6 |
| Legal Specialists and Court Reporters | 6 | 5 | 6 | 6 | 6 | 6 |
| Finance and Accounting Managers | 6 | 6 | 6 | 6 | 6 | 6 |
| Life Scientists | 6 | 6 | 6 | 5 | 6 | 6 |
| Musicians and Media Directors | 6 | 6 | 6 | 6 | 6 | 6 |
| Nurses and Physical Therapists | 6 | 6 | 6 | 5 | 6 | 6 |
| Preventive Maintenance Analysts | 6 | 6 | 6 | 6 | 6 | 6 |
| Public Information Managers and Journalists | 6 | 6 | 6 | 6 | 6 | 6 |

Appendix E

# DIMENSIONS WITH EXPECTED HIGHER LEVELS WITHIN OCCUPATIONAL CLUSTER

This appendix contains tables for each occupational cluster with dimensions that are projected to require significantly higher levels in the future than in the past. In addition to identifying these dimensions (and their associated domains), the tables also show the past relative level (upper, middle two, and lower quartiles) of the dimension compared to all other dimensions for the occupational cluster. For example, in the occupational cluster for Administrative, Personnel, and Supply Specialists, a dimension in the work context domain, Provide a Service to Others, was in the middle quartiles of all dimensions for this occupational cluster in the past but is projected to have a higher level in the future.

Military service and civil service occupational managers can link information in this appendix to the workforce data in Appendices F through J and the index in Appendix K to determine how each of their occupations might be changing.

**Table E.1**

**Dimensions with Higher Future Levels—Special Operations Forces**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| SK | Information organization | Middle |

**Table E.2**

**Dimensions with Higher Future Levels—Administrative, Personnel, and Supply Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Performing administrative activities | Upper |
| WC | Degree of automation | Upper |
| SK | Critical thinking | Upper |
| WC | Provide a service to others | Middle |
| KN | Computers and electronics | Middle |
| KN | Telecommunications | Middle |

**Table E.3**

**Dimensions with Higher Future Levels—Aircraft, Automotive, and Electrical Maintenance Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Updating and using job-relevant knowledge | Upper |
| WC | Consequence of error | Upper |
| WC | Degree of automation | Upper |
| KN | Mechanical | Upper |
| KN | Engineering and technology | Upper |
| SK | Repairing | Upper |
| SK | Equipment maintenance | Upper |
| SK | Troubleshooting | Upper |
| SK | Problem identification | Upper |
| SK | Equipment selection | Upper |
| SK | Testing | Upper |
| SK | Reading comprehension | Upper |
| SK | Critical thinking | Upper |
| SK | Mathematics | Upper |
| SK | Information gathering | Upper |
| SK | Identification of key causes | Upper |
| WC | Responsible for others' health and safety | Middle |
| WC | Responsibility for outcomes and results | Middle |
| WC | Provide a service to others | Middle |
| KN | Computers and electronics | Middle |
| KN | Public safety and security | Middle |
| SK | Active learning | Middle |
| SK | Information organization | Middle |
| SK | Service orientation | Middle |
| KN | Telecommunications | Lower |
| KN | Transportation | Lower |

**Table E.4**

**Dimensions with Higher Future Levels—Air Traffic Controllers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Making decisions and solving problems | Upper |
| GW | Updating and using job-relevant knowledge | Upper |
| GW | Thinking creatively | Upper |
| WC | Responsible for others' health and safety | Upper |
| WC | Job-required social interaction | Upper |
| WC | Responsibility for outcomes and results | Upper |
| WC | Importance of being sure all is done | Upper |
| WC | Importance of being exact or accurate | Upper |
| WC | Importance of being aware of new events | Upper |
| WC | Degree of automation | Upper |
| KN | Transportation | Upper |
| SK | Speaking | Upper |
| SK | Monitoring | Upper |
| SK | Problem identification | Upper |
| AB | Time sharing | Upper |
| AB | Speech clarity | Upper |
| AB | Speed of closure | Upper |
| AB | Selective attention | Upper |
| GW | Providing consultation and advice to others | Middle |
| WC | Frustrating circumstances | Middle |
| KN | Computers and electronics | Middle |
| KN | Telecommunications | Middle |
| KN | Engineering and technology | Middle |
| KN | Communications and media | Middle |
| KN | Public safety and security | Middle |
| KN | Law, government, and jurisprudence | Middle |
| AB | Perceptual speed | Middle |
| AB | Information ordering | Middle |
| KN | Psychology | Lower |
| KN | Customer and personal service | Lower |

**Table E.5**

**Dimensions with Higher Future Levels—Airplane Navigators**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Responsible for others' health and safety | Upper |
| WC | Degree of automation | Upper |
| WC | Importance of being aware of new events | Upper |
| KN | Geography | Upper |
| SK | Active listening | Upper |
| SK | Coordination | Upper |
| AB | Speed of closure | Upper |
| AB | Oral comprehension | Upper |
| AB | Selective attention | Upper |
| GW | Updating and using job-relevant knowledge | Middle |
| GW | Interpreting the meaning of information for others | Middle |
| WC | Responsibility for outcomes and results | Middle |
| KN | Computers and electronics | Middle |
| KN | Telecommunications | Middle |
| AB | Response orientation | Middle |

**Table E.6**

**Dimensions with Higher Future Levels—Communications Managers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| AB | Problem sensitivity | Upper |
| GW | Developing and building teams | Middle |
| WC | Degree of automation | Middle |
| WC | Provide a service to others | Middle |
| KN | Computers and electronics | Middle |
| KN | Law, government, and jurisprudence | Middle |
| KN | Customer and personal service | Middle |
| SK | Synthesis/reorganization | Middle |
| SK | Equipment selection | Middle |
| SK | Service orientation | Middle |
| SK | Critical thinking | Middle |
| AB | Speed of closure | Middle |
| AB | Speech clarity | Middle |
| KN | Public safety and security | Lower |

**Table E.7**

**Dimensions with Higher Future Levels—Communications Operators**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Consequence of error | Upper |
| WC | Importance of being exact or accurate | Upper |
| WC | Importance of being sure all is done | Upper |
| WC | Using hands on objects, tools, controls | Upper |
| WC | Degree of automation | Upper |
| KN | Telecommunications | Upper |
| SK | Active listening | Upper |
| SK | Problem identification | Upper |
| SK | Information gathering | Upper |
| SK | Critical thinking | Upper |
| SK | Troubleshooting | Upper |
| SK | Judgment and decisionmaking | Upper |
| AB | Information ordering | Upper |
| AB | Speed of closure | Upper |
| WC | Importance of being aware of new events | Middle |
| WC | Pace determined by speed of equipment | Middle |
| KN | Communications and media | Middle |
| KN | Engineering and technology | Middle |
| KN | Clerical | Middle |
| SK | Testing | Middle |
| SK | Technology design | Middle |
| AB | Perceptual speed | Middle |

**Table E.8**

**Dimensions with Higher Future Levels—Computer Systems Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Degree of automation | Upper |
| WC | Consequence of error | Upper |
| WC | Importance of being exact or accurate | Upper |
| KN | Computers and electronics | Upper |
| SK | Troubleshooting | Upper |
| AB | Originality | Upper |
| GW | Inspecting equipment, structures, or materials | Middle |
| GW | Performing for or working directly with the public | Middle |
| WC | Frustrating circumstances | Middle |
| WC | Provide a service to others | Middle |
| WC | Using hands on objects, tools, controls | Middle |
| WC | Importance of being aware of new events | Middle |
| WC | Pace determined by speed of equipment | Middle |
| WC | Deal with unpleasant/angry people | Middle |
| SK | Equipment selection | Middle |
| SK | Technology design | Middle |
| SK | Systems evaluation | Middle |
| SK | Identification of downstream consequences | Middle |
| SK | Installation | Middle |
| SK | Service orientation | Middle |
| AB | Fluency of ideas | Middle |

**Table E.9**

**Dimensions with Higher Future Levels—Construction and Engineering Operators**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Responsible for others' health and safety | Upper |
| KN | Building and construction | Upper |
| WC | Upper places frequency | Lower |
| WC | Upper places injury | Lower |

**Table E.10**

**Dimensions with Higher Future Levels—Combat Arms**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Getting information needed to do the job | Middle |
| GW | Updating and using job-relevant knowledge | Middle |
| GW | Analyzing data or information | Middle |
| GW | Thinking creatively | Middle |
| SK | Social perceptiveness | Middle |
| AB | Speed of closure | Middle |
| AB | Inductive reasoning | Middle |
| AB | Oral comprehension | Middle |
| GW | Repairing and maintaining electronic equipment | Lower |
| GW | Evaluating information for compliance to standards | Lower |
| KN | Personnel and human resources | Lower |

**Table E.11**

**Dimensions with Higher Future Levels—Dental and Pharmacy Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Updating and using job-relevant knowledge | Upper |
| WC | Provide a service to others | Upper |
| KN | Medicine and dentistry | Upper |
| KN | Chemistry | Upper |
| AB | Oral comprehension | Upper |
| AB | Written comprehension | Upper |
| GW | Interacting with computers | Middle |
| GW | Teaching others | Middle |
| GW | Resolving conflicts and negotiating with others | Middle |
| KN | Biology | Middle |
| KN | Customer and personal service | Middle |
| KN | Computers and electronics | Middle |
| KN | Engineering and technology | Lower |

**Table E.12**

**Dimensions with Higher Future Levels—Divers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Updating and using job-relevant knowledge | Middle |
| GW | Analyzing data or information | Middle |
| KN | Engineering and technology | Middle |
| GW | Operating vehicles, mechanized devices, or equipment | Lower |
| GW | Interacting with computers | Lower |

**Table E.13**

**Dimensions with Higher Future Levels—Emergency Management and Laboratory Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| AB | Written comprehension | Upper |
| AB | Oral expression | Upper |
| AB | Written expression | Upper |
| KN | Administration and management | Middle |
| SK | Identification of key causes | Middle |
| SK | Solution appraisal | Middle |
| SK | Implementation planning | Middle |
| AB | Fluency of ideas | Middle |
| AB | Originality | Middle |

**Table E.14**

**Dimensions with Higher Future Levels—Environmental Health and Safety Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Getting information needed to do the job | Upper |
| GW | Identifying objects, actions, and events | Upper |
| GW | Updating and using job-relevant knowledge | Upper |
| GW | Monitoring processes, materials, or surroundings | Upper |
| GW | Processing information | Upper |
| GW | Analyzing data or information | Upper |
| GW | Evaluating information for compliance to standards | Upper |
| SK | Implementation planning | Upper |
| SK | Solution appraisal | Upper |
| SK | Identification of downstream consequences | Upper |
| AB | Written comprehension | Upper |
| AB | Written expression | Upper |
| AB | Problem sensitivity | Upper |
| AB | Inductive reasoning | Upper |
| AB | Deductive reasoning | Upper |
| GW | Teaching others | Middle |
| GW | Coaching and developing others | Middle |
| KN | Chemistry | Middle |
| KN | Public safety and security | Middle |
| KN | Biology | Middle |
| KN | Law, government, and jurisprudence | Middle |

**Table E.15**

**Dimensions with Higher Future Levels—Finance and Accounting Managers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.16**

**Dimensions with Higher Future Levels—Firefighters**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.17**

**Dimensions with Higher Future Levels—Flight Engineers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| KN | Computers and electronics | Upper |
| KN | Engineering and technology | Upper |
| AB | Perceptual speed | Upper |

**Table E.18**

**Dimensions with Higher Future Levels—Functional Specialty Managers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| KN | Administration and management | Upper |
| KN | Personnel and human resources | Upper |
| SK | Management of personnel resources | Upper |
| SK | Time management | Upper |
| AB | Written expression | Upper |
| KN | Customer and personal service | Middle |
| KN | Computers and electronics | Middle |

**Table E.19**

**Dimensions with Higher Future Levels—Aircraft Launch and Recovery Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.20**

**Dimensions with Higher Future Levels—Health, Education, and Welfare Workers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Getting information needed to do the job | Upper |
| GW | Making decisions and solving problems | Upper |
| GW | Processing information | Upper |
| SK | Writing | Upper |
| SK | Visioning | Upper |

**Table E.21**

**Dimensions with Higher Future Levels—Intelligence Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Getting information needed to do the job | Upper |
| GW | Identifying objects, actions, and events | Upper |
| GW | Updating and using job-relevant knowledge | Upper |
| SK | Information gathering | Upper |
| SK | Reading comprehension | Upper |
| SK | Information organization | Upper |
| SK | Active learning | Upper |
| SK | Active listening | Upper |
| SK | Problem identification | Upper |
| SK | Judgment and decisionmaking | Upper |
| SK | Synthesis/reorganization | Upper |
| SK | Idea evaluation | Upper |
| SK | Monitoring | Upper |
| KN | Telecommunications | Middle |

**Table E.22**

**Dimensions with Higher Future Levels—Law Enforcement Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Resolving conflicts and negotiating with others | Upper |
| WC | Importance of being exact or accurate | Upper |
| KN | Public safety and security | Upper |
| KN | Law, government, and jurisprudence | Upper |
| AB | Inductive reasoning | Upper |
| GW | Interpreting the meaning of information for others | Middle |
| KN | Sociology and anthropology | Middle |
| SK | Persuasion | Middle |
| SK | Negotiation | Middle |

**Table E.23**

**Dimensions with Higher Future Levels—Legal Specialists and Court Reporters**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.24**

**Dimensions with Higher Future Levels—Life Scientists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.25**

**Dimensions with Higher Future Levels—Machinists, Technicians, and Cargo Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Monitoring processes, materials, or surroundings | Upper |
| GW | Controlling machines and processes | Upper |
| GW | Evaluating information for compliance to standards | Upper |
| SK | Coordination | Upper |
| SK | Equipment selection | Upper |
| SK | Troubleshooting | Upper |
| GW | Thinking creatively | Middle |
| KN | Engineering and technology | Middle |
| KN | Computers and electronics | Middle |
| SK | Operations analysis | Middle |
| GW | Operating vehicles, mechanized devices, or equipment | Lower |

**Table E.26**

**Dimensions with Higher Future Levels—Medical Service and Medical Care Technicians**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Communicating with supervisors, peers, or subordinates | Upper |
| GW | Making decisions and solving problems | Upper |
| SK | Reading comprehension | Upper |
| SK | Active listening | Upper |
| GW | Analyzing data or information | Middle |
| GW | Interpreting the meaning of information for others | Middle |
| GW | Thinking creatively | Middle |
| KN | Customer and personal service | Middle |
| SK | Information organization | Middle |
| SK | Equipment selection | Middle |

**Table E.27**

**Dimensions with Higher Future Levels—Musicians and Media Directors**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.28**

**Dimensions with Higher Future Levels—Non-Destructive Testers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| KN | Mechanical | Upper |
| KN | Physics | Upper |
| WC | Radiation injury | Lower |

**Table E.29**

**Dimensions with Higher Future Levels—Ordnance Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| KN | Public safety and security | Upper |
| KN | Engineering and technology | Middle |
| KN | Computers and electronics | Middle |

**Table E.30**

**Dimensions with Higher Future Levels—Nurses and Physical Therapists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.31**

**Dimensions with Higher Future Levels—Optometry Technicians**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.32**

**Dimensions with Higher Future Levels—Photographic and Audiovisual Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Updating and using job-relevant knowledge | Upper |
| KN | Computers and electronics | Middle |
| KN | Telecommunications | Middle |

**Table E.33**

**Dimensions with Higher Future Levels—Physicians, Surgeons, and Optometrists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Responsible for others' health and safety | Upper |
| KN | Medicine and dentistry | Upper |
| KN | Biology | Upper |
| KN | Chemistry | Upper |
| KN | Therapy and counseling | Middle |
| KN | Administration and management | Middle |
| KN | Psychology | Middle |
| KN | Computers and electronics | Middle |
| KN | Foreign language | Lower |

**Table E.34**

**Dimensions with Higher Future Levels—Pilots and Ship/ Submarine Operators**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| SK | Instructing | Upper |
| AB | Response orientation | Upper |
| AB | Reaction time | Upper |
| AB | Problem sensitivity | Upper |
| KN | Mechanical | Middle |
| KN | Computers and electronics | Middle |
| KN | Engineering and technology | Middle |
| KN | Foreign language | Lower |

**Table E.35**

**Dimensions with Higher Future Levels—Postal Directors**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Degree of automation | Upper |
| KN | Computers and electronics | Middle |

**Table E.36**

**Dimensions with Higher Future Levels—Precision Equipment Repairers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Repairing and maintaining electronic equipment | Upper |
| KN | Computers and electronics | Upper |
| KN | Mechanical | Upper |

**Table E.37**

**Dimensions with Higher Future Levels—Preventive Maintenance Analysts**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.38**

**Dimensions with Higher Future Levels—Public Information Managers and Journalists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| | None significant | |

**Table E.39**

**Dimensions with Higher Future Levels—Radar and Sonar Operators**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Interacting with computers | Middle |

**Table E.40**

**Dimensions with Higher Future Levels—Recruiting Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Communicating with persons outside the organization | Upper |
| SK | Persuasion | Upper |
| GW | Selling or influencing others | Middle |
| GW | Developing objectives and strategies | Middle |
| GW | Thinking creatively | Middle |
| GW | Performing for or working directly with the public | Middle |
| GW | Operating vehicles, mechanized devices, or equipment | Middle |
| WC | Persuade someone to a course of action | Middle |

**Table E.41**

**Dimensions with Higher Future Levels—Scientists and Engineers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Processing information | Upper |
| GW | Thinking creatively | Upper |
| SK | Mathematics | Upper |
| SK | Science | Upper |
| KN | Building and construction | Middle |
| SK | Systems evaluation | Middle |
| SK | Technology design | Middle |

**Table E.42**

**Dimensions with Higher Future Levels—Ship Engineers and Air Crew Members**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| SK | Operation monitoring | Upper |
| SK | Problem identification | Upper |
| GW | Repairing and maintaining electronic equipment | Middle |
| SK | Information gathering | Middle |
| SK | Information organization | Middle |
| SK | Science | Middle |
| GW | Interacting with computers | Lower |

**Table E.43**

**Dimensions with Higher Future Levels—Surveyors and Mappers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Analyzing data or information | Upper |
| WC | Degree of automation | Middle |

**Table E.44**

**Dimensions with Higher Future Levels—Transportation Specialists**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Interacting with computers | Middle |

**Table E.45**

**Dimensions with Higher Future Levels—Vehicle Drivers**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| GW | Repairing and maintaining mechanical equipment | Upper |
| GW | Interacting with computers | Lower |

**Table E.46**

**Dimensions with Higher Future Levels—Weather Personnel**

| Domain | Dimension | Past Level (Quartile) |
|---|---|---|
| WC | Importance of being aware of new events | Upper |
| KN | Geography | Upper |
| KN | Computers and electronics | Middle |

Appendix F

# ARMY OCCUPATIONS BY OCCUPATIONAL CLUSTER

### 1 Special Operations Forces

| MOC | MOC Title | Personnel |
|---|---|---|
| 180A | Special Forces Warrant Officer | 388 |
| 18A | Special Forces | 1,169 |
| 18B | Special Forces Weapons Sergeant | 782 |
| 18F | Special Forces Assistant Operations/Intelligence Sergeant | 396 |
| 18Z | Special Forces Senior Sergeant | 684 |
| 921A | Airdrop Systems Technician | 56 |

### 2 Administrative, Personnel, and Supply Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 55B | Ammunition Specialist | 2,574 |
| 57E | Laundry and Shower Specialist | 781 |
| 71G | Patient Administration Specialist | 922 |
| 71L | Administrative Specialist | 9,957 |
| 71M | Chaplain Assistant | 1,267 |
| 73C | Finance Specialist | 1,877 |
| 73D | Accounting Specialist | 621 |
| 73Z | Finance Senior Sergeant | 108 |
| 75B | Personnel Administration Specialist | 3,278 |
| 76J | Medical Supply Specialist | 1,454 |
| 92A | Automated Logistical Specialist | 12,763 |
| 92M | Quartermaster | 390 |
| 92Y | Unit Supply Specialist | 12,325 |
| 92Z | Senior Noncommissioned Logistician | 137 |
| 93P | Aviation Operations Specialist | 1,738 |

### 3 Aircraft, Automotive, and Electrical Maintenance Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 44B | Metal Worker | 851 |
| 51R | Interior Electrician | 181 |
| 52C | Utilities Equipment Repairer | 1,346 |
| 52D | Power-Generation Equipment Repairer | 3,239 |
| 52E | Prime Power Production Specialist | 190 |
| 52X | Special Purpose Equipment Repairer | 196 |
| 62B | Construction Equipment Repairer | 1,983 |

| | | |
|---|---|---|
| 63B | Light-Wheel Vehicle Mechanic | 10,209 |
| 63D | Self-Propelled Field Artillery System Mechanic | 653 |
| 63E | M1 ABRAMS Tank System Mechanic | 1,930 |
| 63G | Fuel and Electrical Systems Repairer | 503 |
| 63H | Track Vehicle Repairer | 3,271 |
| 63N | M60A1/A3 Tank System Mechanic (Reserve Components) | 1 |
| 63S | Heavy-Wheel Vehicle Mechanic | 2,701 |
| 63T | BRADLEY Fighting Vehicle System Mechanic | 3,135 |
| 63W | Wheel Vehicle Repairer | 3,393 |
| 63Y | Track Vehicle Mechanic | 732 |
| 63Z | Mechanical Maintenance Supervisor | 847 |
| 67G | Utility Airplane Repairer (Reserve Components) | 6 |
| 67N | UH-1 Helicopter Repairer | 214 |
| 67R | AH-64 Attack Helicopter Repairer | 1,658 |
| 67S | OH-58D Helicopter Repairer | 1,015 |
| 67T | UH-60 Helicopter Repairer | 3,540 |
| 67U | CH-47 Helicopter Repairer | 1,706 |
| 67V | Observation/Scout Helicopter Repairer | 126 |
| 67Y | AH-1 Attack Helicopter Repairer | 111 |
| 67Z | Aircraft Maintenance Senior Sergeant | 449 |
| 68B | Aircraft Powerplant Repairer | 619 |
| 68D | Aircraft Powertrain Repairer | 443 |
| 68F | Aircraft Electrician | 523 |
| 68G | Aircraft Structural Repairer | 591 |
| 68H | Aircraft Pneudraulics Repairer | 391 |
| 68K | Aircraft Components Repair Supervisor | 259 |
| 68X | AH-64 Armament/Electrical Systems Repairer | 1,044 |
| 88L | Watercraft Engineer | 416 |

**4 Air Traffic Controllers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 93C | Air Traffic Control (ATC) Operator | 1,143 |

**6 Communications Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 25C | Communications-Electronics (C-E) Operations | 1,626 |

**7 Communications Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 18E | Special Forces Communications Sergeant | 804 |
| 31F | Network Switching Systems Operator-Maintainer | 4,232 |
| 31U | Signal Support Systems Specialist | 7,360 |
| 31W | Telecommunications Operations Chief | 1,591 |
| 74C | Record Telecommunications Operator-Maintainer | 2,449 |
| 98H | Morse Interceptor | 607 |
| 98K | Non-Morse Interceptor/Analyst | 509 |

**8 Computer Systems Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 251A | Data Processing Technician | 82 |
| 25B | Communications-Electronics (C-E) Automation | 106 |
| 53A | Systems Automation Management | 43 |

| | | |
|---|---|---|
| 53B | Systems Automation Officer, Hardware Engineering | 8 |
| 53C | Systems Automation Acquisition | 5 |
| 74Z | Record Information Systems Chief | 154 |
| 75F | Personnel Information System Management Specialist | 696 |

**9 Construction and Engineering Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 12B | Combat Engineer | 8,974 |
| 12C | Bridge Crewmember | 724 |
| 12Z | Combat Engineering Senior Sergeant | 310 |
| 18C | Special Forces Engineer Sergeant | 748 |
| 43M | Fabric Repair Specialist | 205 |
| 51H | Construction Engineering Supervisor | 480 |
| 51K | Plumber | 155 |
| 51Z | General Engineering Supervisor | 160 |
| 62E | Heavy Construction Equipment Operator | 1,526 |
| 62F | Crane Operator | 353 |
| 62G | Quarrying Specialist | 48 |
| 62H | Concrete and Asphalt Equipment Operator | 101 |
| 62J | General Construction Equipment Operator | 772 |
| 62N | Construction Equipment Supervisor | 473 |

**10 Combat Arms**

| MOC | MOC Title | Personnel |
|---|---|---|
| 11A | Infantry | 6,726 |
| 11B | Infantryman | 28,391 |
| 11C | Indirect Fire Infantryman | 5,568 |
| 11H | Heavy Antiarmor Weapons Infantryman | 2,589 |
| 11M | Fighting Vehicle Infantryman | 13,780 |
| 11X | Infantry MOS to Be Determined | 2,449 |
| 11Z | Infantry Senior Sergeant | 244 |
| 12A | Armor, General | 4,003 |
| 12B | Armor | 6 |
| 12C | Cavalry | 2 |
| 13A | Field Artillery, General | 5,213 |
| 13B | Cannon Crewmember | 11,361 |
| 13C | Automated Fire Support Systems Specialist | 817 |
| 13E | Cannon Fire Direction Specialist | 1,919 |
| 13F | Fire Support Specialist | 4,278 |
| 13M | Multiple Launch Rocket System Crewmember | 3,464 |
| 13P | Multiple Launch Rocket System Operations/Fire Direction Specialist | 1,008 |
| 13Z | Field Artillery Senior Sergeant | 621 |
| 14A | Air Defense Artillery, General | 1,643 |
| 14B | Short-Range Air Defense Artillery (SHORAD) | 212 |
| 14D | HAWK Missile System Crewmember | 1 |
| 14D | HAWK Missile Air Defense Artillery | 4 |
| 14E | PATRIOT Missile Air Defense Artillery | 263 |
| 14E | PATRIOT Fire Control Enhanced Operator/Maintainer | 1,227 |
| 14J | Air Defense C4I Tactical Operations Center Enhanced Operator/Maintainer | 1,219 |
| 14M | Man Portable Air Defense System Crewmember | 14 |
| 14R | BRADLEY Linebacker Crewmember | 1,504 |

| | | |
|---|---|---|
| 14S | AVENGER Crewmember | 3,079 |
| 19D | Cavalry Scout | 6,620 |
| 19K | M1 Armor Crewman | 12,670 |
| 19Z | Armor Senior Sergeant | 625 |
| 913A | Armament Repair Technician | 69 |

**11 Dental and Pharmacy Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 63A | General Dentist | 341 |
| 63B | Comprehensive Dentist | 297 |
| 63D | Periodontist | 53 |
| 63E | Endodontist | 41 |
| 63F | Prosthodontist | 102 |
| 63H | Public Health Dentist | 7 |
| 63K | Pediatric Dentist | 38 |
| 63M | Orthodonist | 34 |
| 63N | Oral and Maxillofacial Surgeon | 89 |
| 63P | Oral Pathologist | 17 |
| 91E | Dental Specialist | 1,648 |
| 91Q | Pharmacy Specialist | 633 |

**12 Divers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 00B | Diver | 88 |

**13 Emergency Management and Laboratory Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 54B | Chemical Operations Specialist | 6,386 |
| 77L | Petroleum Laboratory Specialist | 149 |

**14 Environmental Health and Safety Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 91R | Veterinary Food Inspection Specialist | 967 |
| 91S | Preventive Medicine Specialist | 681 |

**15 Finance and Accounting Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 44A | Finance, General | 590 |
| 45A | Comptroller | 19 |

**18 Functional Specialty Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 151A | Aviation Maintenance Technician (Nonrated) | 220 |
| 15D | Aviation Logistics | 174 |
| 311A | CID Special Agent | 326 |
| 31A | Military Police General | 1,617 |
| 420A | Military Personnel Technician | 215 |
| 42A | Adjutant General, General | 455 |
| 42B | Personnel Systems Management | 1,121 |
| 49B | Operations Research, Personnel | 19 |
| 640A | Veterinary Services Technician | 60 |
| 74C | Chemical Munitions and Materiel Management | 636 |

| | | |
|---|---|---|
| 88A | Transportation, General | 1,909 |
| 88B | Traffic Management | 1 |
| 88C | Marine and Terminal Operations | 2 |
| 88D | Motor/Rail Transportation | 2 |
| 90A | Logistics | 23 |
| 910A | Ammunition Technician | 106 |
| 914A | Allied Trades Technician | 54 |
| 915A | Unit Maintenance Technician (Light) | 486 |
| 915D | Unit Maintenance Technician (Heavy) | 126 |
| 915E | Support Maintenance Technician | 340 |
| 91A | Ordnance, General | 330 |
| 91B | Maintenance Management | 2,139 |
| 91D | Munitions Materiel Management | 456 |
| 91M | Hospital Food Service Specialist | 558 |
| 920A | Property Accounting Technician | 444 |
| 920B | Supply Systems Technician | 304 |
| 922A | Food Service Technician | 174 |
| 92A | Quartermaster, General | 836 |
| 92B | Supply and Materiel Management | 1,737 |
| 92D | Aerial Delivery and Materiel | 206 |
| 92F | Petroleum and Water | 203 |
| 92G | Quartermaster | 10,589 |

**20 Health, Education and Welfare Workers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 47A | USMA Professor | 28 |
| 55A | Judge Advocate, General | 1,391 |
| 55B | Military Judge | 1 |
| 56A | Command and Unit Chaplain | 1,238 |
| 56D | Clinical Pastoral Educator | 2 |
| 61E | Clinical Pharmacologist | 8 |
| 65C | Dietitian | 141 |
| 67A | Health Services | 2,591 |
| 67D | Behavioral Sciences | 252 |
| 67E | Pharmacy | 144 |
| 70A | Health Care Administration | 1 |
| 70B | Health Services Administration | 2 |
| 73B | Clinical Psychology | 4 |
| 96Z | Intelligence Senior Sergeant | 32 |
| 97E | Interrogator | 826 |
| 98G | Voice Interceptor | 2,968 |
| 98X | Linguist MOS to Be Determined | 443 |
| 98Z | Signals Intelligence/Electronic Warfare Chief | 148 |

**21 Intelligence Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 131A | Field Artillery Targeting Technician | 172 |
| 25A | Signal, General | 2,000 |
| 350B | All Source Intelligence Technician | 137 |
| 350D | Imagery Intelligence Technician | 78 |
| 351B | Counterintelligence Technician | 293 |
| 351E | Human Intelligence Collection Technician | 108 |
| 352C | Traffic Analysis Technician | 145 |

| | | |
|---|---|---|
| 352D | Emitter Location/Identification Technician | 12 |
| 352G | Voice Intercept Technician | 44 |
| 352H | Morse Intercept Technician | 19 |
| 352J | Emanations Analysis Technician | 44 |
| 352K | Non-Morse Intercept Technician | 16 |
| 353A | IEW Equipment Technician | 48 |
| 35B | Strategic Intelligence | 311 |
| 35D | All Source Intelligence | 3,414 |
| 35E | Counterintelligence | 143 |
| 35F | Human Intelligence | 6 |
| 35G | Signals Intelligence/Electronic Warfare | 162 |
| 37F | Psychological Operations Specialist | 440 |
| 96B | Intelligence Analyst | 3,120 |
| 96D | Imagery Analyst | 764 |
| 96H | Imagery Ground Station (IGS) Operator | 329 |
| 96R | Ground Surveillance Systems Operator | 764 |
| 96U | Unmanned Aerial Vehicle Operator | 154 |
| 97B | Counterintelligence Agent | 1,076 |
| 97Z | Counterintelligence/Human Intelligence Senior Sergeant | 10 |
| 98C | Signals Intelligence Analyst | 2,116 |
| 98J | Noncommunications Interceptor/Analyst | 698 |

**22 Law Enforcement Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 95B | Military Police | 14,072 |
| 95C | Corrections Specialist | 948 |
| 95D | CID Special Agent | 463 |

**23 Legal Specialists and Court Reporters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 550A | Legal Administrator | 61 |
| 71D | Legal Specialist | 1,570 |

**24 Life Scientists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 64A | Veterinarian | 417 |
| 67B | Laboratory Sciences | 270 |
| 75A | Field Veterinary Service | 7 |

**25 Machinists, Technicians, and Cargo Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 42E | Optical Laboratory Specialist | 182 |
| 44E | Machinist | 410 |
| 77F | Petroleum Supply Specialist | 8,586 |
| 77W | Water Treatment Specialist | 862 |
| 81L | Lithographer | 301 |
| 88H | Cargo Specialist | 1,657 |
| 92R | Quartermaster | 1,598 |

**26 Medical Service and Medical Care Technicians**

| MOC | MOC Title | Personnel |
|---|---|---|
| 18D | Special Forces Medical Sergeant | 730 |
| 65D | Physician Assistant | 478 |

| | | |
|---|---|---|
| 91B | Medical Specialist | 16,975 |
| 91C | Practical Nurse | 3,073 |
| 91D | Operating Room Specialist | 1,068 |
| 91K | Medical Laboratory Specialist | 1,977 |
| 91P | Radiology Specialist | 959 |
| 91T | Animal Care Specialist | 458 |
| 91V | Respiratory Specialist | 298 |

**27 Musicians and Media Directors**

| MOC | MOC Title | Personnel |
|---|---|---|
| 02B | Band Member Coronet or Trumpet Player | 258 |
| 02C | Band Member Baritone or Euphonium Player | 74 |
| 02D | Band Member French Horn Player | 105 |
| 02E | Band Member Trombone Player | 149 |
| 02F | Band Member Tuba Player | 102 |
| 02G | Band Member Flute or Piccolo Player | 75 |
| 02H | Band Member Oboe Player | 35 |
| 02J | Band Member Clarinet Player | 177 |
| 02K | Band Member Bassoon Player | 43 |
| 02L | Band Member Saxophone Player | 149 |
| 02M | Band Member Percussion Player | 107 |
| 02N | Band Member Piano Player | 71 |
| 02S | Special Band Member | 551 |
| 02T | Band Member Guitar Player | 43 |
| 02U | Electric Bass Guitar Player | 55 |
| 02Z | Bands Senior Sergeant | 61 |
| 420C | Bandmaster | 46 |
| 42C | Army Bands | 22 |
| 46B | Broadcast | 13 |

**29 Ordnance Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 55D | Explosive Ordnance Disposal (EOD) Specialist | 1,065 |

**30 Nurses and Physical Therapists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 65A | Occupational Therapy | 72 |
| 65B | Physical Therapy | 177 |
| 66A | Nurse Administrator | 2 |
| 66C | Psychiatric/Mental Health Nurse | 91 |
| 66E | Operating Room Nurse | 285 |
| 66F | Nurse Anesthetist | 221 |
| 66H | Medical Surgical Nurse | 2,739 |
| 66J | Clinical Nurse | 1 |

**32 Photographic and Audiovisual Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 25M | Multimedia Illustrator | 332 |
| 25V | Combat Documentation/Production Specialist | 472 |
| 25Z | Visual Information Operations Chief | 107 |

**33 Physicians, Surgeons, Optometrists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 60B | Nuclear Medicine Officer | 23 |
| 60C | Preventive Medicine Officer | 78 |
| 60D | Occupational Medicine Officer | 22 |
| 60F | Pulmonary Disease Officer | 58 |
| 60G | Medical Corps Officer, Gastroenterologist | 47 |
| 60H | Cardiologist | 64 |
| 60J | Obstetrician and Gynecologist | 269 |
| 60K | Urologist | 72 |
| 60L | Dermatologist | 71 |
| 60M | Allergist, Clinical Immunologist | 21 |
| 60N | Anesthesiologist | 171 |
| 60P | Pediatrician | 287 |
| 60Q | Pediatric Cardiologist | 7 |
| 60R | Child Neurologist | 14 |
| 60S | Ophthalmologist | 103 |
| 60T | Otolaryngologist | 77 |
| 60U | Child Psychiatrist | 40 |
| 60V | Neurologist | 60 |
| 60W | Psychiatrist | 165 |
| 61A | Nephrologist | 14 |
| 61B | Medical Oncologist/Hematologist | 36 |
| 61C | Endocrinologist | 22 |
| 61D | Rheumatologist | 15 |
| 61F | Internist | 445 |
| 61G | Infectious Disease Officer | 35 |
| 61H | Family Physician | 563 |
| 61J | General Surgeon | 302 |
| 61K | Thoracic Surgeon | 19 |
| 61L | Plastic Surgeon | 20 |
| 61M | Orthopedic Surgeon | 223 |
| 61N | Flight Surgeon | 147 |
| 61P | Physiatrist | 36 |
| 61Q | Therapeutic Radiologist | 16 |
| 61R | Diagnostic Radiologist | 216 |
| 61U | Pathologist | 143 |
| 61W | Peripheral Vascular Surgeon | 15 |
| 61Z | Neurosurgeon | 26 |
| 62A | Emergency Physician | 177 |
| 62B | Field Surgeon | 354 |
| 67C | Preventive Medicine Sciences | 372 |
| 67F | Optometry | 122 |
| 67G | Podiatry | 22 |

**34 Pilots and Ship/Submarine Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 152B | OH-58A/C Scout Pilot | 79 |
| 152C | OH-6 Pilot | 52 |
| 152D | OH-58D Pilot | 702 |
| 152F | AH-64 Attack Pilot | 862 |
| 152G | AH-1 Attack Pilot | 50 |
| 153B | UH-1 Pilot | 158 |

| | | |
|---|---|---|
| 153D | UH-60 Pilot | 1,943 |
| 154C | CH-47D Pilot | 516 |
| 155A | Fixed Wing Aviator | 4 |
| 155D | U-21 Pilot | 37 |
| 155E | C-12 Pilot | 302 |
| 15A | Aviation, General | 4,337 |
| 15B | Aviation Combined Arms Operations | 159 |
| 15C | Aviation All-Source Intelligence | 26 |
| 67J | Aeromedical Evacuation | 286 |
| 880A | Marine Deck Officer | 88 |
| 88K | Watercraft Operator | 591 |

**36 Precision Equipment Repairers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 140E | PATRIOT Systems Technician | 161 |
| 14T | PATRIOT Launching Station Enhanced Operator/Maintainer | 2,372 |
| 14Z | Air Defense Artillery Senior Sergeant | 253 |
| 25R | Visual Information Equipment Operator-Maintainer | 221 |
| 27E | Land Combat Electronic Missile System Repairer | 600 |
| 27M | Multiple Launch Rocket System (MLRS) Repairer | 451 |
| 27T | AVENGER System Repairer | 276 |
| 27X | PATRIOT System Repairer | 160 |
| 27Z | Missile Systems Maintenance Chief | 36 |
| 31C | Radio Operator-Maintainer | 1,421 |
| 31L | Cable Systems Installer-Maintainer | 2,123 |
| 31P | Microwave Systems Operator-Maintainer | 1,515 |
| 31R | Multichannel Transmission Systems Operator-Maintainer | 7,196 |
| 31S | Satellite Communication Systems Operator-Maintainer | 2,047 |
| 31T | Satellite/Microwave Systems Chief | 69 |
| 31Z | Senior Signal Sergeant | 127 |
| 35B | Land Combat Support System (LCSS) Test Specialist | 56 |
| 35C | Surveillance Radar Repairer | 41 |
| 35E | Radio and Communications Security (COMSEC) Repairer | 1,766 |
| 35F | Special Electronic Devices Repairer | 354 |
| 35H | Test, Measurement, and Diagnostic Equipment (TMDE) Maintenance Support Specialist | 262 |
| 35J | Telecommunication Terminal Device Repairer | 424 |
| 35M | Radar Repairer | 194 |
| 35N | Wire Systems Equipment Repairer | 390 |
| 35Q | Avionic Flight Systems Repairer | 119 |
| 35W | Electronic Maintenance Chief | 455 |
| 35Y | Integrated Family of Test Equipment (IFTE) Operator and Maintainer | 294 |
| 35Z | Senior Electronics Maintenance Chief | 27 |
| 39B | Automatic Test Equipment Operator/Maintainer | 108 |
| 45B | Small Arms/Artillery Repairer | 503 |
| 45D | Self-Propelled Field Artillery Turret Mechanic | 181 |
| 45E | M1 ABRAMS Tank Turret Mechanic | 700 |
| 45G | Fire Control Repairer | 355 |
| 45K | Armament Repairer | 922 |
| 45N | M60A1/A3 Tank Turret Mechanic | 3 |

| | | |
|---|---|---|
| 45T | BRADLEY Fighting Vehicle System Turret Mechanic | 558 |
| 52G | Transmission and Distribution Specialist | 2 |
| 63J | Quartermaster and Chemical Equipment Repairer | 1,272 |
| 670A | Health Services Maintenance Technician | 77 |
| 68J | Aircraft Armament/Missile Systems Repairer | 616 |
| 68N | Avionic Mechanic | 624 |
| 74G | ADP Systems Analyst | 390 |
| 91A | Medical Equipment Repairer | 650 |

**37 Preventive Maintenance Analysts**

| MOC | MOC Title | Personnel |
|---|---|---|
| 74B | Card and Tape Writer | 2,673 |

**38 Public Information Managers and Journalists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 350L | Attaché Technician | 54 |
| 38A | Civil Affairs Specialist (Reserve Components) | 7 |
| 39A | PSYOP or CA, General | 32 |
| 39B | Psychological Operations | 7 |
| 39C | Civil Affairs | 3 |
| 46A | Public Affairs, General | 18 |
| 46Q | Journalist | 378 |
| 46R | Broadcast Journalist | 247 |
| 46Z | Public Affairs Chief | 53 |
| 48A | Foreign Area Officer, General | 50 |
| 48B | Latin America | 7 |
| 48C | West Europe | 1 |
| 48D | Foreign Area Officer, South Asia | 3 |
| 48E | Russia/East Europe | 3 |
| 48F | Foreign Area Officer, China | 1 |
| 70H | Health Services Plans, Operations, Intelligence, Security, and Training | 2 |
| 91E | Explosive Ordnance Disposal | 28 |

**39 Radar and Sonar Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 13R | Field Artillery (FA) Firefinder Radar Operator | 487 |

**40 Recruiting Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 00Z | Command Sergeant Major | 1,119 |
| 79R | Recruiter | 3,158 |
| 79S | Career Counselor | 719 |

**41 Scientists and Engineers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 140A | Command and Control Systems Technician | 22 |
| 210A | Utilities Operation and Maintenance Technician | 41 |
| 21A | Engineer General | 1,004 |
| 21B | Combat Engineer | 2,593 |
| 21D | Facilities/Contract Construction Management Engineer (FCCME) Officer | 6 |

| | | |
|---|---|---|
| 25D | Communications-Electronics (C-E) Engineering | 58 |
| 25E | Information Systems and Networking | 21 |
| 49A | Operations Research/Systems Analysis Officer, Operations Research, General | 63 |
| 49C | Operations Research, Combat Operations/Weapon Systems | 9 |
| 49D | Operations Research, Planning, Programming, and Resource Management | 8 |
| 49E | Operations Research, Test, and Evaluation | 1 |
| 51A | Research and Development | 1 |
| 52A | Nuclear Weapons Officer, General | 6 |
| 52B | Nuclear Weapons Research | 5 |
| 72D | Environmental Science | 1 |
| 72E | Sanitary Engineer | 2 |
| 74A | Chemical, General | 508 |
| 74B | Chemical Operations and Training | 84 |
| 912A | Land Combat Missile Systems Technician | 59 |
| 916A | High-to-Medium Air Defense (HIMAD) Direct Support/General Support Maintenance Technician | 20 |
| 917A | Maneuver Forces Air Defense Systems (MFADS) Technician | 74 |
| 918A | TMDE Maintenance Support Technician | 20 |
| 918B | Electronic Systems Maintenance Technician | 185 |
| 919A | Engineer Equipment Repair Technician | 136 |

### 42 Ship Engineers and Air Crew Members

| MOC | MOC Title | Personnel |
|---|---|---|
| 881A | Marine Engineering Officer | 95 |

### 43 Surveyors and Mappers

| MOC | MOC Title | Personnel |
|---|---|---|
| 215D | Terrain Analysis Technician | 34 |
| 21C | Topographic Engineer | 12 |
| 35C | Imagery Intelligence | 195 |
| 51T | Technical Engineering Specialist | 290 |
| 81T | Topographic Analyst | 379 |
| 81Z | Topographic Engineering Supervisor | 26 |
| 82C | Field Artillery Surveyor | 895 |
| 82D | Topographic Surveyor | 121 |

### 44 Transportation Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 88M | Motor Transport Operator | 10,756 |
| 88N | Transportation Management Coordinator | 1,444 |
| 88Z | Transportation Senior Sergeant | 274 |

### 46 Weather Personnel

| MOC | MOC Title | Personnel |
|---|---|---|
| 93F | Field Artillery Meteorological Crewmember | 226 |

Appendix G

# NAVY OCCUPATIONS BY OCCUPATIONAL CLUSTER

### 1 Special Operations Forces

| MOC | MOC Title | Personnel |
|---|---|---|
| 5323 | SDV Pilot/Navigator/DDS Operator | 82 |
| 5326 | Combatant Swimmer (SEAL) | 669 |
| 5332 | EOD Technician | 64 |
| 5333 | EOD Technician/Parachutist | 8 |
| 5350 | Special Warfare Combatant Crewman (SWCC) Basic | 10 |
| 5351 | Special Warfare Combatant Crewman (SWCC) Intermediate | 169 |
| 5352 | Special Warfare Combatant Crewman (SWCC) Advanced | 57 |
| 8673 | Squadron Special Missions Officer | 54 |
| 9062 | Amphibious Operations Officer | 36 |
| 9231 | Explosive Ordnance Disposal Mobile Unit Officer | 1 |
| 9291 | Executive Officer, Special Warfare Team | 2 |
| 9291 | Executive Officer, Special Warfare Team | 22 |
| 9293 | Sea-Air-Land Officer | 11 |
| 9293 | Sea-Air-Land Officer | 181 |
| 9294 | Seal Delivery Vehicle Officer | 36 |
| 9480 | Search and Rescue Officer | 11 |
| 9554 | Master Naval Parachutist | 1 |

### 2 Administrative, Personnel, and Supply Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 2514 | Flag Officer Writer | 180 |
| 2612 | Classification Interviewer | 409 |
| 2813 | Independent Duty Ashore Storekeeper | 25 |
| 2814 | SNAP II Supply and Financial Management (SFM) Storekeeper | 840 |
| 2815 | Independent Duty Afloat Storekeeper | 237 |
| 2820 | SNAP II Supply and Financial Management (SFM) Functional Area Supervisor | 632 |
| 2824 | Supply and Accounting (SUADPS R/T) Technical Specialist | 822 |

| | | |
|---|---|---|
| 2825 | Supply and Accounting (SUADPS-R/T) Advanced Technical Specialist | 458 |
| 2905 | Disbursing Afloat Automated Systems Specialist | 684 |
| 3111 | Automated Afloat Sales and Service Manager | 875 |
| 3115 | Resale Management Specialist | 36 |
| 3122 | Barber | 801 |
| 3154 | Dry Cleaning Specialist | 138 |
| 8012 | Aviation Supply Systems Specialist | 430 |
| 8424 | Medical Department Administration Technician | 277 |
| 8496 | Mortician | 17 |
| 9190 | Special Security Assistant | 877 |
| 9580 | Command Master Chief | 190 |
| 9590 | Support Equipment Asset Manager | 138 |

**3 Aircraft, Automotive, and Electrical Maintenance Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0982 | Guided Missile Launching System (GMLS) MK-26 Obsolescence Recovery Program (ORP) Technician | 19 |
| 0983 | MK-41 Vertical Launching System (VLS) Advanced Technician | 16 |
| 1103 | AEGIS Combat System Maintenance Supervisor | 21 |
| 1104 | AEGIS Combat System (BL4) Maintenance Supervisor | 71 |
| 1105 | AEGIS Weapon System MK-7 Technician | 155 |
| 1157 | Improved Self Defense Surface Missile System Technician | 111 |
| 1158 | TARTAR Missile Fire Control System (MK-74 MOD 14) Technician | 22 |
| 1159 | TERRIER Missile Fire Control System (MK-76 MOD 10) Technician | 9 |
| 1194 | AN/BSY-2(V) Advanced Maintainer | 1 |
| 1323 | AGFCS MK-86 MOD 8/10 Systems Technician | 154 |
| 1324 | AGFCS MK-86 MOD 9 Systems Technician | 4 |
| 1332 | Over the Horizon-Targeting (OTH-T) Supervisor | 16 |
| 1333 | Advanced TOMAHAWK Weapon Control System (ATWCS) AN/SWG-4 Operator and Maintenance Technician | 37 |
| 3354 | Submarine Nuclear Propulsion Plant Operator—Electrical | 950 |
| 3355 | Submarine Nuclear Propulsion Plant Operator—Mechanical | 1,004 |
| 3384 | Surface Ship Nuclear Propulsion Plant Operator—Electrical | 580 |
| 3385 | Surface Ship Nuclear Propulsion Plant Operator—Mechanical | 903 |
| 3386 | Surface Ship Nuclear Propulsion Plant Operator—Engineering Laboratory Technician | 213 |
| 4123 | DD-963/DDG-993/CG-47 Gas Turbine Electrical Maintenance Technician | 413 |
| 4124 | DD-963/DDG-993/CG-47 and DDG-51 Gas Turbine Mechanical Maintenance Technician | 757 |
| 4125 | DDG-51/AOE-6 Gas Turbine Electrical Maintenance Technician | 101 |
| 4126 | AOE-6 Gas Turbine Mechanical Maintenance Technician | 33 |

| | | |
|---|---|---|
| 4128 | FFG-7 Gas Turbine Mechanical Maintenance Technician | 130 |
| 4129 | FFG-7 Gas Turbine Electrical Maintenance Technician | 145 |
| 4131 | LCAC Craft Engineer/Assistant Operator | 65 |
| 4133 | LCAC Mechanical Systems Maintenance Technician | 172 |
| 4135 | LCAC Electrical Systems Maintenance Technician | 77 |
| 4136 | Marine Gas Turbine Inspector | 72 |
| 4204 | Steam Propulsion Maintenance Supervisor | 507 |
| 4206 | Shipboard Engineering Plant Program Manager | 610 |
| 4230 | SSN/SSBN Auxiliary Equipment Operator | 1,012 |
| 4231 | SSN/SSBN Auxiliary Equipment Technician | 1,115 |
| 4232 | SSN/SSBN Weapons Equipment Operator | 388 |
| 4233 | SSN/SSBN Weapons Equipment Technician | 598 |
| 4245 | SSN/SSBN Basic Auxiliary Equipment Technician | 53 |
| 4246 | SSN/SSBN Diesel Engine (Fairbanks-Morse) Maintenance Technician | 76 |
| 4291 | Refrigeration and Air Conditioning Systems Technician | 1,768 |
| 4295 | UNREP Equipment Mechanic | 237 |
| 4296 | Shipboard Elevator Hydraulic/Mechanical System Mechanic | 578 |
| 4302 | PAXMAN Valenta Diesel Engine Operator | 23 |
| 4303 | Cummins/Volvo Penta Diesel Engines Technician | 226 |
| 4308 | Causeway Section Powered/Side Loadable Warping Tug (CSP/SLWT) Engineer | 46 |
| 4310 | ALCO (251C) and General Motors EMD (645) Diesel Engine Technician | 291 |
| 4313 | Outboard Engine Mechanic | 584 |
| 4314 | Diesel Engine Inspector | 54 |
| 4316 | MCM 1 & 2 Propulsion Technician | 43 |
| 4324 | MCM Propulsion Technician | 209 |
| 4333 | Fairbanks Morse (38D 8-1/8) and Colt Pielstick (PC2.5V) Diesel Engine Technician | 207 |
| 4355 | LAMPS MK III RAST Mechanical Maintenanceman | 252 |
| 4361 | ARS-50 Class Propulsion Technician | 11 |
| 4366 | LSD-41 Class Propulsion System Technician | 101 |
| 4615 | Electrical Motor Rewinder | 557 |
| 4621 | IMA Electrical Shop Journeyman | 235 |
| 4626 | DD-963/LHD-1 Electrical Component Maintenance Technician | 211 |
| 4632 | FFG-7 Class Auxiliaries Electrical System Technician | 146 |
| 4666 | Minesweeping Electrician | 73 |
| 4668 | UNREP Electrical-Electronics Control Maintenance | 217 |
| 4671 | Shipboard Elevator Electronic/Electrical System Maintenance Technician | 485 |
| 4672 | Steam Catapult Electrician | 71 |
| 4673 | LAMPS MK III RAST/HRS Electrical Maintenanceman | 235 |
| 4709 | Mission Briefing System AN/SXQ-8 Maintenance Technician | 59 |
| 4731 | Auxiliary Electrician | 10 |

| | | |
|---|---|---|
| 4743 | Integrated Launch and Recovery Television Surveillance (ILARTS) System Maintenance Technician | 95 |
| 4752 | Electrolytic Oxygen Generator (MODEL 6L16) Maintenance Technician | 7 |
| 4755 | LSD-41 Console Maintenance | 33 |
| 4756 | AO-177 Console Maintenance | 71 |
| 4757 | ARS-50 Console Maintenance | 32 |
| 4758 | Stabilized Glide Slope Indicator System Maintenance | 436 |
| 4775 | MK-9 MOD 4 DRAI/MK-6 MOD 4B DRT Technician | 58 |
| 4776 | MK-9 MOD 4/MK-10 MOD 0 DRAI and MK-6 MOD 4B DRT Technician | 59 |
| 4777 | MK-6 MOD 4D Digital Dead Reckoning Trace (DDRT) Technician | 59 |
| 5601 | Uninterruptible Power Supply (UPS) Maintenance | 42 |
| 5633 | Mobile Utilities Support Equipment (MUSE) Technician | 37 |
| 5635 | Advanced Construction Electrician | 245 |
| 5805 | Advanced Construction Mechanic | 379 |
| 5908 | Tool and Equipment Technician | 48 |
| 6104 | Shore Based Refrigeration and Air Conditioning Technician | 74 |
| 6410 | F-110 Turbofan Jet Engine First Degree Repair/IMA Technician | 73 |
| 6415 | TF-30 Turbofan Jet Engine First Degree Repair/IMA Mechanic | 117 |
| 6416 | J-52 Turbojet Engine First Degree/IMA Mechanic | 165 |
| 6417 | T-400 Turboshaft Jet Engine First Degree Repair/IMA Mechanic | 14 |
| 6418 | T-56 Turboprop Engine and 54H60 Series Propeller First Degree/IMA Mechanic | 270 |
| 6419 | T-58 Turboshaft Jet Engine First Degree/IMA Mechanic | 139 |
| 6420 | F-404 Turbofan Jet Engine First Degree/IMA Mechanic | 190 |
| 6421 | TF-34 Turbofan Jet Engine First Degree/IMA Mechanic | 96 |
| 6422 | Test Cell Operator/Maintainer | 140 |
| 6423 | T-56-425/427 Turboprop Engine and Propeller IMA Mechanic | 58 |
| 6424 | T-64 Turboshaft Jet Engine First Degree/IMA Mechanic | 29 |
| 6426 | T-700 Turboshaft Jet Engine First Degree/IMA Mechanic | 69 |
| 6428 | Helicopter Rotors/Related Components IMA Mechanic | 6 |
| 7105 | Attitude Heading Reference System IMA Technician | 140 |
| 7131 | Power Generating Systems IMA Technician | 39 |
| 7133 | A6/EA6 Electrical Component IMA Technician | 19 |
| 7136 | P-3C Automatic Flight Control Systems (AFCS) IMA Technician | 91 |
| 7137 | Aircraft Instrument IMA Technician | 178 |
| 7144 | Helicopter ASE/AFCS IMA Technician | 90 |
| 7173 | ASM-175 Electronic Module Test Console IMA Technician | 81 |
| 7174 | AFCS/ADC/INS/DRS and Flight Systems Mini-SACE GT-4 Test Console Intermediate Technician | 64 |
| 7175 | P-3/C-130/E-2/C-2 Electrical Component IMA Technician | 65 |

| | | |
|---|---|---|
| 7182 | P-3A/B Integrated Electrical System OMA Specialist | 59 |
| 7184 | F/A-18 Electrical Systems IMA Technician | 89 |
| 7197 | ASM-608 Inertial Measurement Unit Test Set Maintenance Technician | 191 |
| 7212 | Stationary Hydraulics Test Stand Operator/Maintenanceman | 177 |
| 7213 | Hydraulic, Pneumatic, Servocylinder Test (STS) Operator/Maintainer | 32 |
| 7232 | Structural Repair IMA Technician | 498 |
| 7603 | Support Equipment Air Conditioning and Mobile Maintenance Facility (MMF) Technician | 73 |
| 7606 | Support Equipment Gas Turbine Mechanic | 167 |
| 7607 | Shore Support Equipment Tow Tractor Technician | 288 |
| 7610 | Weapons Handling/Loading Equipment Mechanic | 59 |
| 7612 | Afloat SE Hydraulic Equipment IMA Technician | 134 |
| 7613 | Shore Based SE Hydraulic Equipment IMA Technician | 127 |
| 7614 | Shore Based Mobile Electric Power Plant IMA Technician | 255 |
| 7615 | Afloat Mobile Electric Power Plant Technician | 148 |
| 7616 | Maintenance Crane IMA Technician (Shore) | 31 |
| 7617 | Crash and Material Handling Technician (Sea) | 64 |
| 7618 | Afloat Support Equipment Technician | 138 |
| 8361 | Unmanned Air Vehicle (UAV) Systems Organizational Maintenance Technician | 42 |
| 8362 | Unmanned Air Vehicle (UAV) Systems Operator | 23 |
| 8375 | H-2 (LAMPS) Systems Organizational Maintenance Technician | 69 |
| 8376 | SH-60 (LAMPS MK III) Systems Organizational Maintenance Technician | 604 |
| 8377 | SH-3 Systems Organizational Maintenance Technician | 316 |
| 8378 | SH-60F/HH-60H Systems Organizational Maintenance Technician | 1,347 |
| 8379 | H-46 Systems Organizational Maintenance Technician | 756 |
| 8380 | UH-1N Systems Organizational Maintenance Technician | 32 |
| 8391 | Airborne Mine Countermeasure Systems Maintenance (AMCM) Technician (Level I and O) | 79 |
| 8803 | CH/MH-53 Systems Organizational Apprentice Maintenance Technician | 154 |
| 8805 | C-2/E-2 Systems Organizational Apprentice Maintenance Technician | 228 |
| 8806 | E-2C Group II Systems Organizational Apprentice Maintenance Technician | 131 |
| 8819 | P-3 Systems Organizational Apprentice Maintenance Technician | 666 |
| 8832 | EA-6B Systems Organizational Apprentice Maintenance Technician | 485 |
| 8835 | F-14D Systems Organizational Apprentice Maintenance Technician | 179 |

| | | |
|---|---|---|
| 8842 | F/A-18 Systems Organizational Apprentice Maintenance Technician | 1,489 |
| 8843 | E-6A Systems Organizational Apprentice Maintenance Technician | 29 |
| 8845 | F-14 Systems Organizational Apprentice Maintenance Technician | 853 |
| 8847 | S-3 Systems Organizational Apprentice Maintenance Technician | 502 |
| 8877 | H-3 Systems Organizational Apprentice Maintenance Technician | 46 |
| 8878 | SH-60F/HH-60H Systems Organizational Apprentice Maintenance Technician | 200 |
| 8891 | Airborne Mine Countermeasure (AMCM) Systems Organization Apprentice Maintenance Technician | 43 |
| 9583 | Locksmith | 95 |
| 9594 | Intermediate Maintenance Activity (IMA) Nuclear Worker | 28 |

**4 Air Traffic Controllers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 6901 | Facility Rated Approach Controller | 396 |
| 6902 | Carrier Air Traffic Control Center Controller | 637 |
| 6903 | Amphibious Air Traffic Control Center Controller | 244 |
| 8621 | Strike Operations Officer | 63 |
| 8644 | Radar Air Traffic Control Center Officer | 49 |
| 8647 | Air Traffic Control Officer | 18 |
| 8658 | Controlled Approach Officer | 1 |
| 8662 | Landing Signal Officer | 112 |
| 8960 | Navy Airspace Officer | 8 |
| 8972 | Staff Air Tactical Officer | 14 |
| 8976 | Target Aircraft Controller | 1 |
| 8976 | Target Aircraft Controller | 2 |

**6 Communications Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 9510 | Communication Officer, Ashore | 19 |
| 9510 | Communication Officer, Ashore | 61 |
| 9512 | Automated Message Processing Exchange Officer | 2 |
| 9515 | Communications Plans and Operations Officer | 8 |
| 9515 | Communications Plans and Operations Officer | 97 |
| 9517 | Communication Security Officer | 2 |
| 9517 | Communication Security Officer | 12 |
| 9525 | Communication Watch Officer | 13 |
| 9525 | Communication Watch Officer | 34 |
| 9535 | Custodian of Communications Material | 28 |
| 9543 | Director of Communications | 5 |
| 9560 | Satellite Communications Officer | 3 |
| 9560 | Satellite Communications Officer | 14 |

| | | |
|---|---|---|
| 9565 | Radio Officer | 6 |
| 9565 | Radio Officer | 26 |
| 9567 | Radio Station Officer | 2 |
| 9567 | Radio Station Officer | 8 |
| 9575 | Circuit Control Officer | 7 |
| 9575 | Circuit Control Officer | 9 |
| 9582 | Communication Officer, Afloat | 8 |
| 9582 | Communication Officer, Afloat | 373 |
| 9585 | Signal Officer | 12 |
| 9590 | Staff Communications Officer | 9 |
| 9590 | Staff Communications Officer | 141 |
| 9595 | Communications Traffic Officer | 4 |
| 9595 | Communications Traffic Officer | 18 |

**7 Communications Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0342 | Navy Tactical Command System Afloat (NTCS-A) Operator | 1,401 |
| 0344 | Navy Command and Control System (NCCS) Ashore System/Operator | 53 |
| 1447 | Communications Security Devices (T/SEC/KW-46 T/R) Technician | 75 |
| 14RO | SSN Radio Frequency (RF) Equipment Operator | 135 |
| 14TM | TRIDENT I/II Radio Frequency (RF) Equipment Maintenance Technician | 27 |
| 14TO | TRIDENT I/II Radio Frequency (RF) Equipment Operator | 196 |
| 1573 | AIMS (TSEC/CRYPTO) Technician | 1 |
| 1733 | Electronic Warfare Systems Technician (AN/SLQ-32(V)2) | 313 |
| 1734 | Electronic Warfare Systems Technician (AN/SLQ-32(V)3) | 435 |
| 1737 | Electronics Warfare Systems Technician (AN/SLQ-32A(V)5/AN/SLQ-32(V)5) | 68 |
| 1743 | Electronic Warfare Systems Technician (AN/WLR-1H) | 44 |
| 1781 | Electronic Warfare Technician (Advanced Application) | 283 |
| 2301 | Enlisted Frequency Manager | 20 |
| 2321 | Surface Communication Systems Operator | 365 |
| 2350 | NAVMACS(V)5 Ship System Operator | 117 |
| 2354 | FLTSATCOM (SSIXS-OPCONCEN) Operator | 45 |
| 2358 | SHF SATCOM Systems Operator | 33 |
| 2375 | Tactical Support Communications (TSCOMM) Replacement Program System Operator | 95 |
| 2376 | LHD Class Radio Communications Systems Controller | 22 |
| 2378 | VERDIN/ISABPS Shore Communications System Operator | 17 |
| 6634 | Aircraft Communications Security Devices Equipment IMA Technician | 142 |
| 9133 | HFDF Network Manager | 49 |
| 9177 | CLASSIC OWL Operator | 79 |
| 9178 | NEWSDEALER Communications Operator | 123 |
| 9185 | TACINTEL Communications Operator | 534 |

| | | |
|---|---|---|
| 9188 | Navy Integrated Cryptologic Communications Systems Specialist | 12 |
| 9401 | EP-3E In-Flight Technician | 31 |
| 9403 | EP-3E Electronic Warfare Operator | 24 |

**8 Computer Systems Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0336 | Tactical Support Center (TSC) Operations Control Operator | 95 |
| 2306 | Computer Based Training Technician | 4,553 |
| 2708 | OSIS Baseline Upgrade (OBU) System Manager | 25 |
| 2709 | Joint Force Air Component Commander (JFACC) System Administrator | 5 |
| 2720 | NTCS-A System Administrator | 72 |
| 2730 | SNAP III System Administrator | 263 |
| 2735 | Information Systems Administrator | 305 |
| 2739 | Information Center Supervisor | 2 |
| 2743 | Computer Programmer (FORTRAN) | 4 |
| 2750 | Small Computer System Specialist | 66 |
| 2755 | AN/UYK-65 System Supervisor (SNAP I) | 67 |
| 2756 | AN/UYK-65(V) System Operator (SNAP I) | 117 |
| 2757 | CV-ASWM Data Processing System Operator | 21 |
| 2776 | Navy Command and Control System (NCCS) Ashore System Manager | 45 |
| 2777 | Tactical Support Center (TSC) Data Processing System Operator | 26 |
| 2778 | Mission Distribution System Operator | 49 |
| 6314 | Naval Aviation Logistics Command Management Information System (NALCOMIS) Database Administrator/Analyst (DBA/A) | 136 |
| 6315 | Naval Aviation Logistics Command Management Information System (NALCOMIS) System Administrator/Analyst (SA/A) | 200 |
| 8013 | Naval Aviation Logistics Command Management Information System (NALCOMIS) Supply Database Administrator (DBA) | 36 |
| 9170 | CLASSIC WIZARD Basic Operator | 216 |
| 9174 | CLASSIC WIZARD Configuration Maintenance Analyst | 28 |
| 9176 | CLASSIC WIZARD System Support Operator | 5 |
| 9301 | Entry Level Programmer/Analyst | 102 |
| 9302 | Cryptologic Network and Systems Configuration Manager | 82 |
| 9303 | Integrated Data Network Exchange Operations and Maintenance | 97 |
| 9304 | Database Administrator | 23 |
| 9512 | 3-M System Coordinator | 83 |
| 9517 | Ship's 3-M System Coordinator | 252 |
| 9705 | ADP System Director | 5 |
| 9705 | ADP System Director | 80 |
| 9710 | ADP Programs Officer | 1 |

| | | |
|---|---|---|
| 9710 | ADP Programs Officer | 42 |
| 9715 | ADP Production Officer | 4 |
| 9715 | ADP Production Officer | 15 |
| 9720 | ADP Plans Officer | 3 |
| 9720 | ADP Plans Officer | 69 |
| 9730 | Database Management Officer | 27 |
| 9735 | Computer Systems Analyst | 4 |
| 9735 | Computer Systems Analyst | 101 |
| 9740 | Digital Computer System Programmer | 2 |
| 9740 | Digital Computer System Programmer | 11 |
| 9745 | ADP Systems Maintenance Officer | 14 |
| 9745 | ADP Systems Maintenance Officer | 44 |
| 9750 | ADP Customer Liaison Officer | 5 |
| 9755 | Shipboard Nontactical Automatic Data Processing System Coordinator | 4 |
| 9755 | Shipboard Nontactical Automatic Data Processing System Coordinator | 13 |
| 9781 | ADP Systems Security Officer | 6 |
| 9781 | ADP Systems Security Officer | 29 |

**9 Construction and Engineering Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0107 | Minesweeping Boatswain's Mate | 175 |
| 0110 | IMA Rigging and Weight Testing Shop Journeyman | 106 |
| 0164 | Assault Boat Coxswain | 765 |
| 5501 | Construction Inspector | 348 |
| 5707 | Water Well Drilling Technician | 60 |
| 5708 | Blaster | 59 |
| 5710 | Advanced Equipment Operator | 296 |
| 5712 | Elevated Causeway System (Modular) Specialist | 1 |
| 5907 | Advanced Builder | 270 |
| 5915 | Construction Planner and Estimator Specialist | 219 |
| 6010 | Advanced Steelworker | 89 |
| 6021 | Safety Inspector | 456 |
| 7353 | Special Operations Parachute Rigger | 164 |
| 7356 | Aircrew Survival Equipment (IMA) Technician | 190 |

**10 Combat Arms**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0332 | TOMAHAWK Weapon System (Surface) Operator | 214 |
| 6090 | Surface Munitions Project Officer | 1 |
| 6380 | Weapons Equipment Project Officer | 9 |
| 6457 | Fire Control Inspection and Repair Officer | 4 |
| 6470 | Weapons Control Systems Project Officer (General) | 10 |
| 6472 | Weapons Control Systems Project Officer (Surface) | 16 |
| 6503 | Degaussing Officer | 1 |
| 6516 | Mine Assembly and Repair Officer | 1 |

| | | |
|---|---|---|
| 6516 | Mine Assembly and Repair Officer | 7 |
| 6537 | Torpedo Weapons Officer | 4 |
| 6537 | Torpedo Weapons Officer | 15 |
| 6582 | Undersea Weapons Project Officer | 5 |
| 6704 | Weapons Maintenance Officer | 1 |
| 6704 | Weapons Maintenance Officer | 4 |
| 6715 | Weapons Material Officer (General) | 5 |
| 6715 | Weapons Material Officer (General) | 11 |
| 6717 | Program Manager, Weapons Systems | 20 |
| 6920 | Weapons Design Officer | 4 |
| 6936 | Weapons Systems Inspection and Survey Officer | 3 |
| 6940 | Weapons Installation and Repair Superintendent | 4 |
| 6942 | Weapons Logistics Officer | 3 |
| 6942 | Weapons Logistics Officer | 23 |
| 6948 | Weapons Military Characteristics Officer | 4 |
| 6960 | Weapons Officer, Naval Activity | 6 |
| 6960 | Weapons Officer, Naval Activity | 21 |
| 6978 | Weapons Repair Officer | 3 |
| 6978 | Weapons Repair Officer | 14 |
| 6982 | Weapons Technical Officer | 2 |
| 6990 | Weapons Safety Officer | 8 |
| 6999 | Staff Weapons Material Officer | 1 |
| 9046 | Staff Electronic Warfare Officer | 40 |
| 9053 | Staff Weapons Officer | 50 |
| 9064 | Staff Mine Warfare Officer | 31 |
| 9066 | Anti-Air Warfare Operations Officer | 10 |
| 9080 | Staff Nuclear Weapons Officer | 1 |
| 9080 | Staff Nuclear Weapons Officer | 28 |
| 9202 | Gunnery/Ordnance Officer | 10 |
| 9202 | Gunnery/Ordnance Officer | 23 |
| 9230 | Explosive Ordnance Disposal Officer | 22 |
| 9230 | Explosive Ordnance Disposal Officer | 89 |
| 9238 | Fire Control Officer (Surface-to-Air Missiles) | 18 |
| 9238 | Fire Control Officer (Surface-to-Air Missiles) | 131 |
| 9247 | Strike Warfare/Missile Systems Officer (Surface-to-Air Missiles) | 85 |
| 9250 | Division Officer, Weapons Department (General) | 19 |
| 9250 | Division Officer, Weapons Department (General) | 132 |
| 9272 | Naval Gunfire Liaison Officer | 29 |
| 9289 | Special Weapons Unit Officer | 3 |
| 9292 | Special Weapons Technical Repair Officer | 1 |
| 9292 | Special Weapons Technical Repair Officer | 3 |
| 9296 | Special Weapons Assembly Officer (General) | 2 |
| 9296 | Special Weapons Assembly Officer (General) | 12 |
| 9540 | Stinger Anti-Terrorist Weapon (ATW) Operator and Maintenanceman | 76 |

### 11 Dental and Pharmacy Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 0335 | Dental Officer General Practitioner | 530 |
| 0340 | Operative Dentist | 15 |
| 0510 | Endodontist | 60 |
| 0525 | Comprehensive Dentist | 167 |
| 0530 | Maxillofacial Prosthetist | 4 |
| 0535 | Orthodontist | 14 |
| 0545 | Oral Diagnostician | 13 |
| 0550 | Oral Maxillofacial Surgeon | 81 |
| 0560 | Periodontist | 47 |
| 0569 | Prosthodontist | 68 |
| 0575 | Public Health/Preventive Dentistry Officer | 6 |
| 0579 | Pedodontist | 11 |
| 0580 | Oral Pathologist | 8 |
| 8482 | Pharmacy Technician | 884 |
| 8703 | Dental Department Administrative Technician | 267 |
| 8707 | Field Service Dental Technician | 736 |
| 8708 | Dental Hygienist | 8 |
| 8783 | Dental Surgical Technologist | 102 |

### 12 Divers

| MOC | MOC Title | Personnel |
|---|---|---|
| 5311 | Saturation Diver | 100 |
| 5320 | Basic Combatant Swimmer | 116 |
| 5330 | Explosive Ordnance Disposal (EOD) Apprentice Diver | 41 |
| 5334 | Senior EOD Technician | 96 |
| 5335 | Senior EOD Technician/Parachutist | 87 |
| 5336 | Master EOD Technician | 53 |
| 5337 | Master EOD Technician/Parachutist | 136 |
| 5341 | Master Diver | 60 |
| 5342 | Diver First Class | 372 |
| 5343 | Diver Second Class | 177 |
| 5344 | Submarine SCUBA Diver | 15 |
| 5345 | Scuba Diver | 59 |
| 5346 | Master Saturation Diver | 8 |
| 5375 | Salvage/Construction Demolition Diver | 1 |
| 5931 | Advanced Underwater Construction Technician | 67 |
| 5932 | Basic Underwater Construction Technician | 60 |
| 9562 | Deep Submergence Vehicle Operator | 3 |
| 9563 | Deep Submergence Vehicle Crewmember | 7 |

### 13 Emergency Management and Laboratory Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 0303 | ACDS Block 1 Operator | 17 |
| 0310 | AEGIS Operations Specialist (CG 65-DDG 79) | 188 |
| 6403 | Oil Analysis Operator/Evaluator | 138 |

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|---|---|---|
| 9597 | Radiac Technician | 25 |
| 9598 | Disaster Preparedness Operations and Training Specialists | 33 |

**14 Environmental Health and Safety Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 4805 | Shipboard Chemical, Biological and Radiological-Defense (CBR-D) Operations and Training Specialist | 485 |
| 4811 | Senior Enlisted Damage Control Program Management and Training Specialist | 543 |
| 8432 | Preventive Medicine Technician | 617 |
| 9595 | Hazardous Material Control Management Technician | 643 |

**15 Finance and Accounting Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1005 | Accounting Officer | 46 |
| 1015 | Internal Review Officer | 11 |
| 1025 | Budget Officer | 67 |
| 1045 | Disbursing Officer | 3 |
| 1045 | Disbursing Officer | 285 |
| 1050 | Comptroller | 199 |
| 2164 | Designated Project Business Administrator | 38 |
| 9052 | Military Assistance Programs Officer | 17 |

**16 Firefighters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 7011 | Aircraft Firefighting and Salvage Specialists | 502 |

**18 Functional Specialty Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0814 | Food Service Officer, Medical Facility | 17 |
| 1105 | Mess Treasurer/Caterer | 1 |
| 1105 | Mess Treasurer/Caterer | 16 |
| 1112 | Bachelor Quarters Manager | 3 |
| 1112 | Bachelor Quarters Manager | 13 |
| 1130 | Food Service Officer | 38 |
| 1130 | Food Service Officer | 105 |
| 1205 | Air Traffic Officer | 1 |
| 1205 | Air Traffic Officer | 17 |
| 1215 | Cargo Handling Officer | 13 |
| 1242 | Passenger Transportation Officer | 3 |
| 1245 | Household Goods Officer | 1 |
| 1272 | Transportation Logistics Officer | 1 |
| 1272 | Transportation Logistics Officer | 29 |
| 1295 | Transportation Director | 19 |
| 1302 | Issue Control Officer | 1 |
| 1302 | Issue Control Officer | 43 |
| 1306 | Material Division Officer | 66 |

| | | |
|---|---|---|
| 1345 | Naval Supply Control Officer | 7 |
| 1370 | Warehouse and Storage Officer | 1 |
| 1370 | Warehouse and Storage Officer | 7 |
| 1476 | Procurement Management Officer | 44 |
| 1480 | Procurement Contracting Officer | 93 |
| 1485 | Administrative Contracting Officer | 51 |
| 1515 | Inventory Control Methods Officer | 40 |
| 1530 | Stock Control Officer, Requirements | 5 |
| 1530 | Stock Control Officer, Requirements | 84 |
| 1913 | Stores Officer | 55 |
| 1918 | General Supply Officer | 5 |
| 1918 | General Supply Officer | 821 |
| 1920 | Equipment Program Support Officer | 33 |
| 1933 | Navy Exchange Officer | 9 |
| 1935 | Ships Store Officer | 2 |
| 1935 | Ships Store Officer | 45 |
| 1940 | Fuel Logistics Planning Officer | 19 |
| 1946 | Fuel Depot Officer | 2 |
| 1946 | Fuel Depot Officer | 14 |
| 1955 | Staff Supply Officer | 3 |
| 1955 | Staff Supply Officer | 107 |
| 1976 | Supply Field Services Officer | 10 |
| 1978 | Supply Logistics Officer | 2 |
| 1978 | Supply Logistics Officer | 98 |
| 1984 | Supply Plans Officer | 1 |
| 1984 | Supply Plans Officer | 62 |
| 1990 | Technical Supply Officer (General) | 1 |
| 1990 | Technical Supply Officer (General) | 26 |
| 1991 | Technical Supply Officer (Aviation) | 2 |
| 1991 | Technical Supply Officer (Aviation) | 70 |
| 2163 | Manager, Designated Project Functional Element | 108 |
| 2605 | Administrative Assistant | 11 |
| 2605 | Administrative Assistant | 98 |
| 2610 | Management Analysis and Control Officer | 36 |
| 2612 | Management Information Systems Officer | 1 |
| 2612 | Management Information Systems Officer | 23 |
| 2614 | Management Information Center Officer | 4 |
| 2615 | Administrative Officer | 53 |
| 2615 | Administrative Officer | 373 |
| 2642 | Maintenance and Material Management Data Analyst | 22 |
| 2670 | Records Management Officer | 2 |
| 2748 | Security Manager, Information Security Program | 2 |
| 2748 | Security Manager, Information Security Program | 17 |
| 2750 | Law Enforcement and Security Officer, Staff | 6 |
| 2750 | Law Enforcement and Security Officer, Staff | 32 |
| 2771 | Law Enforcement and Security Officer, Afloat | 1 |
| 2775 | Law Enforcement and Security Officer, Shore Activity | 3 |
| 2775 | Law Enforcement and Security Officer, Shore Activity | 53 |

| | | |
|---|---|---|
| 3120 | Personnel Classification Officer | 1 |
| 3125 | Personnel Distribution Officer (General) | 1 |
| 3125 | Personnel Distribution Officer (General) | 6 |
| 3126 | Personnel Distribution Officer (Officer) | 165 |
| 3127 | Personnel Distribution Officer (Enlisted) | 4 |
| 3127 | Personnel Distribution Officer (Enlisted) | 49 |
| 3320 | Human Resource Management Officer | 33 |
| 3330 | Equal Opportunity Program Officer | 6 |
| 3412 | Brig Officer | 5 |
| 3415 | Discipline Administration and Review Officer | 9 |
| 3420 | Personnel Performance Officer (General) | 9 |
| 3421 | Personnel Performance Officer (Officer) | 16 |
| 3422 | Personnel Performance Officer (Enlisted) | 4 |
| 3525 | Private Mess Specialist | 630 |
| 3527 | Culinary Specialist | 1,142 |
| 3529 | Wardroom/Galley Supervisor | 1,112 |
| 3535 | Special Services Officer | 3 |
| 3538 | Bachelor Quarter Specialist | 754 |
| 3910 | Transient Personnel Unit Officer | 1 |
| 3910 | Transient Personnel Unit Officer | 1 |
| 3925 | Military Manpower Requirements Control Officer | 6 |
| 3943 | Manpower Planning Officer | 2 |
| 3943 | Manpower Planning Officer | 85 |
| 3950 | Personnel Research Officer | 14 |
| 3965 | Personnel/Manpower Management Officer | 14 |
| 3965 | Personnel/Manpower Management Officer | 135 |
| 3970 | Personnel Planning Officer | 105 |
| 3980 | Personnel Plans and Policy Chief | 15 |
| 3981 | Personnel Plans and Policy Director | 1 |
| 3981 | Personnel Plans and Policy Director | 92 |
| 3985 | Staff Personnel Officer | 25 |
| 4265 | Public Works Transportation Officer | 3 |
| 4265 | Public Works Transportation Officer | 4 |
| 5761 | Training Device Program Coordinator | 21 |
| 6083 | Ammunition Material Officer | 7 |
| 6083 | Ammunition Material Officer | 19 |
| 6702 | Weapons Distribution Officer | 4 |
| 6708 | Weapons Procurement Officer | 3 |
| 6914 | Naval Plant Representative | 12 |
| 6962 | Weapons Planning and Progress Officer | 20 |
| 6966 | Weapons Plans and Policies Director | 7 |
| 6974 | Weapons Technical Information Officer | 1 |
| 6980 | Weapons Research Planning Officer | 5 |
| 8074 | Ground Support Equipment and Ship Facilities Arrangement Officer | 9 |
| 8112 | Aviation Maintenance Field Representative | 1 |
| 8115 | Aviation Maintenance Management Engineer | 9 |
| 8116 | Aviation Maintenance Planning Officer | 2 |

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|---|---|---|
| 8116 | Aviation Maintenance Planning Officer | 42 |
| 8118 | Aviation Maintenance Engineering Officer | 13 |
| 8125 | Aviation Overhaul Schedules Officer | 1 |
| 8141 | Depot Maintenance Engineering and Quality Officer | 3 |
| 8152 | Depot Maintenance Production Officer | 11 |
| 8175 | Aircraft Intermediate Maintenance/Material Control Officer | 16 |
| 8175 | Aircraft Intermediate Maintenance/Material Control Officer | 33 |
| 8176 | Aircraft Organizational Maintenance/Material Control Officer | 56 |
| 8176 | Aircraft Organizational Maintenance/Material Control Officer | 185 |
| 8177 | Aircraft Maintenance Quality Control Officer | 6 |
| 8177 | Aircraft Maintenance Quality Control Officer | 79 |
| 8180 | Air Wing Maintenance Officer | 28 |
| 8189 | Aircraft Intermediate Maintenance Officer, General | 5 |
| 8189 | Aircraft Intermediate Maintenance Officer, General | 83 |
| 8190 | Aircraft Organizational Maintenance Officer, General | 6 |
| 8190 | Aircraft Organizational Maintenance Officer, General | 254 |
| 8618 | Air Officer | 90 |
| 8620 | Air Operations Officer, Afloat | 45 |
| 8625 | Aircraft Handling Officer | 38 |
| 8638 | Aircraft Fueling Officer | 19 |
| 8638 | Aircraft Fueling Officer | 33 |
| 8653 | Officer in Charge, Aviation Unit or Detachment | 9 |
| 8653 | Officer in Charge, Aviation Unit or Detachment | 298 |
| 8654 | Flight Deck Officer | 43 |
| 8660 | Hangar Deck Officer | 30 |
| 8668 | Operations Officer, Aviation Shore Activity | 41 |
| 8670 | Squadron Commanding Officer | 236 |
| 8672 | Squadron Executive Officer | 175 |
| 8675 | Squadron Department Head | 429 |
| 8680 | Squadron Operations Officer | 5 |
| 8680 | Squadron Operations Officer | 125 |
| 8685 | Staff Air Operations and Planning Officer | 120 |
| 8687 | Staff Air Defense Officer | 8 |
| 8925 | Aircraft Material Control and Allocation Officer | 62 |
| 8925 | Aircraft Material Control and Allocation Officer | 80 |
| 9034 | Staff Administration Officer | 8 |
| 9034 | Staff Administration Officer | 84 |
| 9050 | Shipping Control Officer | 13 |
| 9051 | Logistics Officer | 3 |
| 9051 | Logistics Officer | 117 |
| 9405 | Beachmaster | 5 |
| 9405 | Beachmaster | 5 |
| 9420 | Officer in Charge, Naval Shore Activity | 15 |
| 9420 | Officer in Charge, Naval Shore Activity | 404 |
| 9421 | Commander/Commanding Officer, Shore Activity | 489 |
| 9422 | Commanding Officer, Naval Shore Activity (Selected) | 86 |

| | | |
|---|---|---|
| 9424 | Naval Control of Shipping Officer | 5 |
| 9430 | Drydocking Officer (General) | 9 |
| 9431 | Drydocking Officer (Floating Drydocks) | 5 |
| 9436 | Executive Officer, Shore Activity | 449 |
| 9456 | Coastal/Harbor Defense Officer | 4 |
| 9466 | Operations Officer, Ashore | 7 |
| 9466 | Operations Officer, Ashore | 37 |
| 9467 | Shipping Operations Officer | 6 |
| 9470 | Commanding Officer, Military Sealift Command Office | 13 |
| 9471 | Executive Officer, Military Sealift Command Office | 10 |
| 9476 | Port Services Officer | 4 |
| 9476 | Port Services Officer | 22 |
| 9486 | Operations Control Center Briefing Officer | 3 |
| 9497 | Yard Boatswain | 4 |
| 9580 | Communications Security Material Issuing Officer | 1 |
| 9580 | Communications Security Material Issuing Officer | 3 |
| 9930 | Executive Assistant | 178 |
| 9935 | Aide | 97 |
| 9950 | Military Sealift Command Commander | 4 |
| 9960 | Inspector General | 1 |
| 9960 | Inspector General | 53 |
| 9965 | Inspector, Technical | 4 |
| 9965 | Inspector, Technical | 65 |
| 9970 | Plans and Policies Chief | 22 |
| 9980 | Plans and Policies Director | 87 |
| 9981 | Naval Plans and Policies Director, Naval Command Systems | 30 |
| 9990 | Joint Strategic Plans and Policy Officer | 77 |
| 9992 | Deputy/Vice Commander | 28 |

**19 Aircraft Launch and Recovery Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 7004 | C-13 Catapult Operator | 279 |
| 7005 | MK-7 Arresting Gear Operator | 239 |
| 7006 | Aircraft Launch and Recovery Equipment Maintenance Technician | 151 |
| 7609 | Support Equipment Maintenance Manager | 293 |

**20 Health, Education and Welfare Workers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0002 | Medical Department Staff Officer | 215 |
| 0005 | Director, Health Service or Program | 63 |
| 0020 | Health Services Department Head | 252 |
| 0026 | Health Services Branch Clinic Director | 72 |
| 0028 | Health Services Division Officer | 304 |
| 0030 | Health Science Research Officer | 62 |
| 0031 | Plans, Operations and Medical Intelligence | 86 |
| 0049 | Health Services Quality Assurance Coordinator | 40 |

| | | |
|---|---|---|
| 0055 | Commanding Officer, Fleet Marine Force Company | 22 |
| 0109 | Emergency Medical Specialist | 71 |
| 0800 | Health Care Administrator | 224 |
| 0801 | Administrative Officer, Dental Service | 10 |
| 0808 | Patient Administrator | 63 |
| 0812 | Small Arms Marksmanship Instructor | 755 |
| 0820 | Operations Management Officer, Medical Facility | 38 |
| 0822 | Medical Facilities Liaison Officer | 16 |
| 0851 | Clinical Psychologist | 85 |
| 0852 | Aerospace Experimental Psychologist | 23 |
| 0854 | Research Psychologist | 11 |
| 0868 | Social Worker | 28 |
| 0871 | Audiologist | 21 |
| 0876 | Dietitian | 23 |
| 0887 | Pharmacist | 123 |
| 2505 | General Attorney | 283 |
| 2510 | Administrative Law Attorney | 19 |
| 2515 | Admiralty Attorney | 5 |
| 2517 | Appellate Military Judge | 2 |
| 2518 | Appellate Counsel | 25 |
| 2520 | Claims Attorney | 23 |
| 2525 | Acquisition/Procurement Attorney | 2 |
| 2529 | International Law Attorney | 39 |
| 2530 | Legislative Counsel | 15 |
| 2535 | Legal Assistance Attorney | 24 |
| 2554 | Military Judge, General Courts-Martial | 14 |
| 2556 | Military Judge, Special Courts-Martial | 1 |
| 2557 | Trial Counsel | 76 |
| 2558 | Defense Counsel | 78 |
| 2591 | Legal Officer | 67 |
| 2592 | Military Justice Management Officer | 11 |
| 3215 | Education/Training Planning and Program Officer (General) | 3 |
| 3215 | Education/Training Planning and Program Officer (General) | 187 |
| 3217 | Training Planning and Program Officer (Aviation, Flight) | 105 |
| 3219 | Training Planning and Program Officer (Aviation, Ground) | 4 |
| 3219 | Training Planning and Program Officer (Aviation, Ground) | 25 |
| 3220 | Leadership/Management Training Program Officer | 45 |
| 3230 | Educational Services Officer | 18 |
| 3236 | Ground School Instructor | 1 |
| 3236 | Ground School Instructor | 31 |
| 3240 | Officer Candidate Company Officer | 47 |
| 3242 | Indoctrination Training Officer | 5 |
| 3242 | Indoctrination Training Officer | 33 |
| 3245 | Instructor, General | 3 |
| 3245 | Instructor, General | 57 |
| 3250 | Instructor, Technical | 18 |
| 3250 | Instructor, Technical | 411 |
| 3251 | Instructor, Academic | 4 |

| | | |
|---|---|---|
| 3251 | Instructor, Academic | 134 |
| 3254 | Instructor, Academic (Social Science) | 36 |
| 3255 | Instructor, Academic (Physical Science) | 41 |
| 3260 | Instructor, Engineering | 2 |
| 3260 | Instructor, Engineering | 93 |
| 3262 | Instructor Training Officer | 3 |
| 3265 | Advanced Command and Staff School Instructor | 95 |
| 3270 | Instructor, Naval Science | 7 |
| 3270 | Instructor, Naval Science | 263 |
| 3274 | Physical Training Officer | 16 |
| 3277 | Professor of Naval Science | 34 |
| 3283 | School Administrator | 17 |
| 3283 | School Administrator | 236 |
| 3290 | Training Officer | 39 |
| 3290 | Training Officer | 211 |
| 3298 | Training Publications and Curriculum Officer | 1 |
| 3298 | Training Publications and Curriculum Officer | 11 |
| 3350 | Counseling and Assistance Center Director | 8 |
| 3525 | Family Services Center Director | 7 |
| 3701 | Chaplain | 640 |
| 3740 | Supervisory Chaplain | 192 |
| 3745 | Force Chaplain | 11 |
| 3750 | Claimant Chaplain | 16 |
| 5348 | Marine Mammal Systems Operator | 4 |
| 7352 | Senior Naval Parachutist | 114 |
| 8591 | Naval Flight Officer Instructor, Training Planes | 67 |
| 8592 | Flight Instructor, Training Planes | 474 |
| 8593 | Flight Instructor—Pilot, Fleet Operational Aircraft | 227 |
| 8594 | Flight Instructor—NFO, Fleet Operational Aircraft | 131 |
| 8696 | Naval Air Training and Operating Procedures Standardization Officer | 128 |
| 9192 | Basic Thai Linguist | 8 |
| 9193 | Basic Indonesian Linguist | 3 |
| 9194 | Basic Cambodian Linguist | 3 |
| 9195 | Basic Burmese Linguist | 1 |
| 9197 | Basic Serbo-Croatian Linguist | 36 |
| 9201 | Basic Russian Linguist | 243 |
| 9202 | Basic Tagalog Linguist | 15 |
| 9203 | Basic Spanish Linguist | 197 |
| 9204 | Basic French Linguist | 19 |
| 9207 | Basic German Linguist | 1 |
| 9209 | Basic Persian (Farsi) Linguist | 49 |
| 9211 | Basic Chinese (Mandarin) Linguist | 98 |
| 9212 | Basic Korean Linguist | 32 |
| 9213 | Basic North Vietnamese Linguist | 13 |
| 9215 | Basic Hebrew Linguist | 25 |
| 9216 | Basic Arabic Linguist | 117 |
| 9311 | Basic Georgian Linguist | 3 |

| | | |
|---|---|---|
| 9312 | Basic Kurdish Linguist | 2 |
| 9313 | Basic Portuguese Linguist | 10 |
| 9314 | Basic Romanian Linguist | 4 |
| 9315 | Basic Ukrainian Linguist | 5 |
| 9502 | Instructor | 2,281 |
| 9504 | Aviation Water Survival Instructor | 21 |
| 9505 | Survival, Evasion, Resistance and Escape (SERE) Instructor | 83 |
| 9508 | Recruit/Assistant Recruit Company Commander/Recruit Instructor | 453 |
| 9515 | Equal Opportunity Program Specialist | 49 |
| 9516 | Correctional Counselor | 101 |
| 9518 | Naval Leadership Development Program (NAVLEAD) Instructor | 104 |
| 9519 | Navy Drug and Alcohol Counselor | 69 |
| 9520 | Consecutive Foreign Language Translator | 1 |
| 9522 | Navy Drug and Alcohol Counselor Intern | 65 |

**21 Intelligence Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0416 | Acoustic Intelligence Specialist | 54 |
| 0417 | ASW Specialist | 182 |
| 0450 | Journeyman Level Acoustic Analyst | 58 |
| 2240 | Language Officer | 4 |
| 3901 | Satellite Sensor Interpreter | 79 |
| 3905 | Independent Surface Warfare Operational Intelligence (OPINTEL) Analyst | 244 |
| 3907 | OSIS Baseline Upgrade (OBU) User/Analyst | 62 |
| 3910 | Naval Imagery Interpreter | 276 |
| 3912 | Naval Special Warfare (NSW) Intelligence Specialist | 2 |
| 3923 | NTCS-A Strike Warfare Intelligence Applications Analyst | 103 |
| 3924 | Navy Tactical Command System-Afloat (NTCS-A) Operational Intelligence (OPINTEL) Analyst | 181 |
| 3925 | Digital Imagery Workstation Suite Afloat (DIWSA) Operator/Analyst | 35 |
| 8506 | Carrier Airborne Combat Information Center Officer | 12 |
| 8606 | Antisubmarine Classification and Analysis Officer, Aviation | 14 |
| 8606 | Antisubmarine Classification and Analysis Officer, Aviation | 109 |
| 9102 | Battle Force ELINT Analyst (BFEA) | 102 |
| 9103 | Fleet Cryptologic Systems Maintenance Technician | 142 |
| 9104 | Telemetry Collection and Analysis Technician | 1 |
| 9105 | C2 Tactical Analysis Technician | 11 |
| 9116 | Cryptologic Supervisor | 48 |
| 9124 | Direct Support (DIRSUP)/Ships Signals Exploitation Equipment Operator | 187 |
| 9125 | OUTBOARD System Operator | 130 |
| 9126 | SEAMARK Advanced Operator | 26 |
| 9131 | Combat Direction Finding System (AN/SRS-1) Operator | 78 |
| 9132 | Afloat Cryptologic Manager | 42 |

| | | |
|---|---|---|
| 9134 | Subsurface Augmentee Operator | 26 |
| 9135 | Subsurface Augmentee ELINT Operator | 52 |
| 9137 | Apprentice Analysis and Reporting Specialist | 283 |
| 9138 | Journeyman Analysis and Reporting Specialist | 84 |
| 9141 | Intermediate Technical ELINT (TECHELINT) Analysis Technician | 176 |
| 9147 | Intermediate Signals Analyst | 167 |
| 9149 | Advanced Signals Analyst | 14 |
| 9158 | CLASSIC WIZARD Analyst | 69 |
| 9160 | CLASSIC WIZARD EDP Tuner | 2 |
| 9166 | Direction Finding Outstation Operator | 81 |
| 9169 | Morse Code Intercept Operator | 470 |
| 9530 | Cryptoboard Officer | 3 |
| 9600 | Intelligence Officer, Basic | 39 |
| 9616 | Intelligence Support Officer | 22 |
| 9617 | Intelligence Investigations Officer | 2 |
| 9620 | Geographic Area Intelligence Officer | 3 |
| 9620 | Geographic Area Intelligence Officer | 38 |
| 9640 | Operational Intelligence Officer (General) | 4 |
| 9640 | Operational Intelligence Officer (General) | 425 |
| 9650 | Electronic Intelligence Officer | 1 |
| 9650 | Electronic Intelligence Officer | 22 |
| 9651 | Automatic Data Processing Intelligence Officer | 11 |
| 9660 | Scientific and Technical Intelligence Officer | 3 |
| 9660 | Scientific and Technical Intelligence Officer | 23 |
| 9670 | Operational Intelligence Officer (Management) | 149 |
| 9680 | Operational Intelligence Officer (Analyst) | 5 |
| 9680 | Operational Intelligence Officer (Analyst) | 287 |
| 9682 | Tactical Intelligence Officer | 92 |
| 9683 | Photographic Intelligence Officer | 5 |
| 9683 | Photographic Intelligence Officer | 54 |
| 9684 | Multisensor Intelligence Officer | 50 |
| 9686 | Antisubmarine Warfare Intelligence Officer | 37 |
| 9810 | Head of Naval Security Group Department | 11 |
| 9815 | Operations Officer, Naval Security Group | 3 |
| 9815 | Operations Officer, Naval Security Group | 89 |
| 9817 | Operations Watch Officer, Naval Security Group | 19 |
| 9825 | Information Processing and Reporting Officer, Naval Security Group | 2 |
| 9825 | Information Processing and Reporting Officer, Naval Security Group | 16 |
| 9835 | High Frequency Direction Finding Analysis Officer | 5 |
| 9835 | High Frequency Direction Finding Analysis Officer | 16 |
| 9840 | Electronics Intelligence Technical Guidance Unit Officer | 3 |
| 9840 | Electronics Intelligence Technical Guidance Unit Officer | 3 |
| 9845 | CLASSIC WIZARD Operations Officer | 4 |
| 9845 | CLASSIC WIZARD Operations Officer | 14 |
| 9850 | Direct Support Coordinator, Naval Security Group | 1 |

| | | |
|---|---|---|
| 9850 | Direct Support Coordinator, Naval Security Group | 46 |
| 9851 | Direct Support Officer, Naval Security Group (Surface) | 34 |
| 9851 | Direct Support Officer, Naval Security Group (Surface) | 124 |
| 9852 | Direct Support Officer, Naval Security Group (Air) | 3 |
| 9852 | Direct Support Officer, Naval Security Group (Air) | 12 |
| 9853 | Direct Support Officer, Naval Security Group (Subsurface) | 1 |
| 9853 | Direct Support Officer, Naval Security Group (Subsurface) | 35 |
| 9860 | Naval Security Group Special Operations Officer | 5 |
| 9860 | Naval Security Group Special Operations Officer | 28 |
| 9865 | Naval Security Group CLASSIC OWL Special Operations Officer | 20 |

**22 Law Enforcement Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2002 | Military Investigator | 177 |
| 2005 | Dog Handler | 242 |
| 2008 | Afloat Corrections Specialist | 369 |
| 9545 | Navy Law Enforcement Specialist | 2,810 |
| 9571 | Safety Technician | 164 |
| 9573 | SNAP II Ship System Coordinator | 48 |
| 9575 | Correctional Custody Specialist Ashore | 672 |

**24 Life Scientists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0840 | Biochemist | 24 |
| 0841 | Microbiologist | 40 |
| 0848 | Physiologist | 11 |
| 0849 | Aerospace Physiologist | 48 |

**25 Machinists, Technicians, and Cargo Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3351 | Submarine Nuclear Propulsion Plant Emergency Welder | 7 |
| 3353 | Submarine Nuclear Propulsion Plant Operator—Reactor Control | 667 |
| 3356 | Submarine Nuclear Propulsion Plant Operator—Engineering Laboratory Technician | 340 |
| 3359 | Submarine Nuclear Propulsion Plant Operator—Special Category | 530 |
| 3363 | Submarine Nuclear Propulsion Plant Supervisor—Reactor Control | 679 |
| 3364 | Submarine Nuclear Propulsion Plant Supervisor—Electrical | 892 |
| 3365 | Submarine Nuclear Propulsion Plant Supervisor—Mechanical | 1,079 |
| 3366 | Submarine Nuclear Propulsion Plant Supervisor—Engineering Laboratory Technician | 488 |
| 3373 | Nuclear Propulsion Plant Maintenance Supervisor—Electronics | 3 |

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|---|---|---|
| 3377 | Nuclear Planner | 2 |
| 3383 | Surface Ship Nuclear Propulsion Plant Operator—Reactor Control | 463 |
| 3389 | Surface Ship Nuclear Propulsion Plant Operator—Special Category | 418 |
| 3393 | Surface Ship Nuclear Propulsion Plant Supervisor—Reactor Control | 367 |
| 3394 | Surface Ship Nuclear Propulsion Plant Supervisor—Electrical | 364 |
| 3395 | Surface Ship Nuclear Propulsion Plant Supervisor—Mechanical | 714 |
| 3396 | Surface Ship Nuclear Propulsion Plant Supervisor—Engineering Laboratory Technician | 201 |
| 3601 | Lithographic Equipment Repairman | 42 |
| 4252 | Electrolytic Oxygen Generator (Model 6L16) Operator | 21 |
| 4283 | High and Low Pressure Cryogenic Technician | 402 |
| 4382 | FFG-7 Class Auxiliaries Mechanical System Technician | 238 |
| 4398 | DD-963 Auxiliary Systems Technician | 257 |
| 4402 | Advanced Machinery Repairman | 149 |
| 4403 | Heat Treatment of Metals Machinist | 153 |
| 4404 | Computer Numerically Controlled Machinist | 113 |
| 4502 | Boiler Repair Technician | 145 |
| 4503 | Main Propulsion Steam Generating Plant Inspector | 60 |
| 4505 | Steam Propulsion Maintenance Supervisor | 356 |
| 4954 | General Maintenance | 1,395 |
| 4955 | Nonnuclear Welder | 868 |
| 4956 | Nuclear Power Plant Components Welder | 358 |
| 6105 | Advanced Utilitiesman | 130 |
| 7022 | Aviation Gasoline Handler | 578 |
| 7222 | Aeronautical Welder | 131 |
| 7601 | Support Equipment Cryogenic Mechanic | 77 |
| 8463 | Optician | 270 |
| 8752 | Dental Laboratory Technician, Basic | 174 |
| 8753 | Dental Laboratory Technician, Advanced | 111 |
| 8765 | Dental Laboratory Technician, Maxillofacial | 6 |
| 9559 | Engineering Bulk Fuel Systems (Shore) Technician | 29 |
| 9570 | Stevedore | 62 |
| 9581 | Rubber and Plastics Worker | 12 |

**26 Medical Service and Medical Care Technicians**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0113 | Physician's Assistant | 205 |
| 2006 | Kennel Master | 53 |
| 8401 | Search and Rescue Medical Technician | 92 |
| 8402 | Submarine Force Independent Duty Corpsman | 273 |
| 8403 | Fleet Marine Force Reconnaissance Independent Duty Corpsman | 26 |
| 8404 | Field Medical Service Technician | 7,744 |

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|---|---|---|
| 8406 | Aerospace Medical Technician | 399 |
| 8407 | Radiation Health Technician | 108 |
| 8408 | Cardiovascular Technician | 113 |
| 8409 | Aerospace Physiology Technician | 135 |
| 8416 | Nuclear Medicine Technician | 79 |
| 8425 | Surface Force Independent Duty Corpsman | 954 |
| 8427 | Fleet Marine Force Reconnaissance Corpsman | 63 |
| 8434 | Hemodialysis/Apheresis Technician | 31 |
| 8445 | Ocular Technician | 100 |
| 8446 | Otolaryngology Technician | 106 |
| 8451 | Basic X-Ray Technician | 288 |
| 8452 | Advanced X-Ray Technician | 730 |
| 8454 | Electroneurodiagnostic Technician | 30 |
| 8483 | Surgical Technologist | 871 |
| 8485 | Psychiatry Technician | 286 |
| 8486 | Urology Technician | 69 |
| 8489 | Orthopedic Cast Room Technician | 106 |
| 8491 | Special Operations Independent Duty Corpsman | 103 |
| 8492 | Special Operations Technician | 244 |
| 8493 | Medical Deep Sea Diving Technician | 107 |
| 8494 | Deep Sea Diving Independent Duty Corpsman | 67 |
| 8495 | Dermatology Technician | 62 |
| 8503 | Histopathology Technician | 30 |
| 8505 | Cytotechnologist | 50 |
| 8506 | Medical Laboratory Technician, Advanced | 1,388 |
| 8541 | Respiratory Therapy Technician | 131 |

### 27 Musicians and Media Directors

| MOC | MOC Title | Personnel |
|---|---|---|
| 2445 | Radio-Television Program Officer | 4 |
| 3520 | Music Director | 18 |
| 3801 | Flute/Piccolo Instrumentalist | 26 |
| 3802 | Oboe Instrumentalist | 6 |
| 3803 | Clarinet Instrumentalist | 61 |
| 3804 | Bassoon Instrumentalist | 8 |
| 3805 | Saxophone Instrumentalist | 54 |
| 3806 | Trumpet/Cornet Instrumentalist | 96 |
| 3807 | French Horn Instrumentalist | 25 |
| 3808 | Baritone/Euphonium Instrumentalist | 14 |
| 3809 | Trombone Instrumentalist | 75 |
| 3811 | Tuba Instrumentalist | 25 |
| 3812 | Guitar/Auxiliary Percussionist | 24 |
| 3813 | Percussion Instrumentalist | 56 |
| 3814 | Piano/Auxiliary Percussionist | 27 |
| 3815 | Electric Bass/String Bass Instrumentalist | 24 |
| 3825 | Vocalist/Auxiliary Percussionist | 29 |
| 3851 | Assistant Director | 49 |
| 8804 | Motion Picture and Television Project Officer | 1 |

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|---|---|---|
| 8815 | Image Forming Systems Maintenance Officer | 2 |
| 8815 | Image Forming Systems Maintenance Officer | 12 |
| 8853 | Photographic Officer | 4 |
| 8853 | Photographic Officer | 22 |

**28 Non-Destructive Testers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 4935 | NDT Radiographic Inspector (Nuclear) | 10 |
| 4942 | VT MT and PT NDT Inspector | 98 |
| 4943 | VT MT PT and RT NDT Inspector | 106 |
| 4944 | VT MT PT and UT Inspector | 190 |
| 4946 | Nonnuclear NDT Examiner | 19 |
| 4947 | Nuclear NDT Examiner | 32 |
| 7225 | Aircraft Maintenance Nondestructive Inspector (NDI) | 257 |

**29 Ordnance Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0749 | MK-48 Heavyweight Torpedo Test Equipment Maintenance Technician | 40 |
| 0750 | MK-48 Heavyweight Torpedo Technician | 281 |
| 0751 | MK-48 Heavyweight Torpedo (ADCAP) Test Equipment Maintenance Technician | 50 |
| 0801 | IMA Ordnance Journeyman | 5 |
| 1026 | Warhead Maintenance Specialist | 17 |
| 1202 | CAPTOR MK-60 MOD 0 Weapons System Technician | 30 |
| 6803 | P-3 Armament/Ordnance IMA Technician | 88 |

**30 Nurses and Physical Therapists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0873 | Physical Therapist | 71 |
| 0874 | Occupational Therapist | 16 |
| 0904 | Critical Care Nurse | 302 |
| 0925 | Clinical Specialist, Nursing | 22 |
| 0932 | Perioperative Nurse | 223 |
| 0935 | Ambulatory Care Nurse | 499 |
| 0944 | Staff Nurse | 11 |
| 0944 | Staff Nurse | 1,065 |
| 0952 | Nurse Anesthetist | 127 |
| 0963 | Primary Care Nurse Practitioner | 107 |
| 8466 | Physical Therapy Technician | 233 |
| 8467 | Occupational Therapy Assistant | 20 |

### 32 Photographic and Audiovisual Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 8126 | Photographic Quality Controlman | 37 |
| 8143 | Motion Media Cameraman | 38 |
| 8144 | Motion Media Director/Editor | 28 |
| 8147 | Photojournalism Specialist | 51 |
| 8148 | Photojournalist | 26 |
| 8472 | Biomedical Photography Technician | 40 |

### 33 Physicians, Surgeons, Optometrists

| MOC | MOC Title | Personnel |
|---|---|---|
| 0101 | Internist | 242 |
| 0102 | General Practice Medical Officer | 426 |
| 0104 | Intern | 101 |
| 0105 | Pediatrician | 159 |
| 0106 | Health Services Resident | 381 |
| 0107 | Undersea Medical Officer | 108 |
| 0108 | Family Practitioner | 287 |
| 0110 | Flight Surgeon | 327 |
| 0111 | Dermatologist | 40 |
| 0115 | Psychiatrist | 84 |
| 0118 | Anesthesiologist | 126 |
| 0121 | Neurologist | 28 |
| 0131 | Radiologist (Diagnostic) | 82 |
| 0135 | Radiologist (Therapeutic) | 9 |
| 0140 | Nuclear Medicine Specialist | 7 |
| 0150 | Pathologist | 66 |
| 0160 | Preventive Medicine Officer | 11 |
| 0163 | Preventive Medicine Officer (Aerospace) | 36 |
| 0166 | Preventive Medicine Officer (Occupational) | 26 |
| 0214 | General Surgeon | 141 |
| 0224 | Neurosurgeon | 12 |
| 0229 | Obstetrician-Gynecologist | 107 |
| 0234 | Ophthalmologist | 59 |
| 0244 | Orthopedic Surgeon | 94 |
| 0249 | Otolaryngologist | 44 |
| 0254 | Plastic Surgeon | 7 |
| 0259 | Colorectal Surgeon | 8 |
| 0264 | Thoracic and Cardiovascular Surgeon | 4 |
| 0269 | Urologist | 33 |
| 0880 | Optometrist | 109 |
| 0892 | Podiatrist | 22 |

### 34 Pilots and Ship/Submarine Operators

| MOC | MOC Title | Personnel |
|---|---|---|
| 0160 | Causeway Barge Ferry Pilot | 107 |
| 0161 | Tugmaster | 203 |

| | | |
|---|---|---|
| 0167 | LCAC Operator | 109 |
| 0169 | Causeway Barge Ferry Coxswain | 59 |
| 0215 | Harbor/Docking Pilot | 18 |
| 0343 | AN/SYQ-13 NAV.C2 Operator | 17 |
| 7285 | Staff Machinery Material Officer | 7 |
| 7998 | Combat Systems Superintendent | 1 |
| 7998 | Combat Systems Superintendent | 23 |
| 8501 | Aviator | 2,656 |
| 8543 | Instrument Flight Instructor-Pilot | 2 |
| 8588 | Test Pilot | 67 |
| 8614 | Catapult and Arresting Gear Officer | 6 |
| 8614 | Catapult and Arresting Gear Officer | 80 |
| 9005 | Commander, Operating Forces Command | 76 |
| 9006 | Commander, Operating Forces (Selected) | 47 |
| 9009 | Area Commander | 9 |
| 9015 | Chief of Staff | 98 |
| 9016 | Chief Staff Officer | 127 |
| 9018 | Convoy Commodore | 3 |
| 9019 | Convoy Commodore Staff Officer | 2 |
| 9021 | Flag Lieutenant | 82 |
| 9025 | Advisor to Command in Combat | 5 |
| 9038 | Staff Special Projects Operations Officer | 7 |
| 9040 | Staff Antisubmarine Officer | 19 |
| 9042 | Staff Combat Information Center Officer | 25 |
| 9044 | Staff Naval Control of Shipping Officer | 1 |
| 9045 | Staff Operations Command Center Watch Officer | 1 |
| 9045 | Staff Operations Command Center Watch Officer | 103 |
| 9063 | Staff Material Officer | 7 |
| 9063 | Staff Material Officer | 212 |
| 9084 | Staff Submarine Warfare Officer | 40 |
| 9206 | Antisubmarine Weapons Officer | 225 |
| 9209 | Offshore Control and Surveillance System Officer | 6 |
| 9212 | Boat Group Officer | 3 |
| 9212 | Boat Group Officer | 53 |
| 9214 | Air Intercept Controller Supervisor | 2 |
| 9216 | Combat Information Center Officer | 1 |
| 9216 | Combat Information Center Officer | 114 |
| 9217 | Naval Tactical Data System—Combat Information Center Officer | 12 |
| 9217 | Naval Tactical Data System—Combat Information Center Officer | 341 |
| 9222 | Commanding Officer, Afloat | 14 |
| 9225 | Naval Tactical Data System—Combat Information Center Watch Officer, Carrier Controlled Approach Controller | 1 |
| 9225 | Naval Tactical Data System—Combat Information Center Watch Officer, Carrier Controlled Approach Controller | 26 |
| 9227 | Naval Tactical Data System—Combat Information Center Watch Officer, General | 25 |

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|---|---|---|
| 9228 | Executive Officer, Afloat | 519 |
| 9233 | Commanding Officer, Afloat (Lieutenant) | 21 |
| 9234 | Commanding Officer, Afloat (Lieutenant Commander) | 52 |
| 9235 | Commanding Officer, Afloat (Commander) | 273 |
| 9236 | Commanding Officer, Afloat (Captain) | 143 |
| 9237 | Fire Control Officer (General) | 68 |
| 9242 | First Lieutenant, Afloat | 4 |
| 9242 | First Lieutenant, Afloat | 541 |
| 9246 | Strike Warfare/Missile Systems Officer (General) | 109 |
| 9252 | Division Officer, Weapons Department (Gunnery) | 3 |
| 9252 | Division Officer, Weapons Department (Gunnery) | 177 |
| 9253 | Division Officer, Weapons Department (Antisubmarine Weapons) | 10 |
| 9254 | Division Officer, Weapons Department (Guided Missiles) | 1 |
| 9254 | Division Officer, Weapons Department (Guided Missiles) | 1 |
| 9255 | Surface Ship Watch/Division Officer (Basic) | 15 |
| 9258 | Weapons Officer (General) | 2 |
| 9258 | Weapons Officer (General) | 117 |
| 9259 | Weapons Officer (Fleet Ballistic Missiles) | 76 |
| 9261 | Combat Systems Officer | 5 |
| 9261 | Combat Systems Officer | 312 |
| 9266 | Military Department Officer | 33 |
| 9268 | Minesweeping Officer | 3 |
| 9273 | Officer in Charge, Afloat | 16 |
| 9274 | Operations Officer, Afloat (General) | 354 |
| 9275 | Operations Officer, Afloat (Naval Tactical Data Systems) | 164 |
| 9278 | Ship's Boatswain | 24 |
| 9278 | Ship's Boatswain | 68 |
| 9279 | Officer in Charge, Combat Craft | 10 |
| 9282 | Ship's Electronic Warfare Officer | 50 |
| 9283 | Ship's Electronic Material Officer | 80 |
| 9283 | Ship's Electronic Material Officer | 199 |
| 9284 | Ship's Navigator (General) | 323 |
| 9286 | Ship's Secretary | 4 |
| 9286 | Ship's Secretary | 13 |
| 9290 | Commanding Officer, Special Warfare Team | 17 |
| 9313 | Diving Officer (Deep Sea, HEO2) | 8 |
| 9313 | Diving Officer (Deep Sea, HEO2) | 9 |
| 9533 | Special Warfare Combatant Crewmember (SWCC) | 56 |
| 9534 | SEAL Delivery Vehicle (SDV) Team Technician | 18 |
| 9579 | Chief of the Boat (All Submarines) | 7 |

**35 Postal Directors**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2617 | Postal Officer | 4 |
| 9082 | Flag Secretary | 78 |

**36 Precision Equipment Repairers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0402 | FFG-7 Class Sonar Subsystem Level II Technician | 55 |
| 0404 | AN/SQQ-28(V) Sonar Subsystem Level II Technician | 15 |
| 0405 | Sonar Auxiliary Maintenance and Operations Repairman | 38 |
| 0406 | AN/SQQ-89(V)2 Sonar Subsystem Level I Technician Operator | 373 |
| 0407 | AN/SQR-19(V)/SQQ-28(V) Sonar Subsystem Level II Technician | 158 |
| 0410 | AN/SLQ-48(V) Mine Neutralization Systems (MNS) Operator/Maintenance Technician | 54 |
| 0411 | AN/SQQ-89(V)4 Sonar Subsystem Level I Technician/Operator | 314 |
| 0412 | BQQ-5/5 (V) Submarine Sonar Basic Maintenance Technician | 224 |
| 0413 | AN/SQQ-89(V)1/3 Sonar Subsystem Level I Technician/Operator | 238 |
| 0414 | AN/SQS-53B Sonar Subsystem Level II Operator/Maintenance Technician | 177 |
| 0415 | AN/SQQ-89(V) Integrated Towed Array and Sonobuoy Sensors Level II Technician | 262 |
| 0418 | AN/BSY-1 (XN-1) (V) Basic Organizational Maintenance Technician | 21 |
| 0419 | AN/BSY-1 (XN-1) (V) Advanced Organizational Maintenance Technician | 110 |
| 0421 | Submarine Special Purpose Acoustic Equipment Maintenance Technician | 197 |
| 0422 | BQQ-5/5 Submarine Sonar Advanced Maintenance Technician | 331 |
| 0424 | AN/BQQ-6 TRIDENT LEVEL II Journeyman Operation and Maintenance Technician | 29 |
| 0425 | AN/BQQ-6 TRIDENT LEVEL III Master Operation and Maintenance Technician | 220 |
| 0429 | AN/SQQ-89(V) MK-116 Anti-Submarine Warfare Control System Maintenance | 33 |
| 0430 | Underwater Fire Control System MK-116 MOD 7 Anti-Submarine Warfare Control System Operator | 222 |
| 0436 | MK-116 MOD 4 Underwater Fire Control System Level II Technician | 35 |
| 0438 | MK-116 MOD 1 Underwater Fire Control System Level II Technician | 4 |
| 0439 | Underwater Fire Control System MK-116 MOD 6/8 Anti-Submarine Warfare Control System Operator | 39 |
| 0443 | AN/SQR-17/17A(V) Series Sonar Signal Processor Subsystem (SSPS) Level II Technician | 19 |
| 0455 | AN/SQS-53C Sonar Subsystem Level II Technician | 129 |
| 0457 | AN/SQS-53A Sonar Subsystem Level II Technician | 46 |
| 0466 | AN/SQQ-89(V) Sonar Watch Supervisor | 2 |

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|---|---|---|
| 0490 | AN/SQQ-32 Minehunting Sonar Set Maintenance Technician | 52 |
| 0495 | Sonar Technician AN/BQQ-5 Series (B/C/D/E) Advanced Maintainer | 116 |
| 0506 | IUSS Maintenance Technician | 74 |
| 0624 | SURTASS Maintenance Technician | 2 |
| 0625 | Ocean Systems Advanced Maintenance Technician | 2 |
| 0626 | Ocean Systems ADP Maintenance Technician | 5 |
| 0628 | Ocean Systems Communications Maintenance Technician | 1 |
| 0746 | Advanced Undersea MK-46 Maintenance Weaponsman | 194 |
| 0747 | Advanced Undersea MK-46 Test Equipment Weaponsman | 61 |
| 0877 | 5'/54 Mount MK-45 MOD 0 Maintenanceman | 102 |
| 0878 | Oto Melara 76 MM/62 Caliber Gun Mount MK-75 MODS 0/1 Maintenanceman | 224 |
| 0879 | 5'/54 Caliber Gun System MK-45 MOD 1 Maintenanceman | 601 |
| 0981 | MK-41 Vertical Launching System Maintenance Technician | 768 |
| 0989 | Guided Missile Launching System MK-26 MODS 0, 1 and 2 Maintenance Technician | 84 |
| 0991 | Guided Missile Launching System MK-13 MOD 4/MK-22 MOD 1 Maintenance Technician | 210 |
| 1101 | Fire Control System (FCS) MK-92 MOD 6 Coherent Receiver/Transmitter (CORT) Technician | 124 |
| 1102 | MK-92 Fire Control System Technician | 361 |
| 1106 | AEGIS Fire Control System MK-99/Operational Readiness Test System MK-1 Technician | 121 |
| 1107 | AEGIS Radar System (SPY-1A) Technician | 108 |
| 1108 | AEGIS Weapon System MK-7 Technician | 82 |
| 1110 | TOMAHAWK Weapon System (VLS) Maintenance Technician | 305 |
| 1114 | AEGIS Combat System Computer System Maintenance Technician | 74 |
| 1115 | AEGIS Combat System Display Maintenance Technician | 51 |
| 1117 | TARTAR WDS MK-14 MOD 4/CTS SYR-1 Technician | 19 |
| 1118 | AEGIS Display Technician (CG 60-DDG 58) | 91 |
| 1119 | AEGIS Radar System (SPY-1B/D) Technician | 309 |
| 1120 | GCS MK-160 MOD 4 Fire Control Technician | 86 |
| 1121 | CIWS MK-15 MODS 11-14 Technician | 1,118 |
| 1127 | AGFCS MK-15 MOD 0 (PHALANX) Technician | 240 |
| 1130 | AGFCS MK-86 MOD 5/8/9/10 System Technician | 441 |
| 1138 | Search Radar (SPS-48C) Technician | 26 |
| 1140 | AN/SPS-48E Search Radar Technician | 103 |
| 1141 | TARTAR Missile Fire Control System MK-74 MOD 15 Technician | 13 |
| 1142 | Search Radar (SPS-52C) Technician | 1 |
| 1143 | AEGIS Fire Control System MK-99/Operational Test System MK-1 Technician | 208 |
| 1144 | AEGIS Combat System (BL 4) Computer System Maintenance Technician | 122 |

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|---|---|---|
| 1145 | Rolling Airframe Missile (RAM) MK-31 Guided Missile Weapons Systems Technician | 21 |
| 1147 | NATO Sea Sparrow Surface Missile System MK-57 MOD 2, 3 Technician | 418 |
| 1149 | Improved Point Defense Target Acquisition System MK-23 (IPD/TAS) | 75 |
| 1160 | TARTAR Fire Control Radar Technician (MFCS MK-74 MOD) | 28 |
| 1167 | TARTAR Fire Control Radar (MFCS MK-74 MOD 14 W/RDP) Technician | 12 |
| 1169 | HARPOON (AN/SWG-1A) Maintenance Technician | 104 |
| 1170 | IMA Fire Control Shop Journeyman | 2 |
| 1174 | Combat Control System MK-1 Vertical Launch Subsystem Organizational/Intermediate Level Maintenance Technician | 30 |
| 1175 | Combat Control System MK-1 MOD 1 Organizational/Intermediate Level Maintenance Technician | 302 |
| 1179 | AN/BSY-1(XN-1)(V) Organizational/Intermediate Level Maintenance Technician | 199 |
| 1196 | Underwater Fire Control System MK-113 MOD 9 Technician | 67 |
| 1204 | Submarine Launched Mobile Mine Technician | 51 |
| 1205 | Underwater Mine Test Set Maintenance Technician | 67 |
| 1312 | CCS MK-2 MOD 0 Maintenance Technician | 61 |
| 1313 | CCS MK-2 MOD 1 Maintenance Technician | 2 |
| 1315 | CCS MK-2 MOD 3 Maintenance Technician | 48 |
| 1320 | TRIDENT MK-118 Combat Control System Maintenance Technician | 122 |
| 1321 | Combat Systems Senior Enlisted | 229 |
| 1322 | AEGIS Display Technician | 38 |
| 1327 | Fire Control Technician Basic Maintainer | 67 |
| 1401 | IMA Antenna/Mast Shop Journeyman | 5 |
| 1412 | Special Fixed Communications Maintenance Technician | 81 |
| 1413 | Meteorologist Equipment Maintenance Technician | 131 |
| 1415 | Combined Shore Communications Maintenance Technician | 102 |
| 1416 | SNAP II (AN/UYK-62(V)) Maintenance Technician | 96 |
| 1419 | Electromagnetic Compatibility Technician | 120 |
| 1420 | Surface HF Communications System Maintenance Technician | 504 |
| 1421 | Submarine Electromagnetic Compatibility Technician | 19 |
| 1424 | Communications Equipment (SRQ-4) Technician | 125 |
| 1425 | Communications Equipment (WSC-3/UHF DAMA) Technician | 323 |
| 1427 | Communications Equipment (Tactical Data Systems) Technician | 48 |
| 1428 | Small Combatant Communications Electronic Subsystem Technician | 201 |

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|---|---|---|
| 1429 | Flight Deck Communications Systems (FDCS) Maintenance Technician | 42 |
| 1430 | AN/USC-38(V)2, 3 Maintenance Technician | 204 |
| 1450 | NAVMACS(V)5 Shipboard Maintenance Technician | 40 |
| 1452 | NAVMACS(V)3 Shipboard Maintenance Technician | 132 |
| 1454 | DD-963 Communications Systems Technician | 51 |
| 1456 | FLTSATCOM (CUDIXS/DAMA NAVCOMMSTA) Maintenance Technician | 48 |
| 1458 | VERDIN/ISABPS Communications Systems Technician | 53 |
| 1460 | Communications Security (COMSEC) Maintenance Technician | 717 |
| 1461 | Special Maintenance (FCS-78/79 SHF Satellite Terminal) Technician | 48 |
| 1464 | WSC-28(V) Satellite Communications Set Technician | 22 |
| 1465 | AN/GSC-52(V) State-of-the-Art Medium Terminal (SAMT) Technician | 75 |
| 1468 | Special Maintenance (SHF SATCOM System) Technician | 54 |
| 1471 | URN-25 Tactical Air Navigation Technician | 96 |
| 1473 | Tactical Air Navigation (URN-20) Technician | 15 |
| 1479 | Ships Navigation and Aircraft Inertial Alignment System (CVNS/SNAIS) Technician | 66 |
| 1480 | AN/FAC-6(V) Intersite System Maintenance Technician | 18 |
| 1486 | Single Audio System (SAS) | 112 |
| 1491 | FFG-7 Class Navigation Electronics Subsystem Technician | 45 |
| 1493 | Tactical Support Communications (TSCOMM) Replacement Program Maintenance Technician | 14 |
| 1494 | LHD Class Radio Communications System Maintenance Technician | 9 |
| 1495 | AN/SYQ-13 NAV/C2 Maintainer | 3 |
| 14CM | SSN Radio Frequency (RF) Equipment Technician | 3 |
| 14EB | SSN 688 Class ESM Technician | 5 |
| 14EP | SSN 719-767 ESM Technician | 1 |
| 14ET | ESM Technician (All Classes) | 361 |
| 14FA | TRIDENT Submarine Electronics Technician Command and Control System (CCS) | 22 |
| 14HB | SSN 637 Class ESM Technician | 2 |
| 14IC | Former IC (SS) | 617 |
| 14NM | Navigation Equipment Maintenance Technician | 8 |
| 14QM | Former QM(SS) | 608 |
| 14RD | SSN 637 Class Navigation Technician | 21 |
| 14RM | Former RM (SS) | 853 |
| 14SF | SSN 594/688 Class Navigation Technician | 26 |
| 14TG | SSN 637/688 Class Navigation Technician | 154 |
| 14ZA | AN/BRD-7 Submarine Radio Direction Finding (RDF) Set Maintenance Technician | 38 |
| 1502 | CATC Radar Technician | 46 |
| 1503 | Radar (SPS-49) Technician | 66 |
| 1504 | Radar (SPS-55) Technician | 126 |

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|---|---|---|
| 1507 | Radar (SPS-67(V)) Technician | 103 |
| 1510 | Radar (AN/SPS-49(V)5 & 7) Technician | 130 |
| 1511 | Radar (AN/SPS-40E) Technician | 78 |
| 1516 | Radar (SPS-40B/C/D) Technician | 64 |
| 1522 | Radar (SPN-42) Technician | 30 |
| 1523 | Amphibious Air Traffic Control (AATC) Radar | 10 |
| 1568 | AN/TPX-42A(V)13 Shipboard DAIR Maintenance Technician | 24 |
| 1570 | Air Traffic Control Communications Technician | 26 |
| 1571 | AN/UPX-29(V) Ship System Maintainer | 119 |
| 1572 | AIMS System Technician | 327 |
| 1574 | DAIR/GCA (TPX-42) Maintenance Technician | 31 |
| 1576 | CATC DAIR Maintenance Technician | 15 |
| 1578 | RATCF DAIR Maintenance Technician | 29 |
| 1579 | Precision Approach Radar Technician | 46 |
| 1580 | ASR-8 Maintenance Technician | 49 |
| 1589 | Fleet Electronics Calibration (FECL) Technician | 359 |
| 1590 | AN/SPN-46(V) Radar Technician | 24 |
| 1613 | Command Center Maintenance Technician | 98 |
| 1615 | Shipboard Tactical Data Systems Technician | 134 |
| 1622 | CDS Upgrade Computer/Peripheral Maintenance Technician (CG-16/27 CGN-36 and DDG-993 Class) | 30 |
| 1623 | Data Communications Link Maintenance Technician | 26 |
| 1624 | AN/UYQ-21 Computer Display System Maintenance Technician | 100 |
| 1633 | ASWOC Fast Time Analyzer Subsystem (FTAS) Maintenance Technician | 14 |
| 1646 | FLTSATCOM (SSIXS-OPCONCEN) Maintenance Technician | 14 |
| 1647 | NCCS Ashore Maintenance Technician | 31 |
| 1654 | Intelligence Center Maintenance Technician | 58 |
| 1656 | CV/CVN Combat Direction System (CDS)/(ASWM) Computer/Peripheral Subsystem Maintenance Technician | 107 |
| 1657 | CV-ASWM Fast Time Analyzer Subsystem Upgrade (FTAS-U) Systems Technician | 38 |
| 1658 | LHD 1 Class ITAWDS Computer/Peripheral Subsystem Maintenance Technician | 34 |
| 1664 | SNAP I Computer System Maintenance Technician | 65 |
| 1671 | CG-26/CGN-9/CGN-38/DDG20/FFG-7/LHA-1 Class Computer/Peripheral Technician | 62 |
| 1672 | DD-963 Class Computer/Peripheral Technician | 81 |
| 1673 | LHA Class Computer and Associated Subsystem Technician | 6 |
| 1674 | LHA Integrated Tactical Amphibious Warfare Data System (ITAWDS) Maintenance Technician | 5 |
| 1676 | TOMAHAWK Command and Control System Maintenance Technician | 26 |
| 1677 | Tactical Advanced Computer (TAC-n) Maintenance Technician | 588 |

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|---|---|---|
| 1681 | FFG-7 Class Display Equipment Maintenance Technician | 63 |
| 1682 | DD-963/LHA Class Display Equipment Maintenance Technician | 103 |
| 1684 | CG/CGN/DDG CDS Upgrade Data Display Technician | 37 |
| 1685 | Tactical Support Center (TSC) Acoustic System Maintenance Technician | 30 |
| 1736 | Electronic Warfare Systems Maintenance Technician (AN/SLQ-32(V)4) | 32 |
| 1738 | Electronic Warfare Journeyman Maintenance Technician (AN/SLQ-32A(V)3/AN/SLQ-32(V)3) | 71 |
| 1808 | Oxygen (O2) Cleaning and Calibration Specialist | 31 |
| 1809 | Standards Maintenance and Repair Technician | 75 |
| 1820 | Physical/Dimensional Calibration Specialist | 64 |
| 1918 | Submarine Periscope Repairman | 95 |
| 2318 | Communications System Technical Control Operator | 266 |
| 2319 | Communications System Technical Control Supervisor | 87 |
| 2363 | Strategic SHF SATCOM Systems/DSCS Operator | 80 |
| 23EY | Submarine Radioman Strategic Communications (STRATEGICOMM) Equipment Technician | 16 |
| 23JH | Submarine Radioman Tactical Communications (TACTICOMM) Equipment Technician | 3 |
| 23MZ | Submarine Radioman Communications (SUBCOMM) Combined Maintenance Technician | 1 |
| 23NJ | Submarine Radioman Communications (SUBCOMM) Combined Maintenance Technician | 1 |
| 23TA | TRIDENT Radioman Exterior Communications Subsystems (ECS) Operations and Maintenance Technician | 1 |
| 23TM | TRIDENT ECS Maintenance Technician | 1 |
| 3305 | Missile Technician (MK-88 MOD 2 Fire Control System with TRIDENT I Backfit SSBN or MK-98 MOD 0 Fire Control System with TRIDENT I SSBN) | 33 |
| 3307 | Missile Technician (MK-98 MOD 1 Fire Control System with TRIDENT II D-5 SWS) | 6 |
| 3310 | Missile Technician (TRIDENT I (C-4) SWS) | 490 |
| 3311 | Missile Technician (TRIDENT II (D-5) SWS) | 618 |
| 3317 | Missile Technician (TRIDENT I SSBN) | 23 |
| 3319 | Missile and Missile Checkout Technician (TRIDENT D-5 SWS SSBN) | 14 |
| 3323 | Central Navigation Computer (CNC) Technician (CNC CP-890B on TRIDENT SSBN) | 51 |
| 3324 | Ships Inertial Navigation System (SINS) Technician (SINS MK-2 MOD 3, 4, 6, 7) | 69 |
| 3327 | Navigation Aids (NAVAIDS) Technician (TRIDENT Navigation Subsystem) | 49 |
| 3328 | Navigation Electronics Technician | 329 |
| 3349 | Fleet Ballistic Missile Weapons and Navigation System Technician - Special Category | 1 |
| 3397 | In-Tube Conversion Technician | 27 |

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|---|---|---|
| 4513 | Automatic Combustion Control (General Regulator) Maintenanceman | 198 |
| 4533 | Automatic Combustion Control Console Operator (General Regulator) | 225 |
| 4703 | FFG-7 Class Interior Communications Subsystem Technician | 59 |
| 4711 | Interior Voice Communications System Maintenance Technician | 15 |
| 4712 | Integrated Voice Communications Technician | 48 |
| 4716 | Ship's Service Telephone System (Dimension 2000) PBX Repairman | 175 |
| 4718 | IC Journeyman | 54 |
| 4720 | Gyrocompass Maintenance | 50 |
| 4721 | MK-19 Gyrocompass Systems Maintenance Technician | 111 |
| 4723 | MK-23 Gyrocompass Systems Maintenance Technician | 170 |
| 4727 | WSN-2 Stabilized Gyrocompass Technician | 74 |
| 4728 | WSN-5 Inertial Navigation Set Technician | 183 |
| 4737 | TRIDENT Submarine Ship Control and Atmosphere Support Master Operation and Maintenance Technician (Level III) | 3 |
| 4738 | AN/USQ-82(V) Data Multiplex System Technician | 40 |
| 4745 | Optical Landing System Technician | 84 |
| 4746 | Closed Circuit TV Technician | 187 |
| 4747 | Broadcast Engineering Technician | 82 |
| 4749 | Physical Security Equipment Maintenance Technician | 68 |
| 5642 | Central Office Exchange Technician | 22 |
| 5644 | Cable Splicing Technician | 39 |
| 6522 | AKT-22 Data Link IMA Technician | 12 |
| 6526 | Aviation ASW (MAD) IMA Technician | 36 |
| 6527 | Aviation ASW (Airborne Sonar) IMA Technician | 47 |
| 6529 | ASW Sonobuoy Receivers and Recorder Group IMA Technician | 47 |
| 6534 | AQA-7 DIFAR System IMA Technician | 35 |
| 6556 | S-3B Computer System Specialist | 14 |
| 6582 | P-3A/B Weapons System OMA Technician | 44 |
| 6605 | Aircraft Radar Altimeter Equipment IMA Technician | 84 |
| 6606 | Aircraft Doppler Radar Navigation IMA Technician | 27 |
| 6607 | Digital Data Link Communications IMA Technician | 82 |
| 6608 | Aircraft Navigation Computers IMA Technician | 36 |
| 6609 | Aircraft Electronic Identification (IFF) IMA Technician | 89 |
| 6611 | Aircraft UHF Communications, Automatic Direction Finder (ADF) and Intercommunications Systems (ICS) Equipment IMA Technician | 234 |
| 6612 | Aircraft TACAN/Radio Navigation Equipment IMA Technician | 107 |
| 6613 | Aircraft HF Communications Equipment IMA Technician | 28 |
| 6614 | APS-116 IMA Technician | 42 |
| 6615 | P-3 FLIR IMA Technician | 37 |
| 6618 | USM-458 IMA Technician | 90 |

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|---|---|---|
| 6619 | HATS (USM-403) IMA Operator | 34 |
| 6621 | APS-125 Radar IMA Technician | 40 |
| 6622 | Electronic Countermeasures (ECM) Technician/Weapons Replaceable Assembly (WRA) IMA Technician | 29 |
| 6628 | HATS (USM-403) IMA Maintenance Technician | 25 |
| 6631 | AN/USM-629 Electro-Optic Test Set (EOTS) Operator/Maintainer, IMA | 64 |
| 6633 | USM-467 RADCOM IMA Technician | 171 |
| 6635 | EP-3E/ES-3A ESM IMA Technician | 76 |
| 6639 | Countermeasures Receiving and Dispensing Equipment IMA Technician | 29 |
| 6640 | EP-3E/ES-3A ESM OMA Technician | 125 |
| 6641 | ALQ-126 ECM IMA Technician | 13 |
| 6647 | ALQ-99 Transmitter Test Station IMA Technician | 52 |
| 6648 | ALQ-99 Exciter IMA Technician | 40 |
| 6649 | ECM/Simulator IMA Technician | 17 |
| 6650 | AN/USM-470(V)1 Automatic Test System (ATS) Advanced IMA Technician | 24 |
| 6653 | VAST (USM-247(V)) On-Line Maintenance IMA Technician | 52 |
| 6658 | AN/USM-470(V)1 Automatic Test System (ATS) On-Line Maintenance Technician | 90 |
| 6659 | AN/USM-247 Versatile Avionic Shop Test (VAST) Advanced IMA Operator | 89 |
| 6660 | Dynamic Alignment Test Set IMA Technician | 6 |
| 6663 | VAST (USM-247(V)) Off-Line Maintenance/Calibration | 29 |
| 6664 | APS-115 Search Radar IMA Technician | 64 |
| 6668 | EA-6B ECM OMA System Analyst | 150 |
| 6669 | EA-6A ECM/ESM Organizational Maintenance Technician | 2 |
| 6673 | Field Calibration Activity Technician (Electrical/Electronic) | 298 |
| 6680 | ICAP Computer Group/ICAP II Digital Interface Unit IMA Technician | 23 |
| 6684 | AAM-60(V)6 Electro-Optical System Test Set IMA Technician | 17 |
| 6686 | USM-429 CAT IIID Maintenance Technician | 175 |
| 6688 | USM-484 Hybrid Test Set (HTS) IMA Technician | 145 |
| 6689 | USM-484 HTS Advanced IMA Technician | 38 |
| 6694 | USM-470(V)2 Automatic Test System On-Line Maintenance Technician | 33 |
| 6695 | USM-470(V)2 ATS Advanced IMA Technician | 12 |
| 6701 | Advanced Avionics Integrated Weapons System Maintenance Technician | 332 |
| 6702 | E-6A Mission Avionics System IMA Technician | 6 |
| 6704 | Consolidated Automated Support System (CASS) Test Station IMA Operator/Maintainer | 348 |
| 6705 | Consolidated Automated Support System (CASS) Test Station IMA Calibration/Advanced Maintenance Technician | 78 |
| 6710 | P-3 Navigation System Equipment Technician | 24 |

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|---|---|---|
| 6713 | Video Test Set (VTS) AN/SSM-9 Test Set Operator | 27 |
| 6714 | Enhanced Comprehensive Asset Management System (ECAMS) Maintainer | 15 |
| 6715 | FLIR Systems IMA Technician | 8 |
| 6716 | P-3 Model Aircraft - AN/USM-449(V) Test Set Operator | 23 |
| 6717 | P-3 Peculiar Communications Equipment IMA Technician | 46 |
| 6718 | Electronics Standards Specialist | 120 |
| 6719 | Update III ASUW Improvement Program (AIP) OMA Weapons Systems Technician | 17 |
| 6721 | AN/USM-449(V), Series, ATE IMA Technician | 57 |
| 6801 | Air Launched Weapons Technician | 519 |
| 6802 | Strike Intermediate Armament Maintenanceman | 661 |
| 6810 | Armament Weapons Support Equipment (AWSE) Maintenance Manager | 89 |
| 7835 | Tactical Support Center (TSC) Systems Operator | 47 |
| 7836 | CV/CVN ASWMOD/TSC Watch Supervisor | 46 |
| 7953 | APQ-148/156 and APS-130 Radar, AAS-33 FLIR and APM-375 MSRTC IMA Technician | 17 |
| 7955 | Radar Systems Module Repair Intermediate Maintenance Technician | 19 |
| 7958 | A-6E TRAM Weapon System Organizational Maintenance Technician | 90 |
| 7959 | FLIR Systems Intermediate Maintenance Technician | 22 |
| 7964 | AVA-1 Analog Display Indicator and Test Console IMA Technician | 19 |
| 7970 | F-14D OMA Integrated Weapons Technician | 3 |
| 7971 | F-14A/B OMA Integrated Weapons Technician | 10 |
| 7978 | Radar Set Test Station IMA Technician | 133 |
| 7984 | AWG-9/AWM-23 Radio Frequency Test Console IMA Technician | 51 |
| 7988 | AWG-9/AWM-23 Low Frequency Test Station IMA Technician | 36 |
| 7989 | AWG-9/AWM-23 Computer Test Station IMA Technician | 32 |
| 7991 | AWG-9/AWM-23 Controls and Displays Test Station IMA Technician | 41 |
| 7992 | AWG-9/AWM-23 Module Test Station IMA Technician | 33 |
| 8478 | Advanced Biomedical Equipment Technician | 235 |
| 8479 | Basic Biomedical Equipment Systems Technician | 87 |
| 8732 | Dental Equipment Repair Technician | 100 |
| 9226 | CLASSIC OWL Maintenance Technician | 31 |
| 9228 | COMSAT Systems Maintenance Technician | 51 |
| 9238 | Submarine Carry-on Equipment Maintenance Technician | 102 |
| 9244 | WOLFERS/ROCKETEER System Maintenance Technician | 14 |
| 9245 | NEWSDEALER System Maintenance Technician | 37 |
| 9249 | OUTBOARD II System Maintenance Technician | 90 |
| 9251 | Wideband Acquisitions and Analysis (WBAA) Hardware Maintenance Technician | 43 |

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|---|---|---|
| 9252 | High Frequency Direction Finding (HFDF) Hardware Maintenance Technician | 59 |
| 9256 | Radio Frequency Distribution (RFD) Maintenance Technician | 26 |
| 9257 | WOLFERS/ROCKETEER and Chainwork PTTI Maintenance Technician | 1 |
| 9258 | Outstation Communication (FLAGHOIST) System Maintenance Technician | 38 |
| 9259 | VAX Fundamentals Maintenance Technician | 45 |
| 9267 | MUSIC System Maintenance Technician | 10 |
| 9283 | Mobile Electronics Maintenance Technician (WLQ-4) | 18 |
| 9285 | HPW Fundamentals Technician | 53 |
| 9286 | Chainwork PTTI System Maintenance Technician | 12 |
| 9289 | Combat Direction Finding System (SRS-1) Maintenance Technician | 34 |
| 9295 | Network Systems Maintenance Technician | 21 |
| 9296 | Communications Electronics Equipment Installer | 41 |
| 9297 | CLASSIC WIZARD System Maintenance Technician | 92 |
| 9402 | P-3C Update III ASUW Improvement Program (AIP) In-Flight Technician | 13 |
| 9503 | Miniature/Microminiature Electronic Repair Inspector | 3 |
| 9509 | 2M Instructor/Master Inspector | 9 |
| 9526 | Microminiature Electronic Repair Technician | 42 |
| 9527 | Miniature Electronic Repair Technician | 139 |
| 9602 | Amphibious Air Traffic Control (AATC) Radar Technician (AN/SPN-43C) | 12 |
| 9604 | JTIDS Shipboard Terminal Maintenance Technician | 103 |
| 9605 | Naval Modular Automated Communications Systems II (NAVMACS II) Maintenance Technician | 71 |
| 9606 | Carrier Air Traffic Control (CATC) Radar Technician (AN/SPN-43C) | 33 |
| 9607 | High Frequency Radio Group (HFRG) Maintenance Technician | 36 |
| 9608 | Radar Technician (AN/SPS-67(V)3) | 39 |
| 9610 | Radar (AN/SPS-49A(V)) Technician | 25 |
| 9611 | AN/SSN-2(V)4 Maintainer | 19 |

### 37 Preventive Maintenance Analysts

| MOC | MOC Title | Personnel |
|---|---|---|
| 6301 | Enhanced Comprehensive Asset Management Systems (ECAMS) Operator | 183 |
| 6313 | 3-M System Data Analyst | 336 |
| 6677 | TARPS Camera Repair IMA Technician | 29 |
| 8133 | EH-38 Photographic Quality Control Technician | 99 |

**38 Public Information Managers and Journalists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2410 | Intragovernmental Inquiries Officer | 33 |
| 2412 | Public Affairs Officer | 1 |
| 2412 | Public Affairs Officer | 193 |
| 2415 | Historical Officer | 7 |
| 2430 | Press Officer | 5 |
| 2690 | Printing and Publications Officer | 4 |
| 2715 | Disaster Preparedness Officer | 1 |
| 3221 | Broadcast Operations Specialist | 242 |
| 3251 | Broadcast Operations Director | 43 |
| 8608 | Air Boatswain | 7 |
| 8608 | Air Boatswain | 15 |
| 8656 | Aviation Safety Officer | 43 |
| 9059 | Staff Liaison Officer | 1 |
| 9059 | Staff Liaison Officer | 36 |
| 9060 | Staff Command and Control Officer | 87 |
| 9065 | Staff Operations and Plans Officer | 20 |
| 9065 | Staff Operations and Plans Officer | 702 |
| 9067 | Staff Readiness Officer (General) | 3 |
| 9067 | Staff Readiness Officer (General) | 174 |
| 9068 | Staff Readiness Officer (Aviation) | 75 |
| 9069 | Staff Readiness Officer (Weapons) | 3 |
| 9069 | Staff Readiness Officer (Weapons) | 33 |
| 9070 | Staff Readiness Officer (Engineering) | 34 |
| 9071 | Staff Readiness Officer (Seamanship) | 5 |
| 9071 | Staff Readiness Officer (Seamanship) | 6 |
| 9072 | Staff Readiness Officer (Damage Control) | 2 |
| 9072 | Staff Readiness Officer (Damage Control) | 9 |
| 9073 | Staff Readiness Officer (Tactics) | 36 |
| 9074 | Staff Readiness Officer (Communications) | 1 |
| 9074 | Staff Readiness Officer (Communications) | 8 |
| 9075 | Staff Readiness Officer (Combat Information Center) | 11 |
| 9076 | Staff Readiness Officer (Antisubmarine Warfare) | 23 |
| 9077 | Staff Readiness Officer (Submarine Warfare) | 58 |
| 9078 | Staff Readiness Officer (Amphibious Warfare) | 10 |
| 9079 | Staff Readiness Officer (Electronic Warfare) | 20 |
| 9462 | Civil Affairs Officer | 6 |
| 9635 | Naval Attaché (Assistant) | 56 |
| 9940 | Head of Naval Mission | 8 |
| 9942 | International Affairs Officer | 87 |

**39 Radar and Sonar Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0302 | AN/SYS-2 Integrated Automatic Detection and Tracking (IADT) Systems Operator | 247 |
| 0304 | LCAC Radar Operator/Navigator | 119 |

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|---|---|---|
| 0311 | AEGIS Operations Specialist (CG 47-64) | 352 |
| 0318 | Air Intercept Controller | 458 |
| 0319 | Supervisory Air Intercept Controller | 316 |
| 0321 | Antisubmarine Air Controller | 105 |
| 0322 | LAMPS MK-III Air Tactical Control Operator | 69 |
| 0324 | ASW/ASUW Tactical Air Controller (ASTAC) | 652 |
| 0325 | AN/SSN-2(V)4 Operator | 28 |
| 0334 | HARPOON (AN/SWG-1A) Engagement Planning Operator | 318 |
| 0401 | AN/SQQ-30 Mine Classifying-Detecting Set Maintenance Technician | 5 |
| 0445 | Intermediate Acoustic Analyst | 443 |
| 0488 | AN/SQQ-32 Minehunting Sonar Set Operator | 41 |
| 0501 | Submarine Sonar Master Analyst | 39 |
| 0505 | IUSS Analyst | 225 |
| 0507 | IUSS Master Analyst | 97 |
| 0612 | TDP Displays Analyst | 4 |
| 0614 | SURTASS Analyst | 3 |
| 0619 | IUSS Acoustic Analyst | 41 |
| 14NO | Navigation Equipment Operator | 494 |
| 7821 | P-3B/C Acoustic Sensor Operator | 96 |
| 7825 | ASW Operations Center (ASWOC) Equipment Operator | 66 |
| 7827 | ASW Operations Center Electronic Warfare Analyst | 59 |
| 7834 | S-3B Multi-Sensor Operator | 175 |
| 7841 | P-3C Update III Acoustic Sensor Operator | 444 |
| 7846 | CV/CVN ASWMOD System Operator | 165 |
| 7851 | P-3/EP-3J Non-Acoustic Operator | 3 |
| 7861 | P-3C Non-Acoustic Operator | 233 |
| 7872 | SH-3H Multi-Sensor Operator | 17 |
| 7873 | SH-60B Multi-Sensor Operator | 363 |
| 7874 | SH-2G Multi-Sensor Operator | 22 |
| 7876 | SH-60F/HH-60H Multi-Sensor Operator | 339 |
| 7877 | P-3C Update III ASUW Improvement Program (AIP) Non-Acoustic Operator | 18 |

**40 Recruiting Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2186 | Career Recruiter | 816 |
| 3015 | Mobilization and Selection Officer | 1 |
| 3015 | Mobilization and Selection Officer | 3 |
| 3020 | Procurement and Recruiting Officer | 6 |
| 3020 | Procurement and Recruiting Officer | 247 |
| 3035 | Induction and Enlistment Officer | 17 |
| 9585 | Navy Recruiter Canvasser | 1,945 |
| 9586 | Navy Recruiting District (NRD) Recruiter/Classifier | 20 |
| 9588 | Career Information Program Advisor | 517 |

**41 Scientists and Engineers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0845 | Radiation Health Officer | 52 |
| 0847 | Radiation Specialist | 30 |
| 0860 | Entomologist | 26 |
| 0861 | Environmental Health Officer | 91 |
| 0862 | Industrial Hygiene Officer | 118 |
| 0866 | Medical Technologist | 81 |
| 2050 | Mathematics Research Officer | 6 |
| 2060 | Physical Sciences Research Officer | 1 |
| 2070 | Physicist, General | 3 |
| 2071 | Physicist, Nuclear | 2 |
| 2085 | Statistical Data Analyst | 5 |
| 2098 | Space Projects Technologist | 19 |
| 2105 | Air Warfare Research Officer | 7 |
| 2145 | Armament Research Officer | 1 |
| 2155 | Naval Sciences Research Coordinator/Administrator | 29 |
| 2160 | Designated Project Manager | 22 |
| 2161 | Major Project Manager (Selected) | 64 |
| 2162 | Deputy Designated Project Manager | 29 |
| 2165 | Designated Project Systems Integration Coordinator | 34 |
| 2166 | Designated Project Engineering Coordinator | 7 |
| 2167 | Designated Project Test and Evaluation Coordinator | 14 |
| 2168 | Designated Project Integrated Logistics System Coordinator | 12 |
| 2170 | Designated Project Support Officer | 6 |
| 2170 | Designated Project Support Officer | 191 |
| 2175 | Undersea Warfare Research Officer (General) | 9 |
| 2176 | Undersea Warfare Research Officer (Antisubmarine) | 6 |
| 2180 | Preoperational Test and Evaluation Officer | 8 |
| 2181 | Operational Test and Evaluation Officer | 133 |
| 2190 | Liaison Officer, Naval Research and Development | 17 |
| 2192 | Space Acquisition Officer | 16 |
| 2306 | Oceanography Services Officer | 161 |
| 2310 | Hydrography Program Officer | 14 |
| 2323 | Oceanography Watch Officer | 50 |
| 2365 | Staff Oceanography Officer | 55 |
| 2740 | Safety Engineer | 2 |
| 2740 | Safety Engineer | 22 |
| 4205 | Facilities Engineering Officer | 76 |
| 4210 | Staff Civil Engineer | 3 |
| 4210 | Staff Civil Engineer | 156 |
| 4215 | Facilities Planning and Programming Officer | 64 |
| 4220 | Facilities Design Officer | 10 |
| 4225 | Facilities Research Officer | 1 |
| 4230 | Facilities Construction/Facilities Services Officer | 1 |
| 4230 | Facilities Construction/Facilities Services Officer | 343 |
| 4240 | Petroleum Production Engineering Officer | 2 |
| 4250 | Public Works Officer | 158 |

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|---|---|---|
| 4255 | Public Works Operations Officer | 38 |
| 4260 | Public Works Maintenance Officer | 25 |
| 4270 | Public Works Utilities Officer | 5 |
| 4275 | Public Works Planning Officer | 1 |
| 4275 | Public Works Planning Officer | 26 |
| 4305 | Commanding Officer, Naval Construction Forces | 13 |
| 4310 | Executive Officer, Naval Construction Forces | 16 |
| 4315 | Operations Officer, Naval Construction Forces | 1 |
| 4315 | Operations Officer, Naval Construction Forces | 72 |
| 4330 | Company Officer, Naval Construction Forces | 11 |
| 4330 | Company Officer, Naval Construction Forces | 119 |
| 4340 | Officer in Charge, Naval Construction Battalion Unit | 6 |
| 4340 | Officer in Charge, Naval Construction Battalion Unit | 16 |
| 5904 | Electronics Engineering Officer | 1 |
| 5904 | Electronics Engineering Officer | 14 |
| 5913 | Electronic Engineering Plans and Policies Director | 13 |
| 5917 | Electronic Equipment Research Officer | 58 |
| 5925 | Electronics Installation and Maintenance Planning Officer (General) | 4 |
| 5925 | Electronics Installation and Maintenance Planning Officer (General) | 11 |
| 5927 | Electronics Installation and Maintenance Planning Officer (Aviation) | 1 |
| 5930 | Space Requirements Analyst | 23 |
| 5960 | Electronic Inspection and Survey Officer | 3 |
| 5961 | Aircraft Electronics Director | 7 |
| 5965 | Electronics Logistics Officer | 2 |
| 5970 | Electronic Equipment Military Characteristics Officer | 3 |
| 5977 | Electronic Equipment Installation, Maintenance, and Repair Officer | 21 |
| 5977 | Electronic Equipment Installation, Maintenance, and Repair Officer | 79 |
| 5980 | Electronics Research Administrator | 1 |
| 5996 | Staff Electronic Material Officer | 3 |
| 5996 | Staff Electronic Material Officer | 29 |
| 6275 | Guided Missile Test Officer | 12 |
| 6280 | Guided Missile Type Project Officer (General) | 14 |
| 6281 | Guided Missile Type Project Officer (Air-Launched) | 4 |
| 6282 | Guided Missile Type Project Officer (Ship-Launched) | 4 |
| 6716 | Weapons Material Officer (Nuclear) | 4 |
| 6930 | Naval Weapons Technical Liaison Officer | 3 |
| 6968 | Weapons and Ammunition Production Officer | 2 |
| 6968 | Weapons and Ammunition Production Officer | 7 |
| 7120 | Naval Engineering Hull Development Officer | 1 |
| 7140 | Hull Inspection Officer | 3 |
| 7165 | Hull Superintendent | 3 |
| 7165 | Hull Superintendent | 7 |
| 7187 | Staff Hull Material Officer | 1 |

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|---|---|---|
| 7241 | Machinery Installation and Repair Superintendent | 5 |
| 7241 | Machinery Installation and Repair Superintendent | 12 |
| 7245 | Naval Engineering Machinery Development Officer | 1 |
| 7249 | Nuclear Systems and Components Repair Officer, Ship | 1 |
| 7249 | Nuclear Systems and Components Repair Officer, Ship | 18 |
| 7251 | Radiological Control Officer | 4 |
| 7251 | Radiological Control Officer | 151 |
| 7273 | Nuclear Power Research Project Officer | 14 |
| 7273 | Nuclear Power Research Project Officer | 183 |
| 7420 | Ship Type Planning and Estimating Superintendent | 4 |
| 7420 | Ship Type Planning and Estimating Superintendent | 28 |
| 7435 | Quality Assurance Superintendent | 5 |
| 7435 | Quality Assurance Superintendent | 21 |
| 7445 | Production Engineering Officer | 2 |
| 7450 | Shop Production Officer | 1 |
| 7450 | Shop Production Officer | 5 |
| 7905 | Ship Project Officer | 1 |
| 7905 | Ship Project Officer | 48 |
| 7910 | Engineering Liaison Officer | 20 |
| 7927 | Naval Engineering Inspection Officer | 17 |
| 7930 | Ship Electrical Repair Officer | 3 |
| 7930 | Ship Electrical Repair Officer | 6 |
| 7931 | Naval Engineering Logistics Officer | 9 |
| 7936 | Ship Construction and Repair Superintendent (General) | 11 |
| 7937 | Ship Construction and Repair Superintendent (Surface Ships) | 3 |
| 7937 | Ship Construction and Repair Superintendent (Surface Ships) | 18 |
| 7938 | Ship Construction and Repair Superintendent (Submarines) | 20 |
| 7939 | Ship Construction and Repair Superintendent (Nuclear) | 2 |
| 7939 | Ship Construction and Repair Superintendent (Nuclear) | 17 |
| 7959 | Naval Engineering Research Project Officer | 4 |
| 7966 | Naval Engineering Trials and Survey Officer | 4 |
| 7968 | Nuclear Power Superintendent | 5 |
| 7970 | Yard Planning Officer | 14 |
| 7974 | Naval Engineering Officer, Ship Design | 19 |
| 7976 | Ship Repair Officer | 29 |
| 7976 | Ship Repair Officer | 103 |
| 7984 | Ship Type Engineering Officer | 1 |
| 7984 | Ship Type Engineering Officer | 12 |
| 7996 | Supervisor of Shipbuilding, Conversion, and Repair | 19 |
| 7997 | Yard Production Officer | 7 |
| 7999 | Technical Assistant for Weapons | 8 |
| 8002 | Aerodynamics Engineering Officer | 4 |
| 8004 | Aeronautical Engineering Officer, A/C Mech, Electronic, Electrical and Safety Equip | 1 |
| 8015 | Aircraft Armament Development Officer | 4 |
| 8018 | Aircraft Production Officer | 2 |

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|---|---|---|
| 8026 | Aircraft Test Engineer | 2 |
| 8026 | Aircraft Test Engineer | 14 |
| 8035 | Aircraft/Guided Missile Engine Project Officer | 1 |
| 8050 | Launching, Recovery, and Landing Aids Engineering Officer | 1 |
| 8050 | Launching, Recovery, and Landing Aids Engineering Officer | 10 |
| 8076 | Type Aircraft Design and Development Officer | 25 |
| 8583 | Special Project Pilot | 34 |
| 8585 | Special Project Airborne Electronics Evaluator | 17 |
| 8694 | Aviation Model Manager | 11 |
| 8950 | Aviation Tactical Readiness Officer | 47 |
| 8995 | Staff Aviation Safety Officer | 43 |
| 9085 | Operations Analyst | 158 |
| 9086 | Strategic Plans Officer | 138 |
| 9087 | Staff Plans Officer | 217 |
| 9299 | Special Weapons Assembly Officer (Nuclear) | 3 |
| 9312 | Diving Officer (General) | 9 |
| 9312 | Diving Officer (General) | 17 |
| 9314 | Diving Officer (Ship Salvage) | 6 |
| 9314 | Diving Officer (Ship Salvage) | 9 |
| 9315 | Diving Officer (Saturation) | 2 |
| 9315 | Diving Officer (Saturation) | 4 |
| 9404 | Tactical Deception Plans Officer | 5 |
| 9442 | Facilities Manager | 4 |
| 9442 | Facilities Manager | 47 |
| 9450 | Inshore Undersea Warfare Officer | 4 |
| 9905 | Atomic Energy Plans and Policies Officer | 20 |
| 9920 | Examiner, Reactor Safeguards | 18 |
| 9967 | Surface Safety Officer | 3 |

### 42 Ship Engineers and Air Crew Members

| MOC | MOC Title | Personnel |
|---|---|---|
| 0170 | Surface Rescue Swimmer | 929 |
| 7815 | Tactical Helicopter Search and Rescue Air Crew Swimmer | 102 |
| 9302 | Auxiliary Machinery Officer | 27 |
| 9302 | Auxiliary Machinery Officer | 336 |
| 9305 | Boiler Officer (General) | 6 |
| 9305 | Boiler Officer (General) | 43 |
| 9306 | Boiler Officer (1200 PSI Steam System) | 1 |
| 9308 | Damage Control Assistant | 31 |
| 9308 | Damage Control Assistant | 341 |
| 9322 | Deep Submergence Vehicle Operator | 7 |
| 9336 | Main Propulsion Assistant (Diesel) | 29 |
| 9337 | Main Propulsion Assistant (Gas Turbine) | 191 |
| 9341 | Main Propulsion Assistant (Steam) | 13 |
| 9341 | Main Propulsion Assistant (Steam) | 70 |
| 9342 | Main Propulsion Assistant (1200 PSI Steam System) | 3 |
| 9343 | Underway Replenishment Equipment Maintenance Officer | 4 |
| 9343 | Underway Replenishment Equipment Maintenance Officer | 6 |

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|---|---|---|
| 9345 | Examiner, Surface Ship Propulsion Plant | 3 |
| 9345 | Examiner, Surface Ship Propulsion Plant | 57 |
| 9348 | Repair Division Officer | 39 |
| 9348 | Repair Division Officer | 93 |
| 9353 | Ship's Electrical Officer | 17 |
| 9353 | Ship's Electrical Officer | 153 |
| 9362 | Ship's Engineer Officer (General) | 2 |
| 9362 | Ship's Engineer Officer (General) | 11 |
| 9363 | Ship's Engineer Officer (Diesel) | 9 |
| 9363 | Ship's Engineer Officer (Diesel) | 57 |
| 9364 | Ship's Engineer Officer (Gas Turbine) | 1 |
| 9364 | Ship's Engineer Officer (Gas Turbine) | 180 |
| 9369 | Ship's Engineer Officer (Steam) | 56 |
| 9370 | Ship's Engineer Officer (1200 PSI Steam System) | 5 |
| 9371 | Ship's Engineer Officer, Nuclear (General) | 1 |
| 9371 | Ship's Engineer Officer, Nuclear (General) | 211 |
| 9372 | Ship's Engineer Officer, Nuclear (Main Propulsion) | 1 |
| 9372 | Ship's Engineer Officer, Nuclear (Main Propulsion) | 145 |
| 9373 | Ship's Engineer Officer, Nuclear (Damage Control) | 114 |
| 9374 | Ship's Engineer Officer, Nuclear (Electrical) | 7 |
| 9374 | Ship's Engineer Officer, Nuclear (Electrical) | 164 |
| 9375 | Ship Salvage Operations Officer | 17 |
| 9378 | Main Engine Officer (General) | 2 |
| 9378 | Main Engine Officer (General) | 2 |
| 9384 | Main Engine Officer (Steam) | 2 |
| 9384 | Main Engine Officer (Steam) | 68 |
| 9390 | Staff Engineer Officer | 1 |
| 9390 | Staff Engineer Officer | 8 |
| 9392 | Ship's Reactor Officer | 23 |
| 9393 | Ship's Reactor Mechanical Assistant | 1 |
| 9393 | Ship's Reactor Mechanical Assistant | 76 |
| 9394 | Ship's Reactor Control Assistant | 2 |
| 9394 | Ship's Reactor Control Assistant | 156 |
| 9395 | Engineering Maintenance Officer, 1200 PSI Steam | 2 |
| 9464 | Ocean Systems Operations Officer | 2 |
| 9464 | Ocean Systems Operations Officer | 18 |
| 9465 | Ocean Systems Watch Officer | 7 |
| 9465 | Ocean Systems Watch Officer | 16 |

**43 Surveyors and Mappers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2153 | Naval Observatory Officer | 1 |
| 5503 | Advanced Engineering Aide | 81 |
| 9425 | Survey and Inspection Officer (Non-Engineering) | 1 |

**44 Transportation Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2819 | Personal Property Specialist | 16 |
| 2821 | Air Transportation Specialist | 123 |
| 9566 | Naval Control of Shipping Staff Assistant | 1 |

**46 Weather Personnel**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2332 | Meteorological and Oceanographic Equipment Program Officer | 3 |
| 7412 | Analyst-Forecaster | 490 |

Appendix H

# AIR FORCE OCCUPATIONS BY OCCUPATIONAL CLUSTER

**1 Special Operations Forces**

| MOC | MOC Title | Personnel |
|---|---|---|
| 11S1A | Special Operations Pilot | 6 |
| 11S1B | Special Operations Pilot | 2 |
| 11S1G | Special Operations Pilot | 3 |
| 11S2A | Special Operations Pilot | 21 |
| 11S2B | Special Operations Pilot | 4 |
| 11S2G | Special Operations Pilot | 7 |
| 11S3A | Special Operations Pilot | 131 |
| 11S3B | Special Operations Pilot | 33 |
| 11S3G | Special Operations Pilot | 70 |
| 11S3V | Special Operations Pilot | 22 |
| 11S4A | Special Operations Pilot | 3 |
| 11S4B | Special Operations Pilot | 2 |
| 11S4G | Special Operations Pilot | 1 |
| 11S4V | Special Operations Pilot | 13 |

**2 Administrative, Personnel, and Supply Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1C000 | Air Operations Manager | 18 |
| 1C011 | Airfield Management | 31 |
| 1C012 | Operations Resource Management | 73 |
| 1C031 | Airfield Management | 133 |
| 1C032 | Operations Resource Management | 289 |
| 1C051 | Airfield Management | 293 |
| 1C052 | Operations Resource Management | 696 |
| 1C071 | Airfield Management | 304 |
| 1C072 | Operations Resource Management | 665 |
| 1C091 | Airfield Management | 15 |
| 1C092 | Operations Resource Management | 34 |
| 2G000 | Logistics Plans Manager | 10 |

| | | |
|---|---|---|
| 2G011 | Logistics Plans | 3 |
| 2G031 | Logistics Plans | 13 |
| 2G051 | Logistics Plans | 104 |
| 2G071 | Logistics Plans | 342 |
| 2G091 | Logistics Plans | 39 |
| 2S000 | Supply Manager | 111 |
| 2S011 | Supply Management | 390 |
| 2S031 | Supply Management | 2,433 |
| 2S051 | Supply Management | 4,546 |
| 2S071 | Supply Management | 5,370 |
| 2S090 | Supply Management | 374 |
| 2T000 | Traffic Manager | 16 |
| 2T011 | Traffic Management | 99 |
| 2T031 | Traffic Management | 418 |
| 2T051 | Traffic Management | 799 |
| 2T071 | Traffic Management | 693 |
| 2T091 | Traffic Management | 37 |
| 2T200 | Air Transportation Manager | 22 |
| 2T211 | Air Transportation | 184 |
| 2T231 | Air Transportation | 865 |
| 2T251 | Air Transportation | 1,682 |
| 2T271 | Air Transportation | 1,644 |
| 2T291 | Air Transportation | 79 |
| 3A011 | Information Management | 364 |
| 3A031 | Information Management | 2,095 |
| 3A051 | Information Management | 3,730 |
| 3A071 | Information Management | 5,727 |
| 3A091 | Information Management | 340 |
| 3S000 | Personnel Manager | 91 |
| 3S011 | Personnel | 275 |
| 3S031 | Personnel | 1,322 |
| 3S032 | Personnel System Management (PSM) | 2 |
| 3S051 | Personnel | 2,250 |
| 3S052 | Personnel System Management (PSM) | 87 |
| 3S071 | Personnel | 3,131 |
| 3S072 | Personnel System Management (PSM) | 273 |
| 3S090 | Personnel | 199 |
| 3S131 | Equal Opportunity and Treatment | 6 |
| 3S171 | Equal Opportunity and Treatment | 152 |
| 3S191 | Equal Opportunity and Treatment | 17 |
| 3U000 | Manpower and Quality Management Manager | 19 |
| 3U031 | Manpower and Quality Management | 24 |
| 3U071 | Manpower and Quality Management | 405 |
| 3U091 | Manpower and Quality Management | 54 |
| 4A000 | Health Services Management Manager | 23 |
| 4A011 | Health Services Management | 111 |
| 4A031 | Health Services Management | 926 |
| 4A051 | Health Services Management | 1,329 |

| | | |
|---|---|---|
| 4A071 | Health Services Management | 1,270 |
| 4A091 | Health Services Management | 52 |
| 4A100 | Medical Materiel Manager | 9 |
| 4A111 | Medical Materiel | 31 |
| 4A131 | Medical Materiel | 243 |
| 4A151 | Medical Materiel | 437 |
| 4A171 | Medical Materiel | 517 |
| 4A191 | Medical Materiel | 21 |
| 5R000 | Chaplain Service Support Manager | 7 |
| 5R011 | Chaplain Service Support | 15 |
| 5R031 | Chaplain Service Support | 103 |
| 5R051 | Chaplain Service Support | 157 |
| 5R071 | Chaplain Service Support | 164 |
| 5R091 | Chaplain Service Support | 9 |
| 6C000 | Contracting Manager | 11 |
| 6C011 | Contracting | 11 |
| 6C031 | Contracting | 95 |
| 6C051 | Contracting | 352 |
| 6C071 | Contracting | 513 |
| 6C091 | Contracting | 40 |
| 6F000 | Financial Manager | 25 |
| 6F011 | Financial Management | 212 |
| 6F031 | Financial Management | 655 |
| 6F051 | Financial Management | 1,209 |
| 6F111 | Financial Analysis | 3 |
| 6F131 | Financial Analysis | 11 |
| 6F151 | Financial Analysis | 101 |
| 6F171 | Financial Analysis | 328 |
| 6F191 | Financial Analysis | 26 |
| 8F000 | First Sergeant | 704 |
| 8M000 | Postal | 512 |
| 8P000 | Courier | 37 |
| 9E000 | Senior Enlisted Adviser | 80 |

**3 Aircraft, Automotive, and Electrical Maintanence Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2A111 | Avionic Sensors Maintenance | 89 |
| 2A112 | Avionics Guidance and Control Systems | 33 |
| 2A131 | Avionic Sensors Maintenance | 166 |
| 2A132 | Avionics Guidance and Control Systems | 58 |
| 2A151 | Avionic Sensors Maintenance | 322 |
| 2A152 | Avionics Guidance and Control Systems | 149 |
| 2A171 | Avionic Sensors Maintenance | 408 |
| 2A172 | Avionics Guidance and Control Systems | 188 |
| 2A313B | Tactical Aircraft Maintenance | 406 |
| 2A313E | Tactical Aircraft Maintenance | 87 |
| 2A313H | Tactical Aircraft Maintenance | 23 |
| 2A333B | Tactical Aircraft Maintenance | 607 |

| | | |
|---|---|---|
| 2A333C | Tactical Aircraft Maintenance | 9 |
| 2A333H | Tactical Aircraft Maintenance | 125 |
| 2A353B | Tactical Aircraft Maintenance | 1,415 |
| 2A353J | Tactical Aircraft Maintenance | 590 |
| 2A373B | Tactical Aircraft Maintenance | 1,832 |
| 2A373J | Tactical Aircraft Maintenance | 1,218 |
| 2A512A | Helicopter Maintenance | 22 |
| 2A512B | Helicopter Maintenance | 18 |
| 2A532A | Helicopter Maintenance | 97 |
| 2A532B | Helicopter Maintenance | 92 |
| 2A532C | Helicopter Maintenance | 22 |
| 2A552 | Helicopter Maintenance | 267 |
| 2A571 | Aerospace Maintenance | 5,715 |
| 2A572 | Helicopter Maintenance | 351 |
| 2A600 | Systems Manager | 146 |
| 2A611B | Aerospace Propulsion | 82 |
| 2A611C | Aerospace Propulsion | 143 |
| 2A611D | Aerospace Propulsion | 103 |
| 2A611E | Aerospace Propulsion | 92 |
| 2A612 | Aerospace Ground Equipment | 420 |
| 2A613 | Aircrew Egress Systems | 24 |
| 2A614 | Aircraft Fuel Systems | 87 |
| 2A615 | Aircraft Hydraulic Systems | 75 |
| 2A616 | Aircraft Electrical and Environmental Systems | 266 |
| 2A631B | Aerospace Propulsion | 252 |
| 2A631C | Aerospace Propulsion | 357 |
| 2A631D | Aerospace Propulsion | 197 |
| 2A631E | Aerospace Propulsion | 199 |
| 2A632 | Aerospace Ground Equipment | 754 |
| 2A633 | Aircrew Egress Systems | 109 |
| 2A634 | Aircraft Fuel Systems | 408 |
| 2A635 | Aircraft Hydraulic Systems | 366 |
| 2A636 | Aircraft Electrical and Environmental Systems | 584 |
| 2A651A | Aerospace Propulsion | 1,429 |
| 2A651B | Aerospace Propulsion | 426 |
| 2A652 | Aerospace Ground Equipment | 1,769 |
| 2A653 | Aircrew Egress Systems | 261 |
| 2A654 | Aircraft Fuel Systems | 695 |
| 2A655 | Aircraft Hydraulic Systems | 995 |
| 2A656 | Aircraft Electrical and Environmental Systems | 1,403 |
| 2A671A | Aerospace Propulsion | 2,339 |
| 2A671B | Aerospace Propulsion | 482 |
| 2A672 | Aerospace Ground Equipment | 2,150 |
| 2A673 | Aircrew Egress Systems | 280 |
| 2A674 | Aircraft Fuel Systems | 761 |
| 2A675 | Aircraft Hydraulic Systems | 765 |
| 2A676 | Aircraft Electrical and Environmental Systems | 1,687 |
| 2A690 | Aircraft Systems | 240 |

| | | |
|---|---|---|
| 2A691 | Aerospace Propulsion | 181 |
| 2A692 | Aerospace Ground Equipment | 135 |
| 2A713 | Aircraft Structural Maintenance | 191 |
| 2A733 | Aircraft Structural Maintenance | 460 |
| 2A753 | Aircraft Structural Maintenance | 971 |
| 2A773 | Aircraft Structural Maintenance | 1,322 |
| 2T300 | Vehicle Maintenance Manager | 24 |
| 2T311 | Special Purpose Vehicle and Equipment Maintenance | 88 |
| 2T312A | Special Vehicle Maintenance | 14 |
| 2T312B | Special Vehicle Maintenance | 18 |
| 2T331 | Special Purpose Vehicle and Equipment Maintenance | 225 |
| 2T332A | Special Vehicle Maintenance | 55 |
| 2T332B | Special Vehicle Maintenance | 51 |
| 2T351 | Special Purpose Vehicle and Equipment Maintenance | 473 |
| 2T352A | Special Vehicle Maintenance | 91 |
| 2T352B | Special Vehicle Maintenance | 94 |
| 2T370 | Special Purpose Vehicle and Equipment Maintenance | 1,151 |
| 2T390 | Vehicle Maintenance | 54 |
| 3E011 | Electrical Systems | 217 |
| 3E012 | Electrical Power Production | 31 |
| 3E031 | Electrical Systems | 549 |
| 3E032 | Electrical Power Production | 367 |
| 3E051 | Electrical Systems | 497 |
| 3E052 | Electrical Power Production | 423 |
| 3E071 | Electrical Systems | 613 |
| 3E072 | Electrical Power Production | 520 |
| 3E090 | Electrical | 65 |
| 3E111 | Heating, Ventilation, Air Conditioning, and Refrigeration | 201 |
| 3E131 | Heating, Ventilation, Air Conditioning, and Refrigeration | 576 |
| 3E151 | Heating, Ventilation, Air Conditioning, and Refrigeration | 630 |
| 3E171 | Heating, Ventilation, Air Conditioning, and Refrigeration | 902 |
| 3E191 | Heating, Ventilation, Air Conditioning, and Refrigeration | 47 |

**4 Air Traffic Controllers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 13B1B | Air Battle Management | 50 |
| 13B1C | Air Battle Management | 16 |
| 13B1J | Air Battle Management | 1 |
| 13B1K | Air Battle Management | 138 |
| 13B3B | Air Battle Management | 471 |
| 13B3C | Air Battle Management | 109 |
| 13B3J | Air Battle Management | 6 |
| 13B3K | Air Battle Management | 19 |
| 13B3L | Air Battle Management | 9 |
| 13B4B | Air Battle Management | 55 |
| 13B4C | Air Battle Management | 26 |
| 13B4K | Air Battle Management | 1 |
| 13D1 | Combat Control | 3 |

| | | |
|---|---|---|
| 13D3 | Combat Control | 26 |
| 13D4 | Combat Control | 9 |
| 13M1 | Air Traffic Control | 58 |
| 13M3 | Air Traffic Control | 192 |
| 13M4 | Air Traffic Control | 44 |
| 1C100 | Air Traffic Control Manager | 26 |
| 1C111 | Air Traffic Control | 591 |
| 1C131 | Air Traffic Control | 487 |
| 1C151 | Air Traffic Control | 566 |
| 1C171 | Air Traffic Control | 1,607 |
| 1C191 | Air Traffic Control | 96 |
| 1C200 | Combat Control Manager | 1 |
| 1C211 | Combat Control | 73 |
| 1C231 | Combat Control | 41 |
| 1C251 | Combat Control | 108 |
| 1C271 | Combat Control | 177 |
| 1C291 | Combat Control | 14 |

**5 Airplane Navigators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 12A1A | Airlift Navigator | 5 |
| 12A1C | Airlift Navigator | 85 |
| 12A1D | Airlift Navigator | 2 |
| 12A1E | Airlift Navigator | 21 |
| 12A1T | Airlift Navigator | 3 |
| 12A1U | Airlift Navigator | 1 |
| 12A1W | Airlift Navigator | 2 |
| 12A1Y | Airlift Navigator | 7 |
| 12A3A | Airlift Navigator | 26 |
| 12A3B | Airlift Navigator | 3 |
| 12A3C | Airlift Navigator | 404 |
| 12A3D | Airlift Navigator | 32 |
| 12A3E | Airlift Navigator | 108 |
| 12A3T | Airlift Navigator | 14 |
| 12A3U | Airlift Navigator | 4 |
| 12A3V | Airlift Navigator | 6 |
| 12A3Y | Airlift Navigator | 27 |
| 12A3Z | Airlift Navigator | 7 |
| 12A4A | Airlift Navigator | 1 |
| 12A4C | Airlift Navigator | 38 |
| 12A4D | Airlift Navigator | 3 |
| 12A4E | Airlift Navigator | 4 |
| 12A4U | Airlift Navigator | 1 |
| 12A4V | Airlift Navigator | 2 |
| 12A4W | Airlift Navigator | 12 |
| 12A4Y | Airlift Navigator | 92 |
| 12B1A | Bomber Navigator | 23 |
| 12B1B | Bomber Navigator | 3 |

| | | |
|---|---|---|
| 12B1C | Bomber Navigator | 2 |
| 12B1D | Bomber Navigator | 18 |
| 12B1E | Bomber Navigator | 27 |
| 12B1S | Bomber Navigator | 2 |
| 12B1W | Bomber Navigator | 2 |
| 12B1Y | Bomber Navigator | 16 |
| 12B1Z | Bomber Navigator | 2 |
| 12B2A | Bomber Navigator | 2 |
| 12B2C | Bomber Navigator | 1 |
| 12B2D | Bomber Navigator | 2 |
| 12B2E | Bomber Navigator | 36 |
| 12B3A | Bomber Navigator | 28 |
| 12B3B | Bomber Navigator | 53 |
| 12B3C | Bomber Navigator | 167 |
| 12B3D | Bomber Navigator | 124 |
| 12B3E | Bomber Navigator | 203 |
| 12B3S | Bomber Navigator | 16 |
| 12B3T | Bomber Navigator | 13 |
| 12B3U | Bomber Navigator | 3 |
| 12B3W | Bomber Navigator | 8 |
| 12B3Y | Bomber Navigator | 82 |
| 12B3Z | Bomber Navigator | 1 |
| 12B4A | Bomber Navigator | 7 |
| 12B4B | Bomber Navigator | 10 |
| 12B4C | Bomber Navigator | 2 |
| 12B4D | Bomber Navigator | 17 |
| 12B4E | Bomber Navigator | 33 |
| 12B4U | Bomber Navigator | 5 |
| 12B4W | Bomber Navigator | 14 |
| 12B4Y | Bomber Navigator | 157 |
| 12E1A | Experimental Test Navigator | 2 |
| 12E1B | Experimental Test Navigator | 4 |
| 12E1Z | Experimental Test Navigator | 2 |
| 12E3A | Experimental Test Navigator | 6 |
| 12E3B | Experimental Test Navigator | 8 |
| 12E3Z | Experimental Test Navigator | 2 |
| 12E4A | Experimental Test Navigator | 2 |
| 12E4Z | Experimental Test Navigator | 1 |
| 12F1A | Fighter Navigator | 7 |
| 12F1C | Fighter Navigator | 12 |
| 12F1D | Fighter Navigator | 3 |
| 12F1F | Fighter Navigator | 35 |
| 12F1H | Fighter Navigator | 7 |
| 12F1K | Fighter Navigator | 2 |
| 12F1T | Fighter Navigator | 3 |
| 12F1U | Fighter Navigator | 5 |
| 12F1W | Fighter Navigator | 7 |
| 12F1Y | Fighter Navigator | 6 |

| | | |
|---|---|---|
| 12F1Z | Fighter Navigator | 2 |
| 12F3A | Fighter Navigator | 20 |
| 12F3B | Fighter Navigator | 1 |
| 12F3C | Fighter Navigator | 17 |
| 12F3D | Fighter Navigator | 8 |
| 12F3F | Fighter Navigator | 327 |
| 12F3G | Fighter Navigator | 2 |
| 12F3H | Fighter Navigator | 48 |
| 12F3K | Fighter Navigator | 34 |
| 12F3S | Fighter Navigator | 4 |
| 12F3T | Fighter Navigator | 11 |
| 12F3U | Fighter Navigator | 10 |
| 12F3W | Fighter Navigator | 22 |
| 12F3Y | Fighter Navigator | 25 |
| 12F3Z | Fighter Navigator | 8 |
| 12F4A | Fighter Navigator | 12 |
| 12F4C | Fighter Navigator | 8 |
| 12F4D | Fighter Navigator | 2 |
| 12F4F | Fighter Navigator | 22 |
| 12F4H | Fighter Navigator | 19 |
| 12F4K | Fighter Navigator | 2 |
| 12F4U | Fighter Navigator | 23 |
| 12F4W | Fighter Navigator | 53 |
| 12F4Y | Fighter Navigator | 146 |
| 12F4Z | Fighter Navigator | 1 |
| 12G3 | Generalist Navigator | 15 |
| 12G4 | Generalist Navigator | 60 |
| 12K1A | Trainer Navigator | 1 |
| 12K1B | Trainer Navigator | 1 |
| 12K3A | Trainer Navigator | 2 |
| 12K3B | Trainer Navigator | 1 |
| 12K3Z | Trainer Navigator | 1 |
| 12K4Y | Trainer Navigator | 5 |
| 12R1A | Reconnaissance/Surveillance/Electronic Warfare Navigator | 14 |
| 12R1C | Reconnaissance/Surveillance/Electronic Warfare Navigator | 7 |
| 12R1D | Reconnaissance/Surveillance/Electronic Warfare Navigator | 6 |
| 12R1E | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R1G | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R1H | Reconnaissance/Surveillance/Electronic Warfare Navigator | 30 |
| 12R1J | Reconnaissance/Surveillance/Electronic Warfare Navigator | 16 |
| 12R1K | Reconnaissance/Surveillance/Electronic Warfare Navigator | 2 |
| 12R1T | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R1Y | Reconnaissance/Surveillance/Electronic Warfare Navigator | 7 |
| 12R1Z | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R3A | Reconnaissance/Surveillance/Electronic Warfare Navigator | 102 |
| 12R3B | Reconnaissance/Surveillance/Electronic Warfare Navigator | 7 |
| 12R3C | Reconnaissance/Surveillance/Electronic Warfare Navigator | 35 |
| 12R3D | Reconnaissance/Surveillance/Electronic Warfare Navigator | 32 |

| | | |
|---|---|---|
| 12R3E | Reconnaissance/Surveillance/Electronic Warfare Navigator | 8 |
| 12R3G | Reconnaissance/Surveillance/Electronic Warfare Navigator | 20 |
| 12R3H | Reconnaissance/Surveillance/Electronic Warfare Navigator | 219 |
| 12R3J | Reconnaissance/Surveillance/Electronic Warfare Navigator | 94 |
| 12R3K | Reconnaissance/Surveillance/Electronic Warfare Navigator | 7 |
| 12R3S | Reconnaissance/Surveillance/Electronic Warfare Navigator | 8 |
| 12R3T | Reconnaissance/Surveillance/Electronic Warfare Navigator | 9 |
| 12R3W | Reconnaissance/Surveillance/Electronic Warfare Navigator | 6 |
| 12R3Y | Reconnaissance/Surveillance/Electronic Warfare Navigator | 36 |
| 12R3Z | Reconnaissance/Surveillance/Electronic Warfare Navigator | 3 |
| 12R4A | Reconnaissance/Surveillance/Electronic Warfare Navigator | 5 |
| 12R4B | Reconnaissance/Surveillance/Electronic Warfare Navigator | 5 |
| 12R4C | Reconnaissance/Surveillance/Electronic Warfare Navigator | 4 |
| 12R4D | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R4E | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R4G | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R4H | Reconnaissance/Surveillance/Electronic Warfare Navigator | 20 |
| 12R4J | Reconnaissance/Surveillance/Electronic Warfare Navigator | 18 |
| 12R4U | Reconnaissance/Surveillance/Electronic Warfare Navigator | 1 |
| 12R4W | Reconnaissance/Surveillance/Electronic Warfare Navigator | 23 |
| 12R4Y | Reconnaissance/Surveillance/Electronic Warfare Navigator | 27 |
| 12S1A | Special Operations Navigator | 2 |
| 12S1B | Special Operations Navigator | 1 |
| 12S1C | Special Operations Navigator | 1 |
| 12S1D | Special Operations Navigator | 4 |
| 12S1F | Special Operations Navigator | 1 |
| 12S1G | Special Operations Navigator | 7 |
| 12S1H | Special Operations Navigator | 1 |
| 12S1J | Special Operations Navigator | 1 |
| 12S1K | Special Operations Navigator | 2 |
| 12S1L | Special Operations Navigator | 1 |
| 12S1T | Special Operations Navigator | 1 |
| 12S1W | Special Operations Navigator | 1 |
| 12S1Y | Special Operations Navigator | 2 |
| 12S3A | Special Operations Navigator | 16 |
| 12S3B | Special Operations Navigator | 27 |
| 12S3C | Special Operations Navigator | 24 |
| 12S3D | Special Operations Navigator | 14 |
| 12S3E | Special Operations Navigator | 14 |
| 12S3F | Special Operations Navigator | 13 |
| 12S3G | Special Operations Navigator | 83 |
| 12S3H | Special Operations Navigator | 18 |
| 12S3J | Special Operations Navigator | 30 |
| 12S3K | Special Operations Navigator | 41 |
| 12S3L | Special Operations Navigator | 42 |
| 12S3S | Special Operations Navigator | 2 |
| 12S3U | Special Operations Navigator | 1 |
| 12S3W | Special Operations Navigator | 9 |

| | | |
|---|---|---|
| 12S3Y | Special Operations Navigator | 47 |
| 12S4A | Special Operations Navigator | 1 |
| 12S4B | Special Operations Navigator | 1 |
| 12S4C | Special Operations Navigator | 2 |
| 12S4G | Special Operations Navigator | 2 |
| 12S4H | Special Operations Navigator | 1 |
| 12S4J | Special Operations Navigator | 5 |
| 12S4L | Special Operations Navigator | 4 |
| 12S4W | Special Operations Navigator | 12 |
| 12S4Y | Special Operations Navigator | 32 |
| 12T1A | Tanker Navigator | 26 |
| 12T1Y | Tanker Navigator | 1 |
| 12T3A | Tanker Navigator | 418 |
| 12T3T | Tanker Navigator | 16 |
| 12T3Y | Tanker Navigator | 30 |
| 12T3Z | Tanker Navigator | 7 |
| 12T4A | Tanker Navigator | 36 |
| 12T4Y | Tanker Navigator | 56 |

**6 Communications Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 13B1D | Air Battle Management | 15 |
| 13B3D | Air Battle Management | 144 |
| 13B4D | Air Battle Management | 183 |

**7 Communications Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1A300 | Airborne Communications Systems Manager | 5 |
| 1A311 | Airborne Communications Systems | 31 |
| 1A331 | Airborne Communications Systems | 200 |
| 1A351 | Airborne Communications Systems | 177 |
| 1A371 | Airborne Communications Systems | 324 |
| 1A391 | Airborne Communications Systems | 14 |
| 1A400 | Airborne Warning Command and Control Systems Manager | 9 |
| 1A411 | Airborne Battle Management Systems | 44 |
| 1A431 | Airborne Battle Management Systems | 88 |
| 1A451 | Airborne Battle Management Systems | 228 |
| 1A451D | Airborne Battle Management Systems | 56 |
| 1A471 | Airborne Battle Management Systems | 169 |
| 1A471D | Airborne Battle Management Systems | 89 |
| 1A491 | Airborne Battle Management Systems | 11 |
| 1C300 | Command and Control Manager | 18 |
| 1C311 | Command and Control | 112 |
| 1C331 | Command and Control | 265 |
| 1C351 | Command and Control | 700 |
| 1C371 | Command and Control | 791 |
| 1C391 | Command and Control | 66 |

| | | |
|---|---|---|
| 1C400 | Tactical Air Command and Control Manager | 4 |
| 1C411 | Tactical Air Command and Control | 100 |
| 1C431 | Tactical Air Command and Control | 154 |
| 1C451 | Tactical Air Command and Control | 304 |
| 1C471 | Tactical Air Command and Control | 369 |
| 1C491 | Tactical Air Command and Control | 11 |
| 1C500 | Aerospace Control and Warning System Manager | 12 |
| 1C551 | Aerospace Control and Warning Systems | 364 |
| 1C551D | Aerospace Control and Warning Systems | 35 |
| 1N200 | Signals Intelligence Analysis Manager | 36 |
| 1N211 | Signals Intelligence Production | 308 |
| 1N231 | Signals Intelligence Production | 220 |
| 1N251 | Signals Intelligence Production | 650 |
| 1N271 | Signals Intelligence Production | 786 |
| 1N291 | Signals Intelligence Production | 47 |
| 1N500 | Electronic Signals Intelligence Exploitation Manager | 5 |
| 1N511 | Electronic Signals Intelligence Exploitation | 29 |
| 1N531 | Electronic Signals Intelligence Exploitation | 102 |
| 1N551 | Electronic Signals Intelligence Exploitation | 214 |
| 1N571 | Electronic Signals Intelligence Exploitation | 390 |
| 1N591 | Electronic Signals Intelligence Exploitation | 15 |
| 1N600 | Electronic Systems Security Assess Manager | 1 |
| 2A413 | Aircraft Command Control Communications and Navigation Systems | 35 |
| 2A433 | Aircraft Command Control Communications and Navigation Systems | 118 |
| 2A453 | Aircraft Command Control Communications and Navigation Systems | 88 |
| 2A473 | Aircraft Command Control Communications and Navigation Systems | 129 |
| 2E000 | Communications-Electronics Systems Manager | 112 |
| 2E690 | Telephone and Distributed Communications Systems | 54 |
| 3C111 | Radio Communications Systems | 79 |
| 3C131 | Radio Communications Systems | 126 |
| 3C132 | Electromagnetic Spectrum Management | 2 |
| 3C151 | Radio Communications Systems | 379 |
| 3C171 | Radio Communications Systems | 555 |
| 3C172 | Electromagnetic Spectrum Management | 47 |
| 3C191 | Radio Communications Systems | 22 |
| 3C192 | Electromagnetic Spectrum Management | 3 |

**8 Computer Systems Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1A511 | Airborne Missions Systems | 36 |
| 1A531 | Airborne Missions Systems | 94 |
| 1A551 | Airborne Missions Systems | 141 |
| 1A571 | Airborne Missions Systems | 138 |
| 1A591 | Airborne Missions Systems | 6 |

| | | |
|---|---|---|
| 2S012 | Supply Systems Analysis | 29 |
| 2S032 | Supply Systems Analysis | 84 |
| 2S052 | Supply Systems Analysis | 101 |
| 2S072 | Supply Systems Analysis | 501 |
| 33S1 | Communications and Information | 515 |
| 33S1A | Communications and Information | 59 |
| 33S1B | Communications and Information | 19 |
| 33S1C | Communications and Information | 215 |
| 33S3 | Communications and Information | 1,328 |
| 33S3A | Communications and Information | 259 |
| 33S3B | Communications and Information | 78 |
| 33S3C | Communications and Information | 1,067 |
| 33S3W | Communications and Information | 1 |
| 33S4 | Communications and Information | 1,106 |
| 33S4W | Communications and Information | 1 |
| 3A000 | Information Management Manager | 93 |
| 3C000 | Communications-Computer Systems Manager | 74 |
| 3C011 | Communications-Computer Systems Operations | 351 |
| 3C012 | Communications-Computer Systems Programming | 33 |
| 3C031 | Communications-Computer Systems Operations | 1,127 |
| 3C032 | Communications-Computer Systems Programming | 222 |
| 3C051 | Communications-Computer Systems Operations | 2,820 |
| 3C052 | Communications-Computer Systems Programming | 697 |
| 3C071 | Communications-Computer Systems Operations | 2,946 |
| 3C072 | Communications-Computer Systems Programming | 924 |
| 3C090 | Communications-Computer Systems | 197 |
| 3C211 | Communications-Computer Systems Control | 91 |
| 3C231 | Communications-Computer Systems Control | 372 |
| 3C251 | Communications-Computer Systems Control | 524 |
| 3C271 | Communications-Computer Systems Control | 840 |
| 3C291 | Communications-Computer Systems Control | 43 |
| 3C311 | Communications-Computer Systems Planning and Implementation | 10 |
| 3C331 | Communications-Computer Systems Planning and Implementation | 34 |
| 3C351 | Communications-Computer Systems Planning and Implementation | 177 |
| 3C371 | Communications-Computer Systems Planning and Implementation | 306 |
| 3C391 | Communications-Computer Systems Planning and Implementation | 31 |

**9 Construction and Engineering Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1T100 | Aircrew Life Support Manager | 11 |
| 1T111 | Aircrew Life Support | 84 |
| 1T131 | Aircrew Life Support | 386 |
| 1T151 | Aircrew Life Support | 724 |

| | | |
|---|---|---|
| 1T171 | Aircrew Life Support | 712 |
| 1T191 | Aircrew Life Support | 30 |
| 2A714 | Survival Equipment | 33 |
| 2A734 | Survival Equipment | 116 |
| 2A754 | Survival Equipment | 308 |
| 2A774 | Survival Equipment | 299 |
| 3E211 | Pavements and Construction Equipment | 110 |
| 3E231 | Pavements and Construction Equipment | 464 |
| 3E251 | Pavements and Construction Equipment | 564 |
| 3E271 | Pavements and Construction Equipment | 751 |
| 3E291 | Pavements and Construction Equipment | 43 |

**11 Dental and Pharmacy Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 40C0D | Medical Commander | 5 |
| 47B1 | Orthodontist | 2 |
| 47B3 | Orthodontist | 20 |
| 47D3 | Oral and Maxillofacial Pathologist | 7 |
| 47E3 | Endodontist | 18 |
| 47G1A | Dentist | 3 |
| 47G1C | Dentist | 10 |
| 47G3A | Dentist | 188 |
| 47G3B | Dentist | 37 |
| 47G3C | Dentist | 328 |
| 47G4A | Dentist | 1 |
| 47G4B | Dentist | 1 |
| 47H1 | Periodontist | 1 |
| 47H3 | Periodontist | 54 |
| 47K3 | Pediatric Dentist | 15 |
| 47P1 | Prosthodontist | 1 |
| 47P3 | Prosthodontist | 58 |
| 4P000 | Pharmacy Manager | 6 |
| 4P011 | Pharmacy | 64 |
| 4P031 | Pharmacy | 171 |
| 4P051 | Pharmacy | 423 |
| 4P071 | Pharmacy | 344 |
| 4P091 | Pharmacy | 12 |
| 4Y000 | Dental Manager | 18 |
| 4Y011 | Dental Assistant | 190 |
| 4Y031 | Dental Assistant | 540 |
| 4Y051 | Dental Assistant | 750 |
| 4Y071 | Dental Assistant | 885 |

**13 Emergency Management and Laboratory Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3E900 | Readiness Manager | 6 |
| 3E911 | Readiness | 6 |

| | | |
|---|---|---|
| 3E931 | Readiness | 52 |
| 3E951 | Readiness | 88 |
| 3E971 | Readiness | 273 |
| 3E991 | Readiness | 20 |

**14 Environmental Health and Safety Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3E413 | Environmental | 7 |
| 3E433 | Environmental | 44 |
| 3E453 | Environmental | 98 |
| 3E473 | Environmental | 146 |
| 4B011 | Bioenvironmental Engineering | 43 |
| 4B031 | Bioenvironmental Engineering | 179 |
| 4B051 | Bioenvironmental Engineering | 312 |
| 4B071 | Bioenvironmental Engineering | 271 |
| 4B091 | Bioenvironmental Engineering | 11 |
| 4E011 | Public Health | 70 |
| 4E031 | Public Health | 159 |
| 4E051 | Public Health | 211 |
| 4E071 | Public Health | 252 |
| 4E091 | Public Health | 10 |

**15 Finance and Accounting Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 65A3 | Audit | 4 |
| 65A4 | Audit | 9 |
| 65F1 | Financial Management | 113 |
| 65F3 | Financial Management | 424 |
| 65F4 | Financial Management | 226 |
| 65W1 | Cost Analysis | 22 |
| 65W3 | Cost Analysis | 112 |
| 65W4 | Cost Analysis | 21 |
| 87G0 | Inspector General | 23 |

**16 Firefighters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3E700 | Fire Protection Manager | 21 |
| 3E711 | Fire Protection | 294 |
| 3E731 | Fire Protection | 1,812 |
| 3E751 | Fire Protection | 1,043 |
| 3E771 | Fire Protection | 1,141 |
| 3E791 | Fire Protection | 37 |

**17 Flight Engineers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1A100 | Flight Engineer Manager | 27 |
| 1A131C | Flight Engineer | 7 |

| | | |
|---|---|---|
| 1A151C | Flight Engineer | 195 |
| 1A171C | Flight Engineer | 966 |
| 1A190 | Flight Engineer | 110 |
| 1A200 | Aircraft Loadmaster Manager | 13 |

**18 Functional Specialty Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 10C0 | Operations Commander | 198 |
| 13B1F | Air Battle Management | 25 |
| 13B3F | Air Battle Management | 132 |
| 13B4F | Air Battle Management | 4 |
| 16G1 | Air Force Operations Staff Officer | 28 |
| 16G3 | Air Force Operations Staff Officer | 20 |
| 16G4 | Air Force Operations Staff Officer | 88 |
| 16R1 | Planning and Programming | 46 |
| 16R3 | Planning and Programming | 63 |
| 16R4 | Planning and Programming | 269 |
| 20C0 | Logistics Commander | 250 |
| 20C0W | Logistics Commander | 1 |
| 21A1 | Aircraft Maintenance and Munitions | 308 |
| 21A1A | Aircraft Maintenance and Munitions | 18 |
| 21A3 | Aircraft Maintenance and Munitions | 1,202 |
| 21A3A | Aircraft Maintenance and Munitions | 122 |
| 21A4 | Aircraft Maintenance and Munitions | 271 |
| 21G1 | Logistics Plans | 58 |
| 21G3 | Logistics Plans | 249 |
| 21G4 | Logistics Plans | 143 |
| 21L1 | Logistician | 47 |
| 21L3 | Logistician | 355 |
| 21L3W | Logistician | 1 |
| 21L4 | Logistician | 277 |
| 21S1 | Supply | 92 |
| 21S3 | Supply | 353 |
| 21S4 | Supply | 89 |
| 21T1 | Transportation | 86 |
| 21T3 | Transportation | 379 |
| 21T4 | Transportation | 130 |
| 30C0 | Support Commander | 324 |
| 30C0W | Support Commander | 4 |
| 31P1 | Security Police | 144 |
| 31P3 | Security Police | 497 |
| 31P4 | Security Police | 175 |
| 34M1 | Services | 72 |
| 34M3 | Services | 209 |
| 34M4 | Services | 81 |
| 36M1 | Mission Support | 19 |
| 36M3 | Mission Support | 141 |
| 36P1 | Personnel | 297 |

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|---|---|---|
| 36P3 | Personnel | 1,010 |
| 36P4 | Personnel | 448 |
| 36P4W | Personnel | 5 |
| 38M1 | Manpower and Quality Management | 69 |
| 38M3 | Manpower and Quality Management | 88 |
| 38M4 | Manpower and Quality Management | 140 |
| 3M000 | Services Manager | 20 |
| 3M011 | Services | 209 |
| 3M031 | Services | 828 |
| 3M051 | Services | 2,090 |
| 3M071 | Services | 1,634 |
| 3M091 | Services | 60 |
| 4D000 | Diet Therapy Manager | 4 |
| 4D011 | Diet Therapy | 20 |
| 4D031 | Diet Therapy | 118 |
| 4D051 | Diet Therapy | 209 |
| 4D071 | Diet Therapy | 232 |
| 4D091 | Diet Therapy | 6 |
| 60C0 | Program Director | 26 |
| 63A1 | Acquisition Manager | 290 |
| 63A1W | Acquisition Manager | 20 |
| 63A3 | Acquisition Manager | 1,298 |
| 63A3P | Acquisition Manager | 10 |
| 63A3R | Acquisition Manager | 5 |
| 63A3U | Acquisition Manager | 1 |
| 63A3V | Acquisition Manager | 3 |
| 63A3W | Acquisition Manager | 54 |
| 63A4 | Acquisition Manager | 570 |
| 63A4P | Acquisition Manager | 5 |
| 63A4R | Acquisition Manager | 2 |
| 63A4T | Acquisition Manager | 1 |
| 63A4U | Acquisition Manager | 1 |
| 63A4V | Acquisition Manager | 2 |
| 63A4W | Acquisition Manager | 25 |
| 64P1 | Contracting | 107 |
| 64P3 | Contracting | 581 |
| 64P4 | Contracting | 302 |
| 71S1 | Special Investigations | 66 |
| 71S3 | Special Investigations | 182 |
| 71S4 | Special Investigations | 89 |
| 86M0 | Operations Management | 115 |
| 88A0 | Aide-de-Camp | 9 |
| 91C0 | Commander | 109 |
| 91C0W | Commander | 1 |
| 91W0 | Wing Commander | 132 |
| 97E0 | Executive Officer Above Wing Level | 59 |
| 9D000 | Dormitory Manager | 94 |
| 9G000 | Airman Aide | 27 |

**20 Health, Education and Welfare Workers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1N312A | Romance Cryptologic Linguist | 73 |
| 1N312C | Romance Cryptologic Linguist | 5 |
| 1N312E | Romance Cryptologic Linguist | 1 |
| 1N313A | Slavic Cryptologic Linguist | 208 |
| 1N313D | Slavic Cryptologic Linguist | 71 |
| 1N313E | Slavic Cryptologic Linguist | 1 |
| 1N313K | Slavic Cryptologic Linguist | 4 |
| 1N313L | Slavic Cryptologic Linguist | 5 |
| 1N314A | Far East Cryptologic Linguist | 122 |
| 1N314B | Far East Cryptologic Linguist | 32 |
| 1N314C | Far East Cryptologic Linguist | 3 |
| 1N314D | Far East Cryptologic Linguist | 5 |
| 1N314E | Far East Cryptologic Linguist | 6 |
| 1N314G | Far East Cryptologic Linguist | 210 |
| 1N314J | Far East Cryptologic Linguist | 2 |
| 1N315A | Mid East Cryptologic Linguist | 191 |
| 1N315C | Mid East Cryptologic Linguist | 41 |
| 1N315D | Mid East Cryptologic Linguist | 84 |
| 1N315E | Mid East Cryptologic Linguist | 8 |
| 1N332A | Romance Cryptologic Linguist | 73 |
| 1N332B | Romance Cryptologic Linguist | 1 |
| 1N332F | Romance Cryptologic Linguist | 3 |
| 1N333A | Slavic Cryptologic Linguist | 103 |
| 1N333D | Slavic Cryptologic Linguist | 24 |
| 1N333F | Slavic Cryptologic Linguist | 2 |
| 1N333J | Slavic Cryptologic Linguist | 1 |
| 1N333K | Slavic Cryptologic Linguist | 1 |
| 1N334A | Far East Cryptologic Linguist | 73 |
| 1N334B | Far East Cryptologic Linguist | 31 |
| 1N334C | Far East Cryptologic Linguist | 4 |
| 1N334D | Far East Cryptologic Linguist | 4 |
| 1N334E | Far East Cryptologic Linguist | 3 |
| 1N334G | Far East Cryptologic Linguist | 84 |
| 1N335A | Mid East Cryptologic Linguist | 83 |
| 1N335C | Mid East Cryptologic Linguist | 12 |
| 1N335D | Mid East Cryptologic Linguist | 44 |
| 1N335E | Mid East Cryptologic Linguist | 6 |
| 1N335F | Mid East Cryptologic Linguist | 2 |
| 1N351A | German Cryptologic Linguist | 8 |
| 1N352A | Romance Cryptologic Linguist | 137 |
| 1N352B | Romance Cryptologic Linguist | 4 |
| 1N352C | Romance Cryptologic Linguist | 5 |
| 1N352E | Romance Cryptologic Linguist | 1 |
| 1N353A | Slavic Cryptologic Linguist | 114 |
| 1N353D | Slavic Cryptologic Linguist | 16 |
| 1N353E | Slavic Cryptologic Linguist | 1 |

| | | |
|---|---|---|
| 1N353F | Slavic Cryptologic Linguist | 2 |
| 1N353J | Slavic Cryptologic Linguist | 2 |
| 1N354A | Far East Cryptologic Linguist | 84 |
| 1N354B | Far East Cryptologic Linguist | 18 |
| 1N354C | Far East Cryptologic Linguist | 3 |
| 1N354D | Far East Cryptologic Linguist | 4 |
| 1N354E | Far East Cryptologic Linguist | 3 |
| 1N354G | Far East Cryptologic Linguist | 81 |
| 1N354J | Far East Cryptologic Linguist | 1 |
| 1N355A | Mid East Cryptologic Linguist | 201 |
| 1N355C | Mid East Cryptologic Linguist | 28 |
| 1N355D | Mid East Cryptologic Linguist | 30 |
| 1N355E | Mid East Cryptologic Linguist | 7 |
| 1N371A | German Cryptologic Linguist | 10 |
| 1N372A | Romance Cryptologic Linguist | 161 |
| 1N372B | Romance Cryptologic Linguist | 4 |
| 1N372C | Romance Cryptologic Linguist | 3 |
| 1N372E | Romance Cryptologic Linguist | 4 |
| 1N373A | Slavic Cryptologic Linguist | 392 |
| 1N373B | Slavic Cryptologic Linguist | 9 |
| 1N373C | Slavic Cryptologic Linguist | 12 |
| 1N373D | Slavic Cryptologic Linguist | 38 |
| 1N373E | Slavic Cryptologic Linguist | 1 |
| 1N373F | Slavic Cryptologic Linguist | 1 |
| 1N373J | Slavic Cryptologic Linguist | 4 |
| 1N374A | Far East Cryptologic Linguist | 83 |
| 1N374B | Far East Cryptologic Linguist | 42 |
| 1N374C | Far East Cryptologic Linguist | 2 |
| 1N374D | Far East Cryptologic Linguist | 3 |
| 1N374G | Far East Cryptologic Linguist | 153 |
| 1N374J | Far East Cryptologic Linguist | 9 |
| 1N375A | Mid East Cryptologic Linguist | 145 |
| 1N375C | Mid East Cryptologic Linguist | 36 |
| 1N375D | Mid East Cryptologic Linguist | 23 |
| 1N375E | Mid East Cryptologic Linguist | 3 |
| 1N390 | Cryptologic Linguist | 80 |
| 1T000 | Survival, Evasion, Resistance, and Escape Training Manager | 4 |
| 1T011 | Survival, Evasion, Resistance, and Escape Training | 58 |
| 1T031 | Survival, Evasion, Resistance, and Escape Training | 60 |
| 1T051 | Survival, Evasion, Resistance, and Escape Training | 103 |
| 1T071 | Survival, Evasion, Resistance, and Escape Training | 157 |
| 1T091 | Survival, Evasion, Resistance, and Escape Training | 7 |
| 3S100 | Equal Opportunity and Treatment Manager | 6 |
| 3S200 | Education and Training Manager | 13 |
| 3S211 | Education and Training | 11 |
| 3S231 | Education and Training | 50 |
| 3S251 | Education and Training | 374 |
| 3S271 | Education and Training | 862 |

| | | |
|---|---|---|
| 40C0A | Medical Commander | 20 |
| 40C0C | Medical Commander | 33 |
| 41A1 | Health Services Administrator | 251 |
| 41A3 | Health Services Administrator | 568 |
| 41A4 | Health Services Administrator | 300 |
| 42N1A | Audiology/Speech Pathologist | 7 |
| 42N3A | Audiology/Speech Pathologist | 31 |
| 42N3B | Audiology/Speech Pathologist | 6 |
| 42N4A | Audiology/Speech Pathologist | 1 |
| 42P3 | Clinical Psychologist | 118 |
| 42P3A | Clinical Psychologist | 9 |
| 42S1 | Clinical Social Worker | 50 |
| 42S3 | Clinical Social Worker | 165 |
| 42S4 | Clinical Social Worker | 4 |
| 43D1 | Dietitian | 16 |
| 43D3 | Dietitian | 68 |
| 43P1 | Pharmacist | 78 |
| 43P3 | Pharmacist | 179 |
| 43P4 | Pharmacist | 3 |
| 4C000 | Mental Health Service Manager | 2 |
| 4C011 | Mental Health Service | 36 |
| 4C031 | Mental Health Service | 158 |
| 4C051 | Mental Health Service | 219 |
| 4C071 | Mental Health Service | 328 |
| 4C091 | Mental Health Service | 11 |
| 4M000 | Aerospace Physiology Manager | 2 |
| 4M011 | Aerospace Physiology | 19 |
| 4M031 | Aerospace Physiology | 69 |
| 4M051 | Aerospace Physiology | 127 |
| 4M071 | Aerospace Physiology | 170 |
| 4M091 | Aerospace Physiology | 9 |
| 51J1 | Judge Advocate | 127 |
| 51J3 | Judge Advocate | 722 |
| 51J4 | Judge Advocate | 441 |
| 52R3 | Chaplain | 430 |
| 52R3A | Chaplain | 9 |
| 52R3C | Chaplain | 1 |
| 52R4 | Chaplain | 145 |
| 80C0 | Commander, Cadet Squadron, USAF Academy | 5 |
| 80C0W | Commander, Cadet Squadron, USAF Academy | 17 |
| 81C0 | Training Commander, Officer Training School | 2 |
| 81C0W | Training Commander, Officer Training School | 1 |
| 81T0 | Instructor | 261 |
| 81T0U | Instructor | 1 |
| 81T0W | Instructor | 30 |
| 82A0 | Academic Program Manager | 60 |
| 82A0W | Academic Program Manager | 15 |
| 8B000 | Military Training Instructor | 36 |

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|---|---|---|
| 8B100 | Military Training Manager | 42 |
| 8C000 | Family Support Center Superintendent | 75 |
| 8D000 | Linguist Debriefer/Interrogator | 23 |
| 8T000 | Professional Military Education Instructor | 204 |
| 92J0 | Nondesignated Lawyer | 1 |
| 9L000 | Interpreter/Translator | 23 |

**21 Intelligence Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 14N4 | Intelligence | 508 |
| 1N000 | Intelligence Applications and Exploitation Manager | 13 |
| 1N011 | Intelligence Applications | 213 |
| 1N031 | Intelligence Applications | 444 |
| 1N051 | Intelligence Applications | 522 |
| 1N071 | Intelligence Applications | 873 |
| 1N091 | Intelligence Applications | 58 |
| 1N111 | Imagery Analysis | 143 |
| 1N131 | Imagery Analysis | 305 |
| 1N151 | Imagery Analysis | 339 |
| 1N171 | Imagery Analysis | 331 |
| 1N191 | Imagery Analysis | 20 |
| 1N411 | Signals Intelligence Analysis | 67 |
| 1N431 | Signals Intelligence Analysis | 211 |
| 1N451 | Signals Intelligence Analysis | 348 |
| 1N471 | Signals Intelligence Analysis | 722 |
| 1N491 | Signals Intelligence Analysis | 35 |
| 1N611 | Electronic System Security Assessment | 16 |
| 1N631 | Electronic System Security Assessment | 67 |
| 1N651 | Electronic System Security Assessment | 81 |
| 1N671 | Electronic System Security Assessment | 109 |
| 1N691 | Electronic System Security Assessment | 9 |
| 8P100 | Defense Attaché | 7 |
| 8S100 | Sensor Operator | 36 |

**22 Law Enforcement Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1S000 | Safety Manager | 6 |
| 1S011 | Safety | 2 |
| 1S031 | Safety | 3 |
| 1S051 | Safety | 48 |
| 1S071 | Safety | 181 |
| 1S091 | Safety | 13 |
| 3P000 | Security Manager | 104 |
| 3P011 | Security | 2,053 |
| 3P031 | Security | 4,590 |
| 3P051 | Security | 7,164 |
| 3P071 | Security | 7,498 |

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|---|---|---|
| 7S000 | Special Investigations Manager | 9 |
| 7S031 | Special Investigations | 7 |
| 7S071 | Special Investigations | 505 |
| 7S091 | Special Investigations | 22 |
| 8G000 | United States Air Force Honor Guard | 142 |
| 8J000 | Correctional Custody Supervisor | 4 |

**23 Legal Specialists and Court Reporters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 5J000 | Paralegal Manager | 9 |
| 5J031 | Paralegal | 38 |
| 5J051 | Paralegal | 274 |
| 5J071 | Paralegal | 405 |
| 5J091 | Paralegal | 26 |

**24 Life Scientists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 40C0B | Medical Commander | 4 |
| 43A1 | Aerospace Physiologist | 9 |
| 43A3 | Aerospace Physiologist | 66 |
| 43A4 | Aerospace Physiologist | 4 |
| 43M1 | Medical Entomologist | 2 |
| 43M3 | Medical Entomologist | 14 |
| 43T1A | Biomedical Laboratory | 27 |
| 43T1B | Biomedical Laboratory | 1 |
| 43T1E | Biomedical Laboratory | 3 |
| 43T3A | Biomedical Laboratory | 147 |
| 43T3B | Biomedical Laboratory | 11 |
| 43T3E | Biomedical Laboratory | 11 |
| 43T3F | Biomedical Laboratory | 2 |
| 43T3G | Biomedical Laboratory | 1 |
| 43T4A | Biomedical Laboratory | 3 |
| 43T4B | Biomedical Laboratory | 2 |
| 43V3E | Veterinary Clinician | 1 |
| 61S1B | Scientist | 39 |
| 61S3B | Scientist | 86 |

**25 Machinists, Technicians, and Cargo Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1A211 | Aircraft Loadmaster | 152 |
| 1A231 | Aircraft Loadmaster | 209 |
| 1A251 | Aircraft Loadmaster | 484 |
| 1A271 | Aircraft Loadmaster | 839 |
| 1A291 | Aircraft Loadmaster | 73 |
| 2A711 | Aircraft Metals Technology | 38 |
| 2A731 | Aircraft Metals Technology | 145 |
| 2A751 | Aircraft Metals Technology | 218 |

| | | |
|---|---|---|
| 2A771 | Aircraft Metals Technology | 270 |
| 2A790 | Aircraft Fabrication | 143 |
| 2F000 | Fuels Manager | 23 |
| 2F011 | Fuels | 154 |
| 2F031 | Fuels | 824 |
| 2F051 | Fuels | 1,521 |
| 2F071 | Fuels | 1,516 |
| 2F091 | Fuels | 96 |
| 3E411 | Utilities Systems | 62 |
| 3E412 | Liquid Fuel Systems Maintenance | 21 |
| 3E431 | Utilities Systems | 556 |
| 3E432 | Liquid Fuel Systems Maintenance | 83 |
| 3E451 | Utilities Systems | 508 |
| 3E452 | Liquid Fuel Systems Maintenance | 114 |
| 3E471 | Utilities Systems | 572 |
| 3E472 | Liquid Fuel Systems Maintenance | 98 |
| 3E490 | Utilities Systems | 37 |
| 3R000 | Printing Management Manager | 3 |
| 3R031 | Printing Management | 2 |
| 3R051 | Printing Management | 64 |
| 3R071 | Printing Management | 103 |
| 3R091 | Printing Management | 2 |
| 4Y032 | Dental Laboratory | 23 |
| 4Y052 | Dental Laboratory | 162 |
| 4Y072 | Dental Laboratory | 202 |

**26 Medical Service and Medical Care Technicians**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1T200 | Pararescue Manager | 2 |
| 1T211 | Pararescue | 120 |
| 1T231 | Pararescue | 54 |
| 1T251 | Pararescue | 93 |
| 1T271 | Pararescue | 90 |
| 1T291 | Pararescue | 9 |
| 42G1D | Physician Assistant | 1 |
| 42G3 | Physician Assistant | 320 |
| 42G3A | Physician Assistant | 14 |
| 42G3B | Physician Assistant | 4 |
| 42G3C | Physician Assistant | 1 |
| 42G3D | Physician Assistant | 1 |
| 4F000 | Aeromedical Manager | 3 |
| 4F011 | Aeromedical | 55 |
| 4F031 | Aeromedical | 200 |
| 4F051 | Aeromedical | 321 |
| 4F071 | Aeromedical | 339 |
| 4F091 | Aeromedical | 11 |
| 4H000 | Cardiopulmonary Laboratory Manager | 2 |
| 4H011 | Cardiopulmonary Laboratory | 21 |

| | | |
|---|---|---|
| 4H031 | Cardiopulmonary Laboratory | 56 |
| 4H051 | Cardiopulmonary Laboratory | 174 |
| 4H071 | Cardiopulmonary Laboratory | 125 |
| 4H091 | Cardiopulmonary Laboratory | 3 |
| 4N000 | Medical Service Manager | 32 |
| 4N011 | Medical Service | 326 |
| 4N031 | Medical Service | 1,332 |
| 4N031A | Medical Service | 2 |
| 4N051 | Medical Service | 2,449 |
| 4N051A | Medical Service | 77 |
| 4N051B | Medical Service | 12 |
| 4N071 | Medical Service | 2,447 |
| 4N091 | Medical Service | 83 |
| 4N111 | Surgical Service | 38 |
| 4N131 | Surgical Service | 283 |
| 4N151 | Surgical Service | 369 |
| 4N151B | Surgical Service | 11 |
| 4N151C | Surgical Service | 59 |
| 4N151D | Surgical Service | 31 |
| 4N171 | Surgical Service | 296 |
| 4N171B | Surgical Service | 26 |
| 4N171C | Surgical Service | 45 |
| 4N171D | Surgical Service | 21 |
| 4N191 | Surgical Service | 3 |
| 4R000 | Diagnostic Imaging Manager | 3 |
| 4R011 | Diagnostic Imaging Helper | 100 |
| 4R031 | Diagnostic Imaging Apprentice | 114 |
| 4R031B | Diagnostic Imaging | 1 |
| 4R051 | Diagnostic Imaging Journeyman | 426 |
| 4R051A | Diagnostic Imaging | 10 |
| 4R051B | Diagnostic Imaging | 31 |
| 4R051C | Diagnostic Imaging | 10 |
| 4R071 | Diagnostic Imaging Craftsman | 258 |
| 4R071A | Diagnostic Imaging | 41 |
| 4R071B | Diagnostic Imaging | 64 |
| 4R071C | Diagnostic Imaging | 22 |
| 4R090 | Diagnostic Imaging | 17 |
| 4T000 | Medical Laboratory Manager | 7 |
| 4T011 | Medical Laboratory | 103 |
| 4T012 | Histopathology | 11 |
| 4T031 | Medical Laboratory | 272 |
| 4T032 | Histopathology | 23 |
| 4T051 | Medical Laboratory | 622 |
| 4T052 | Histopathology | 47 |
| 4T053 | Cytotechnology | 4 |
| 4T071 | Medical Laboratory | 462 |
| 4T072 | Histopathology | 37 |
| 4T073 | Cytotechnology | 19 |

| | | |
|---|---|---|
| 4T090 | Medical Laboratory | 24 |
| 4U011 | Orthotic | 6 |
| 4U031 | Orthotic | 10 |
| 4U051 | Orthotic | 9 |
| 4U071 | Orthotic | 15 |
| 4U091 | Orthotic | 2 |

**27 Musicians and Media Directors**

| MOC | MOC Title | Personnel |
|---|---|---|
| 35B1 | Band | 4 |
| 35B3 | Band | 17 |
| 35B4 | Band | 5 |
| 3N100 | Regional Band Manager | 6 |
| 3N131A | Regional Band | 16 |
| 3N131B | Regional Band | 6 |
| 3N131C | Regional Band | 5 |
| 3N131D | Regional Band | 3 |
| 3N131E | Regional Band | 7 |
| 3N131F | Regional Band | 11 |
| 3N131G | Regional Band | 16 |
| 3N131H | Regional Band | 3 |
| 3N131J | Regional Band | 11 |
| 3N131K | Regional Band | 5 |
| 3N131L | Regional Band | 16 |
| 3N131M | Regional Band | 4 |
| 3N131N | Regional Band | 8 |
| 3N131P | Regional Band | 2 |
| 3N131R | Regional Band | 13 |
| 3N131S | Regional Band | 6 |
| 3N131V | Regional Band | 2 |
| 3N151A | Regional Band | 21 |
| 3N151B | Regional Band | 18 |
| 3N151C | Regional Band | 5 |
| 3N151D | Regional Band | 5 |
| 3N151E | Regional Band | 8 |
| 3N151F | Regional Band | 12 |
| 3N151G | Regional Band | 19 |
| 3N151H | Regional Band | 1 |
| 3N151J | Regional Band | 14 |
| 3N151K | Regional Band | 7 |
| 3N151L | Regional Band | 18 |
| 3N151M | Regional Band | 6 |
| 3N151N | Regional Band | 9 |
| 3N151P | Regional Band | 1 |
| 3N151R | Regional Band | 7 |
| 3N151S | Regional Band | 13 |
| 3N151V | Regional Band | 3 |
| 3N171A | Regional Band | 15 |

| | | |
|---|---|---|
| 3N171B | Regional Band | 28 |
| 3N171C | Regional Band | 5 |
| 3N171D | Regional Band | 6 |
| 3N171E | Regional Band | 6 |
| 3N171F | Regional Band | 10 |
| 3N171G | Regional Band | 33 |
| 3N171H | Regional Band | 6 |
| 3N171J | Regional Band | 22 |
| 3N171K | Regional Band | 7 |
| 3N171L | Regional Band | 13 |
| 3N171M | Regional Band | 13 |
| 3N171N | Regional Band | 6 |
| 3N171P | Regional Band | 6 |
| 3N171R | Regional Band | 16 |
| 3N171S | Regional Band | 11 |
| 3N171V | Regional Band | 15 |
| 3N190 | Regional Band | 19 |
| 3N200 | Premier Band Manager | 21 |
| 3N231 | Premier Band | 1 |
| 3N271 | Premier Band | 213 |
| 3N291 | Premier Band | 44 |

**28 Nondestructive Testers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2A712 | Nondestructive Inspection | 18 |
| 2A732 | Nondestructive Inspection | 86 |
| 2A752 | Nondestructive Inspection | 331 |
| 2A772 | Nondestructive Inspection | 192 |

**29 Ordnance Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3E811 | Explosive Ordnance Disposal | 199 |
| 3E831 | Explosive Ordnance Disposal | 164 |
| 3E851 | Explosive Ordnance Disposal | 155 |
| 3E871 | Explosive Ordnance Disposal | 423 |
| 3E891 | Explosive Ordnance Disposal | 21 |

**30 Nurses and Physical Therapists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 40C0E | Medical Commander | 9 |
| 42B1 | Physical Therapist | 41 |
| 42B3 | Physical Therapist | 130 |
| 42B4 | Physical Therapist | 1 |
| 42T1 | Occupational Therapist | 10 |
| 42T3 | Occupational Therapist | 21 |
| 46A1 | Nursing Administrator | 16 |
| 46A3 | Nursing Administrator | 159 |

| | | |
|---|---|---|
| 46A4 | Nursing Administrator | 29 |
| 46F1 | Flight Nurse | 8 |
| 46F3 | Flight Nurse | 78 |
| 46F4 | Flight Nurse | 9 |
| 46G3 | Nurse-Midwife | 39 |
| 46M1 | Nurse Anesthetist | 7 |
| 46M3 | Nurse Anesthetist | 244 |
| 46M4 | Nurse Anesthetist | 1 |
| 46N1 | Clinical Nurse | 160 |
| 46N1A | Clinical Nurse | 2 |
| 46N1B | Clinical Nurse | 2 |
| 46N1C | Clinical Nurse | 1 |
| 46N1D | Clinical Nurse | 5 |
| 46N1E | Clinical Nurse | 50 |
| 46N1F | Clinical Nurse | 19 |
| 46N1G | Clinical Nurse | 52 |
| 46N1H | Clinical Nurse | 1 |
| 46N3 | Clinical Nurse | 2,116 |
| 46N3A | Clinical Nurse | 103 |
| 46N3B | Clinical Nurse | 77 |
| 46N3C | Clinical Nurse | 9 |
| 46N3D | Clinical Nurse | 62 |
| 46N3E | Clinical Nurse | 515 |
| 46N3F | Clinical Nurse | 79 |
| 46N3G | Clinical Nurse | 375 |
| 46N3H | Clinical Nurse | 18 |
| 46N4B | Clinical Nurse | 1 |
| 46P3A | Mental Health Nurse | 14 |
| 46S1 | Operating Room Nurse | 22 |
| 46S3 | Operating Room Nurse | 307 |
| 4J000 | Biomedical Therapy Manager | 1 |
| 4J011 | Occupational Therapy | 8 |
| 4J012 | Physical Therapy | 24 |
| 4J031 | Occupational Therapy | 1 |
| 4J032 | Physical Therapy | 70 |
| 4J051 | Occupational Therapy | 8 |
| 4J052 | Physical Therapy | 124 |
| 4J071 | Occupational Therapy | 18 |
| 4J072 | Physical Therapy | 125 |
| 4J091 | Occupational Therapy | 3 |
| 4J092 | Physical Therapy | 4 |

**31 Optometric Technicians**

| MOC | MOC Title | Personnel |
|---|---|---|
| 4V000 | Optometry Manager | 1 |
| 4V011 | Optometry | 8 |
| 4V031 | Optometry | 38 |
| 4V031A | Optometry | 1 |

| | | |
|---|---|---|
| 4V051 | Optometry | 81 |
| 4V051A | Optometry | 11 |
| 4V071 | Optometry | 89 |
| 4V071A | Optometry | 36 |
| 4V090 | Optometry | 6 |

### 32 Photographic and Audiovisual Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 3V000 | Visual Information Manager | 13 |
| 3V011 | Visual Information | 31 |
| 3V012 | Still Photographic | 32 |
| 3V013 | Visual Information Production-Documentation | 13 |
| 3V031 | Visual Information | 114 |
| 3V032 | Still Photographic | 107 |
| 3V033 | Visual Information Production-Documentation | 52 |
| 3V051 | Visual Information | 203 |
| 3V052 | Still Photographic | 304 |
| 3V053 | Visual Information Production-Documentation | 120 |
| 3V071 | Visual Information | 208 |
| 3V072 | Still Photographic | 279 |
| 3V073 | Visual Information Production-Documentation | 88 |
| 3V090 | Visual Information Services | 28 |

### 33 Physicians, Surgeons, and Optometrists

| MOC | MOC Title | Personnel |
|---|---|---|
| 42E1 | Optometrist | 30 |
| 42E3 | Optometrist | 121 |
| 42E4 | Optometrist | 2 |
| 42F1 | Podiatrist | 3 |
| 42F3 | Podiatrist | 22 |
| 43Y3A | Health Physicist | 4 |
| 43Y4A | Health Physicist | 1 |
| 44A1 | Chief, Hospital/Clinic Services | 2 |
| 44A3 | Chief, Hospital/Clinic Services | 39 |
| 44D1B | Pathologist | 1 |
| 44D3A | Pathologist | 1 |
| 44D3B | Pathologist | 7 |
| 44D3C | Pathologist | 1 |
| 44D3D | Pathologist | 4 |
| 44D3F | Pathologist | 1 |
| 44D3G | Pathologist | 1 |
| 44D3H | Pathologist | 1 |
| 44D3K | Pathologist | 1 |
| 44E1A | Emergency Services Physician | 14 |
| 44E3A | Emergency Services Physician | 110 |
| 44E4A | Emergency Services Physician | 1 |
| 44F1 | Family Physician | 168 |

| | | |
|---|---|---|
| 44F3 | Family Physician | 520 |
| 44F4 | Family Physician | 2 |
| 44G1 | General Practice Physician | 57 |
| 44G3 | General Practice Physician | 83 |
| 44H3 | Nuclear Medicine Physician | 7 |
| 44H4 | Nuclear Medicine Physician | 1 |
| 44K1C | Pediatrician | 1 |
| 44K1E | Pediatrician | 4 |
| 44K3 | Pediatrician | 175 |
| 44K3A | Pediatrician | 8 |
| 44K3B | Pediatrician | 5 |
| 44K3C | Pediatrician | 7 |
| 44K3D | Pediatrician | 4 |
| 44K3E | Pediatrician | 14 |
| 44K3F | Pediatrician | 4 |
| 44K3G | Pediatrician | 6 |
| 44K3H | Pediatrician | 3 |
| 44K3J | Pediatrician | 1 |
| 44K3K | Pediatrician | 3 |
| 44K3M | Pediatrician | 2 |
| 44K4F | Pediatrician | 1 |
| 44M1 | Internist | 164 |
| 44M1B | Internist | 15 |
| 44M1D | Internist | 3 |
| 44M1E | Internist | 1 |
| 44M1F | Internist | 1 |
| 44M1G | Internist | 3 |
| 44M1H | Internist | 2 |
| 44M1J | Internist | 3 |
| 44M3 | Internist | 252 |
| 44M3A | Internist | 7 |
| 44M3B | Internist | 22 |
| 44M3C | Internist | 8 |
| 44M3D | Internist | 11 |
| 44M3E | Internist | 9 |
| 44M3F | Internist | 9 |
| 44M3G | Internist | 17 |
| 44M3H | Internist | 15 |
| 44M3J | Internist | 6 |
| 44N1 | Neurologist | 8 |
| 44N3 | Neurologist | 25 |
| 44N4 | Neurologist | 1 |
| 44P1A | Psychiatrist | 1 |
| 44P3A | Psychiatrist | 9 |
| 44R1A | Diagnostic Radiologist | 1 |
| 44R3 | Diagnostic Radiologist | 150 |
| 44R3A | Diagnostic Radiologist | 6 |
| 44R3B | Diagnostic Radiologist | 8 |

| | | |
|---|---|---|
| 44R3E | Diagnostic Radiologist | 2 |
| 44S3A | Dermatologist | 4 |
| 44S3B | Dermatologist | 2 |
| 44T1 | Radiotherapist | 1 |
| 44T3 | Radiotherapist | 10 |
| 44Y3A | Critical Care Medicine | 3 |
| 44Z1 | Allergist | 3 |
| 44Z3 | Allergist | 18 |
| 44Z4 | Allergist | 1 |
| 45A1 | Anesthesiologist | 19 |
| 45A3 | Anesthesiologist | 117 |
| 45B3 | Orthopedic Surgeon | 101 |
| 45B3A | Orthopedic Surgeon | 6 |
| 45B3B | Orthopedic Surgeon | 3 |
| 45B3D | Orthopedic Surgeon | 4 |
| 45B3E | Orthopedic Surgeon | 4 |
| 45B3F | Orthopedic Surgeon | 1 |
| 45B3G | Orthopedic Surgeon | 2 |
| 45E3A | Ophthalmologist | 1 |
| 45E3B | Ophthalmologist | 3 |
| 45E3C | Ophthalmologist | 1 |
| 45E3D | Ophthalmologist | 1 |
| 45E3E | Ophthalmologist | 1 |
| 45E3G | Ophthalmologist | 4 |
| 45G1D | Obstetrician and Gynecologist | 1 |
| 45G3 | Obstetrician and Gynecologist | 163 |
| 45G3A | Obstetrician and Gynecologist | 3 |
| 45G3B | Obstetrician and Gynecologist | 3 |
| 45G3C | Obstetrician and Gynecologist | 2 |
| 45G3D | Obstetrician and Gynecologist | 8 |
| 45N1 | Otorhinolaryngologist | 4 |
| 45N3 | Otorhinolaryngologist | 47 |
| 45P3 | Physical Medicine Physician | 1 |
| 45S1 | Surgeon | 126 |
| 45S1A | Surgeon | 1 |
| 45S1C | Surgeon | 1 |
| 45S1F | Surgeon | 1 |
| 45S1G | Surgeon | 4 |
| 45S1H | Surgeon | 1 |
| 45S3 | Surgeon | 173 |
| 45S3A | Surgeon | 8 |
| 45S3B | Surgeon | 5 |
| 45S3C | Surgeon | 9 |
| 45S3D | Surgeon | 5 |
| 45S3E | Surgeon | 8 |
| 45S3F | Surgeon | 13 |
| 45S3G | Surgeon | 8 |
| 45S3H | Surgeon | 3 |

| | | |
|---|---|---|
| 45S3J | Surgeon | 1 |
| 45U3A | Urologist | 1 |
| 45U3B | Urologist | 1 |
| 47S1 | Oral and Maxillofacial Surgeon | 1 |
| 47S3 | Oral and Maxillofacial Surgeon | 36 |
| 47S4 | Oral and Maxillofacial Surgeon | 1 |
| 48A1 | Aerospace Medicine Specialist | 2 |
| 48A3 | Aerospace Medicine Specialist | 106 |
| 48A4 | Aerospace Medicine Specialist | 17 |
| 48E3 | Occupational Medicine Specialist | 5 |
| 48E4 | Occupational Medicine Specialist | 2 |
| 48F1 | Family Practice Specialist | 10 |
| 48F3 | Family Practice Specialist | 42 |
| 48F4 | Family Practice Specialist | 1 |
| 48G1 | Aerospace Medicine Physician | 59 |
| 48G3 | Aerospace Medicine Physician | 305 |
| 48G3P | Aerospace Medicine Physician | 1 |
| 48G3R | Aerospace Medicine Physician | 1 |
| 48G4 | Aerospace Medicine Physician | 23 |
| 48P1 | Preventive Medicine Specialist | 2 |
| 48P3 | Preventive Medicine Specialist | 9 |
| 48P4 | Preventive Medicine Specialist | 1 |

**34 Pilots and Ship/Submarine Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 10C0P | Operations Commander | 13 |
| 10C0S | Operations Commander | 1 |
| 10C0U | Operations Commander | 1 |
| 10C0W | Operations Commander | 52 |
| 11A1A | Airlift Pilot | 12 |
| 11A1B | Airlift Pilot | 9 |
| 11A1C | Airlift Pilot | 1 |
| 11A1D | Airlift Pilot | 8 |
| 11A1E | Airlift Pilot | 2 |
| 11A1F | Airlift Pilot | 17 |
| 11A1K | Airlift Pilot | 61 |
| 11A1L | Airlift Pilot | 3 |
| 11A1M | Airlift Pilot | 35 |
| 11A1R | Airlift Pilot | 1 |
| 11A1S | Airlift Pilot | 5 |
| 11A1T | Airlift Pilot | 5 |
| 11A1V | Airlift Pilot | 3 |
| 11A1W | Airlift Pilot | 2 |
| 11A1Y | Airlift Pilot | 25 |
| 11A1Z | Airlift Pilot | 4 |
| 11A2A | Airlift Pilot | 77 |
| 11A2B | Airlift Pilot | 38 |
| 11A2C | Airlift Pilot | 1 |

| | | |
|---|---|---|
| 11A2D | Airlift Pilot | 49 |
| 11A2E | Airlift Pilot | 22 |
| 11A2F | Airlift Pilot | 41 |
| 11A2H | Airlift Pilot | 3 |
| 11A2J | Airlift Pilot | 2 |
| 11A2K | Airlift Pilot | 217 |
| 11A2L | Airlift Pilot | 1 |
| 11A2M | Airlift Pilot | 87 |
| 11A2N | Airlift Pilot | 1 |
| 11A2Z | Airlift Pilot | 4 |
| 11A3A | Airlift Pilot | 302 |
| 11A3B | Airlift Pilot | 98 |
| 11A3C | Airlift Pilot | 33 |
| 11A3D | Airlift Pilot | 137 |
| 11A3E | Airlift Pilot | 42 |
| 11A3F | Airlift Pilot | 279 |
| 11A3G | Airlift Pilot | 7 |
| 11A3H | Airlift Pilot | 4 |
| 11A3J | Airlift Pilot | 21 |
| 11A3K | Airlift Pilot | 656 |
| 11A3L | Airlift Pilot | 63 |
| 11A3M | Airlift Pilot | 532 |
| 11A3N | Airlift Pilot | 21 |
| 11A3P | Airlift Pilot | 18 |
| 11A3R | Airlift Pilot | 8 |
| 11A3S | Airlift Pilot | 177 |
| 11A3T | Airlift Pilot | 162 |
| 11A3U | Airlift Pilot | 6 |
| 11A3V | Airlift Pilot | 30 |
| 11A3W | Airlift Pilot | 5 |
| 11A3Y | Airlift Pilot | 111 |
| 11A3Z | Airlift Pilot | 64 |
| 11A4A | Airlift Pilot | 6 |
| 11A4D | Airlift Pilot | 3 |
| 11A4F | Airlift Pilot | 2 |
| 11A4K | Airlift Pilot | 55 |
| 11A4M | Airlift Pilot | 17 |
| 11A4R | Airlift Pilot | 1 |
| 11A4T | Airlift Pilot | 1 |
| 11A4U | Airlift Pilot | 1 |
| 11A4V | Airlift Pilot | 15 |
| 11A4W | Airlift Pilot | 9 |
| 11A4Y | Airlift Pilot | 196 |
| 11A4Z | Airlift Pilot | 2 |
| 11B1A | Bomber Pilot | 21 |
| 11B1B | Bomber Pilot | 7 |
| 11B1C | Bomber Pilot | 34 |
| 11B1N | Bomber Pilot | 5 |

| | | |
|---|---|---|
| 11B1S | Bomber Pilot | 3 |
| 11B1Y | Bomber Pilot | 12 |
| 11B2A | Bomber Pilot | 43 |
| 11B2C | Bomber Pilot | 44 |
| 11B3A | Bomber Pilot | 204 |
| 11B3B | Bomber Pilot | 42 |
| 11B3C | Bomber Pilot | 209 |
| 11B3N | Bomber Pilot | 18 |
| 11B3P | Bomber Pilot | 3 |
| 11B3R | Bomber Pilot | 4 |
| 11B3S | Bomber Pilot | 43 |
| 11B3T | Bomber Pilot | 52 |
| 11B3U | Bomber Pilot | 1 |
| 11B3Y | Bomber Pilot | 36 |
| 11B3Z | Bomber Pilot | 2 |
| 11B4A | Bomber Pilot | 8 |
| 11B4B | Bomber Pilot | 3 |
| 11B4C | Bomber Pilot | 11 |
| 11B4S | Bomber Pilot | 1 |
| 11B4U | Bomber Pilot | 2 |
| 11B4Y | Bomber Pilot | 76 |
| 11E1A | Experimental Test Pilot | 1 |
| 11E1B | Experimental Test Pilot | 7 |
| 11E1Z | Experimental Test Pilot | 2 |
| 11E3A | Experimental Test Pilot | 32 |
| 11E3B | Experimental Test Pilot | 57 |
| 11E3C | Experimental Test Pilot | 4 |
| 11E3Q | Experimental Test Pilot | 1 |
| 11E3Z | Experimental Test Pilot | 6 |
| 11E4A | Experimental Test Pilot | 2 |
| 11E4B | Experimental Test Pilot | 1 |
| 11E4C | Experimental Test Pilot | 1 |
| 11F1A | Fighter Pilot | 1 |
| 11F1B | Fighter Pilot | 24 |
| 11F1C | Fighter Pilot | 2 |
| 11F1D | Fighter Pilot | 2 |
| 11F1E | Fighter Pilot | 2 |
| 11F1F | Fighter Pilot | 56 |
| 11F1G | Fighter Pilot | 38 |
| 11F1H | Fighter Pilot | 231 |
| 11F1K | Fighter Pilot | 9 |
| 11F1L | Fighter Pilot | 1 |
| 11F1M | Fighter Pilot | 2 |
| 11F1N | Fighter Pilot | 2 |
| 11F1Q | Fighter Pilot | 3 |
| 11F1R | Fighter Pilot | 1 |
| 11F1S | Fighter Pilot | 3 |
| 11F1T | Fighter Pilot | 3 |

| | | |
|---|---|---|
| 11F1U | Fighter Pilot | 3 |
| 11F1Y | Fighter Pilot | 22 |
| 11F1Z | Fighter Pilot | 5 |
| 11F3B | Fighter Pilot | 323 |
| 11F3C | Fighter Pilot | 27 |
| 11F3D | Fighter Pilot | 10 |
| 11F3E | Fighter Pilot | 3 |
| 11F3F | Fighter Pilot | 639 |
| 11F3G | Fighter Pilot | 347 |
| 11F3H | Fighter Pilot | 1,187 |
| 11F3K | Fighter Pilot | 42 |
| 11F3L | Fighter Pilot | 25 |
| 11F3M | Fighter Pilot | 110 |
| 11F3N | Fighter Pilot | 63 |
| 11F3P | Fighter Pilot | 3 |
| 11F3Q | Fighter Pilot | 105 |
| 11F3R | Fighter Pilot | 4 |
| 11F3S | Fighter Pilot | 68 |
| 11F3T | Fighter Pilot | 258 |
| 11F3U | Fighter Pilot | 14 |
| 11F3Y | Fighter Pilot | 130 |
| 11F3Z | Fighter Pilot | 25 |
| 11F4B | Fighter Pilot | 19 |
| 11F4C | Fighter Pilot | 3 |
| 11F4E | Fighter Pilot | 3 |
| 11F4F | Fighter Pilot | 51 |
| 11F4G | Fighter Pilot | 9 |
| 11F4H | Fighter Pilot | 56 |
| 11F4K | Fighter Pilot | 6 |
| 11F4L | Fighter Pilot | 1 |
| 11F4M | Fighter Pilot | 4 |
| 11F4N | Fighter Pilot | 1 |
| 11F4Q | Fighter Pilot | 2 |
| 11F4U | Fighter Pilot | 26 |
| 11F4Y | Fighter Pilot | 311 |
| 11F4Z | Fighter Pilot | 2 |
| 11G3 | Generalist Pilot | 26 |
| 11G4 | Generalist Pilot | 82 |
| 11H1B | Helicopter Pilot | 1 |
| 11H1C | Helicopter Pilot | 4 |
| 11H1D | Helicopter Pilot | 3 |
| 11H1E | Helicopter Pilot | 2 |
| 11H1Y | Helicopter Pilot | 2 |
| 11H2A | Helicopter Pilot | 1 |
| 11H2B | Helicopter Pilot | 1 |
| 11H2C | Helicopter Pilot | 32 |
| 11H2E | Helicopter Pilot | 50 |
| 11H3A | Helicopter Pilot | 14 |

| | | |
|---|---|---|
| 11H3C | Helicopter Pilot | 134 |
| 11H3D | Helicopter Pilot | 3 |
| 11H3E | Helicopter Pilot | 118 |
| 11H3T | Helicopter Pilot | 7 |
| 11H3Y | Helicopter Pilot | 7 |
| 11H3Z | Helicopter Pilot | 5 |
| 11H4C | Helicopter Pilot | 7 |
| 11H4D | Helicopter Pilot | 3 |
| 11H4E | Helicopter Pilot | 4 |
| 11H4Y | Helicopter Pilot | 29 |
| 11K1A | Trainer Pilot | 2 |
| 11K1C | Trainer Pilot | 15 |
| 11K1D | Trainer Pilot | 4 |
| 11K1Y | Trainer Pilot | 1 |
| 11K1Z | Trainer Pilot | 1 |
| 11K3A | Trainer Pilot | 10 |
| 11K3B | Trainer Pilot | 1 |
| 11K3C | Trainer Pilot | 174 |
| 11K3D | Trainer Pilot | 49 |
| 11K3N | Trainer Pilot | 4 |
| 11K3Y | Trainer Pilot | 3 |
| 11K3Z | Trainer Pilot | 5 |
| 11K4C | Trainer Pilot | 1 |
| 11K4D | Trainer Pilot | 3 |
| 11K4U | Trainer Pilot | 1 |
| 11K4Y | Trainer Pilot | 7 |
| 11R1A | Reconnaissance/Surveillance/Electronic Warfare Pilot | 8 |
| 11R1B | Reconnaissance/Surveillance/Electronic Warfare Pilot | 2 |
| 11R1C | Reconnaissance/Surveillance/Electronic Warfare Pilot | 7 |
| 11R1D | Reconnaissance/Surveillance/Electronic Warfare Pilot | 1 |
| 11R1G | Reconnaissance/Surveillance/Electronic Warfare Pilot | 11 |
| 11R1H | Reconnaissance/Surveillance/Electronic Warfare Pilot | 1 |
| 11R1J | Reconnaissance/Surveillance/Electronic Warfare Pilot | 4 |
| 11R1Y | Reconnaissance/Surveillance/Electronic Warfare Pilot | 1 |
| 11R2A | Reconnaissance/Surveillance/Electronic Warfare Pilot | 40 |
| 11R2C | Reconnaissance/Surveillance/Electronic Warfare Pilot | 31 |
| 11R2D | Reconnaissance/Surveillance/Electronic Warfare Pilot | 7 |
| 11R2F | Reconnaissance/Surveillance/Electronic Warfare Pilot | 10 |
| 11R2G | Reconnaissance/Surveillance/Electronic Warfare Pilot | 18 |
| 11R2H | Reconnaissance/Surveillance/Electronic Warfare Pilot | 3 |
| 11R3A | Reconnaissance/Surveillance/Electronic Warfare Pilot | 142 |
| 11R3B | Reconnaissance/Surveillance/Electronic Warfare Pilot | 17 |
| 11R3C | Reconnaissance/Surveillance/Electronic Warfare Pilot | 55 |
| 11R3D | Reconnaissance/Surveillance/Electronic Warfare Pilot | 21 |
| 11R3F | Reconnaissance/Surveillance/Electronic Warfare Pilot | 36 |
| 11R3G | Reconnaissance/Surveillance/Electronic Warfare Pilot | 70 |
| 11R3H | Reconnaissance/Surveillance/Electronic Warfare Pilot | 3 |
| 11R3J | Reconnaissance/Surveillance/Electronic Warfare Pilot | 91 |

| | | |
|---|---|---|
| 11R3L | Reconnaissance/Surveillance/Electronic Warfare Pilot | 15 |
| 11R3P | Reconnaissance/Surveillance/Electronic Warfare Pilot | 1 |
| 11R3R | Reconnaissance/Surveillance/Electronic Warfare Pilot | 1 |
| 11R3S | Reconnaissance/Surveillance/Electronic Warfare Pilot | 18 |
| 11R3T | Reconnaissance/Surveillance/Electronic Warfare Pilot | 22 |
| 11R3Y | Reconnaissance/Surveillance/Electronic Warfare Pilot | 5 |
| 11R3Z | Reconnaissance/Surveillance/Electronic Warfare Pilot | 5 |
| 11R4A | Reconnaissance/Surveillance/Electronic Warfare Pilot | 4 |
| 11R4D | Reconnaissance/Surveillance/Electronic Warfare Pilot | 3 |
| 11R4G | Reconnaissance/Surveillance/Electronic Warfare Pilot | 5 |
| 11R4J | Reconnaissance/Surveillance/Electronic Warfare Pilot | 6 |
| 11R4T | Reconnaissance/Surveillance/Electronic Warfare Pilot | 1 |
| 11R4Y | Reconnaissance/Surveillance/Electronic Warfare Pilot | 17 |
| 11R4Z | Reconnaissance/Surveillance/Electronic Warfare Pilot | 1 |
| 11S1C | Special Operations Pilot | 2 |
| 11S1D | Special Operations Pilot | 1 |
| 11S1E | Special Operations Pilot | 3 |
| 11S1F | Special Operations Pilot | 1 |
| 11S1Y | Special Operations Pilot | 3 |
| 11S2C | Special Operations Pilot | 12 |
| 11S2D | Special Operations Pilot | 8 |
| 11S2E | Special Operations Pilot | 10 |
| 11S2F | Special Operations Pilot | 4 |
| 11S3C | Special Operations Pilot | 30 |
| 11S3D | Special Operations Pilot | 18 |
| 11S3E | Special Operations Pilot | 74 |
| 11S3F | Special Operations Pilot | 29 |
| 11S3S | Special Operations Pilot | 2 |
| 11S3T | Special Operations Pilot | 3 |
| 11S3W | Special Operations Pilot | 18 |
| 11S3Y | Special Operations Pilot | 43 |
| 11S4E | Special Operations Pilot | 1 |
| 11S4U | Special Operations Pilot | 1 |
| 11S4W | Special Operations Pilot | 8 |
| 11S4Y | Special Operations Pilot | 46 |
| 11T1A | Tanker Pilot | 11 |
| 11T1B | Tanker Pilot | 45 |
| 11T1L | Tanker Pilot | 1 |
| 11T1R | Tanker Pilot | 1 |
| 11T1S | Tanker Pilot | 5 |
| 11T1T | Tanker Pilot | 3 |
| 11T1Y | Tanker Pilot | 3 |
| 11T1Z | Tanker Pilot | 1 |
| 11T2A | Tanker Pilot | 80 |
| 11T2B | Tanker Pilot | 263 |
| 11T2Z | Tanker Pilot | 1 |
| 11T3A | Tanker Pilot | 272 |
| 11T3B | Tanker Pilot | 775 |

| | | |
|---|---|---|
| 11T3L | Tanker Pilot | 3 |
| 11T3N | Tanker Pilot | 4 |
| 11T3P | Tanker Pilot | 8 |
| 11T3R | Tanker Pilot | 6 |
| 11T3S | Tanker Pilot | 118 |
| 11T3T | Tanker Pilot | 131 |
| 11T3Y | Tanker Pilot | 44 |
| 11T3Z | Tanker Pilot | 1 |
| 11T4A | Tanker Pilot | 12 |
| 11T4B | Tanker Pilot | 32 |
| 11T4Y | Tanker Pilot | 74 |
| 12R3L | Reconnaissance/Surveillance/Electronic Warfare Navigator | 6 |

**36 Precision Equipment Repairers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1A500 | Airborne Missions System Manager | 2 |
| 1C600 | Space Systems Operations Manager | 7 |
| 1C611 | Space Systems Operations | 72 |
| 1C631 | Space Systems Operations | 176 |
| 1C651 | Space Systems Operations | 302 |
| 1C671 | Space Systems Operations | 364 |
| 1C691 | Space Systems Operations | 16 |
| 2A000 | Avionics Systems Manager | 64 |
| 2A011A | Avionics Test Station and Components | 81 |
| 2A011B | Avionics Test Station and Components | 51 |
| 2A031A | Avionics Test Station and Components | 112 |
| 2A031B | Avionics Test Station and Components | 142 |
| 2A051A | Avionics Test Station and Components | 299 |
| 2A051B | Avionics Test Station and Components | 147 |
| 2A071A | Avionics Test Station and Components | 405 |
| 2A071B | Avionics Test Station and Components | 225 |
| 2A090 | Avionics Test Station and Components | 73 |
| 2A113 | Communication and Navigation Systems | 34 |
| 2A114 | Airborne Surveillance Radar Systems | 22 |
| 2A117 | Electronic Warfare Systems | 206 |
| 2A133 | Communication and Navigation Systems | 100 |
| 2A134 | Airborne Surveillance Radar Systems | 29 |
| 2A137 | Electronic Warfare Systems | 394 |
| 2A153 | Communication and Navigation Systems | 172 |
| 2A154 | Airborne Surveillance Radar Systems | 94 |
| 2A157 | Electronic Warfare Systems | 535 |
| 2A173 | Communication and Navigation Systems | 277 |
| 2A174 | Airborne Surveillance Radar Systems | 85 |
| 2A177 | Electronic Warfare Systems | 897 |
| 2A190 | Conventional Avionics | 150 |
| 2A300 | Aircraft Manager | 274 |
| 2A311A | F-15/F-111 Avionic Systems | 55 |
| 2A311B | F-15/F-111 Avionic Systems | 28 |

| | | |
|---|---|---|
| 2A311C | F-15/F-111 Avionic Systems | 36 |
| 2A312A | F-16 Avionic Systems | 48 |
| 2A312B | F-16 Avionic Systems | 66 |
| 2A312C | F-16 Avionic Systems | 53 |
| 2A313A | Tactical Aircraft Maintenance | 309 |
| 2A331A | F-15/F-111 Avionic Systems | 136 |
| 2A331B | F-15/F-111 Avionic Systems | 104 |
| 2A331C | F-15/F-111 Avionic Systems | 108 |
| 2A332A | F-16 Avionic Systems | 147 |
| 2A332B | F-16 Avionic Systems | 144 |
| 2A332C | F-16 Avionic Systems | 164 |
| 2A333A | Tactical Aircraft Maintenance | 810 |
| 2A351A | F-15/F-111 Avionic Systems | 249 |
| 2A351B | F-15/F-111 Avionic Systems | 183 |
| 2A351C | F-15/F-111 Avionic Systems | 192 |
| 2A352A | F-16 Avionic Systems | 194 |
| 2A352B | F-16 Avionic Systems | 112 |
| 2A352C | F-16 Avionic Systems | 159 |
| 2A353A | Tactical Aircraft Maintenance | 1,223 |
| 2A371 | F-15/F-111 Avionic Systems | 717 |
| 2A372 | F-16 Avionic Systems | 628 |
| 2A373A | Tactical Aircraft Maintenance | 1,625 |
| 2A390 | Tactical Aircraft | 586 |
| 2A411 | Aircraft Guidance and Control Systems | 138 |
| 2A412 | Aircraft Communication and Navigation Systems | 133 |
| 2A431 | Aircraft Guidance and Control Systems | 413 |
| 2A432 | Aircraft Communication and Navigation Systems | 453 |
| 2A451 | Aircraft Guidance and Control Systems | 603 |
| 2A452 | Aircraft Communication and Navigation Systems | 447 |
| 2A471 | Aircraft Guidance and Control Systems | 960 |
| 2A472 | Aircraft Communication and Navigation Systems | 908 |
| 2A490 | Aircraft Avionics | 87 |
| 2A513A | Bomber Avionics Systems | 42 |
| 2A513B | Bomber Avionics Systems | 29 |
| 2A513C | Bomber Avionics Systems | 38 |
| 2A533A | Bomber Avionics Systems | 75 |
| 2A533B | Bomber Avionics Systems | 63 |
| 2A533C | Bomber Avionics Systems | 45 |
| 2A553A | Bomber Avionics Systems | 106 |
| 2A553B | Bomber Avionics Systems | 78 |
| 2A553C | Bomber Avionics Systems | 49 |
| 2A573A | Bomber Avionics Systems | 187 |
| 2A573B | Bomber Avionics Systems | 70 |
| 2A573C | Bomber Avionics Systems | 89 |
| 2A590 | Aerospace Maintenance | 477 |
| 2E011 | Ground Radar Systems | 95 |
| 2E031 | Ground Radar Systems | 158 |
| 2E051 | Ground Radar Systems | 454 |

| | | |
|---|---|---|
| 2E071 | Ground Radar Systems | 642 |
| 2E091 | Ground Radar Systems | 38 |
| 2E111 | Satellite and Wideband Communications Equipment | 193 |
| 2E112 | Meteorological and Navigation Systems | 64 |
| 2E113 | Ground Radio Communications | 275 |
| 2E114 | Visual Imagery and Intrusion Detection Systems | 72 |
| 2E131 | Satellite and Wideband Communications Equipment | 384 |
| 2E132 | Meteorological and Navigation Systems | 117 |
| 2E133 | Ground Radio Communications | 548 |
| 2E134 | Visual Imagery and Intrusion Detection Systems | 75 |
| 2E151 | Satellite and Wideband Communications Equipment | 717 |
| 2E152 | Meteorological and Navigation Systems | 192 |
| 2E153 | Ground Radio Communications | 934 |
| 2E154 | Visual Imagery and Intrusion Detection Systems | 183 |
| 2E171 | Satellite and Wideband Communications Equipment | 1,030 |
| 2E172 | Meteorological and Navigation Systems | 300 |
| 2E173 | Ground Radio Communications | 1,507 |
| 2E174 | Visual Imagery and Intrusion Detection Systems | 332 |
| 2E190 | Communications Systems | 199 |
| 2E211 | Electronic Computer and Switching Systems | 91 |
| 2E211A | Electronic Computer and Switching Systems | 45 |
| 2E211B | Electronic Computer and Switching Systems | 5 |
| 2E211C | Electronic Computer and Switching Systems | 17 |
| 2E231 | Electronic Computer and Switching Systems | 296 |
| 2E231A | Electronic Computer and Switching Systems | 36 |
| 2E231B | Electronic Computer and Switching Systems | 33 |
| 2E231C | Electronic Computer and Switching Systems | 37 |
| 2E251 | Electronic Computer and Switching Systems | 503 |
| 2E251A | Electronic Computer and Switching Systems | 49 |
| 2E251B | Electronic Computer and Switching Systems | 108 |
| 2E251C | Electronic Computer and Switching Systems | 89 |
| 2E271 | Electronic Computer and Switching Systems | 986 |
| 2E291 | Electronic Computer and Switching Systems | 53 |
| 2E311 | Secure Communications Systems | 82 |
| 2E331 | Secure Communications Systems | 208 |
| 2E351 | Secure Communications Systems | 531 |
| 2E371 | Secure Communications Systems | 716 |
| 2E391 | Secure Communications Systems | 50 |
| 2E411 | Space Systems | 13 |
| 2E431 | Space Systems | 15 |
| 2E451 | Space Systems | 130 |
| 2E471 | Space Systems | 145 |
| 2E491 | Space Systems | 6 |
| 2E611 | Communications Antenna Systems | 18 |
| 2E612 | Communications Cable Systems | 48 |
| 2E613 | Telephone Systems | 73 |
| 2E631 | Communications Antenna Systems | 67 |
| 2E632 | Communications Cable Systems | 176 |

| | | |
|---|---|---|
| 2E633 | Telephone Systems | 336 |
| 2E651 | Communications Antenna Systems | 146 |
| 2E652 | Communications Cable Systems | 278 |
| 2E653 | Telephone Systems | 498 |
| 2E671 | Communications Antenna Systems | 181 |
| 2E672 | Communications Cable Systems | 315 |
| 2E673 | Telephone Systems | 553 |
| 2E800 | Instrumentation and Telemetry Systems Manager | 2 |
| 2E811 | Instrumentation and Telemetry Systems | 28 |
| 2E831 | Instrumentation and Telemetry Systems | 63 |
| 2E851 | Instrumentation and Telemetry Systems | 132 |
| 2E871 | Instrumentation and Telemetry Systems | 163 |
| 2E891 | Instrumentation and Telemetry Systems | 12 |
| 2M000 | Missile and Space Systems Maintenance Manager | 30 |
| 2M011A | Missile and Space Systems Electronic Maintenance | 43 |
| 2M011B | Missile and Space Systems Electronic Maintenance | 35 |
| 2M012A | Missile and Space Systems Maintenance | 42 |
| 2M013 | Missile and Space Facilities | 1 |
| 2M013A | Missile and Space Facilities | 32 |
| 2M031 | Missile and Space Systems Electronic Maintenance | 5 |
| 2M031A | Missile and Space Systems Electronic Maintenance | 169 |
| 2M031B | Missile and Space Systems Electronic Maintenance | 99 |
| 2M032 | Missile and Space Systems Maintenance | 6 |
| 2M032A | Missile and Space Systems Maintenance | 73 |
| 2M033 | Missile and Space Facilities | 5 |
| 2M033A | Missile and Space Facilities | 97 |
| 2M051 | Missile and Space Systems Electronic Maintenance | 377 |
| 2M052 | Missile and Space Systems Maintenance | 333 |
| 2M053 | Missile and Space Facilities | 208 |
| 2M071 | Missile and Space Systems Electronic Maintenance | 537 |
| 2M072 | Missile and Space Systems Maintenance | 445 |
| 2M073 | Missile and Space Facilities | 211 |
| 2M090 | Missile and Space Systems Maintenance | 101 |
| 2P000 | Precision Measurement Equipment Laboratory Manager | 14 |
| 2P011 | Precision Measurement Equipment Laboratory | 181 |
| 2P031 | Precision Measurement Equipment Laboratory | 255 |
| 2P051 | Precision Measurement Equipment Laboratory | 427 |
| 2P071 | Precision Measurement Equipment Laboratory | 633 |
| 2P091 | Precision Measurement Equipment Laboratory | 30 |
| 2W000 | Munitions Maintenance Manager | 40 |
| 2W011 | Munitions Systems | 262 |
| 2W031 | Munitions Systems | 1,568 |
| 2W051 | Munitions Systems | 2,223 |
| 2W071 | Munitions Systems | 2,537 |
| 2W091 | Munitions Systems | 149 |
| 2W100 | Aircraft Armament Manager | 62 |
| 2W111C | Aircraft Armament Systems | 35 |
| 2W111E | Aircraft Armament Systems | 88 |

| | | |
|---|---|---|
| 2W111F | Aircraft Armament Systems | 144 |
| 2W111K | Aircraft Armament Systems | 32 |
| 2W111L | Aircraft Armament Systems | 19 |
| 2W111Z | Aircraft Armament Systems | 17 |
| 2W131C | Aircraft Armament Systems | 202 |
| 2W131E | Aircraft Armament Systems | 535 |
| 2W131F | Aircraft Armament Systems | 661 |
| 2W131K | Aircraft Armament Systems | 96 |
| 2W131L | Aircraft Armament Systems | 98 |
| 2W131Z | Aircraft Armament Systems | 45 |
| 2W151 | Aircraft Armament Systems | 2,599 |
| 2W171 | Aircraft Armament Systems | 3,274 |
| 2W191 | Aircraft Armament Systems | 277 |
| 2W200 | Nuclear Weapons Manager | 7 |
| 2W211 | Nuclear Weapons | 58 |
| 2W231 | Nuclear Weapons | 243 |
| 2W251 | Nuclear Weapons | 257 |
| 2W271 | Nuclear Weapons | 326 |
| 2W291 | Nuclear Weapons | 29 |
| 3E800 | Explosive Ordnance Disposal Manager | 7 |
| 4A200 | Biomedical Equipment Manager | 3 |
| 4A211 | Biomedical Equipment | 34 |
| 4A231 | Biomedical Equipment | 87 |
| 4A251 | Biomedical Equipment | 180 |
| 4A271 | Biomedical Equipment | 228 |
| 4A291 | Biomedical Equipment | 13 |
| 8S000 | Missile Facility Manager | 22 |

**37 Preventive Maintenance Analysts**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2A531A | Aerospace Maintenance | 184 |
| 2A531B | Aerospace Maintenance | 188 |
| 2A531C | Aerospace Maintenance | 167 |
| 2A531D | Aerospace Maintenance | 156 |
| 2A531E | Aerospace Maintenance | 167 |
| 2A531F | Aerospace Maintenance | 161 |
| 2A531G | Aerospace Maintenance | 442 |
| 2A531H | Aerospace Maintenance | 196 |
| 2A551J | Aerospace Maintenance | 2,329 |
| 2A551K | Aerospace Maintenance | 562 |
| 2A551L | Aerospace Maintenance | 986 |
| 2R000 | Maintenance Data Systems Analysis Manager | 7 |
| 2R011 | Maintenance Data Systems Analysis | 33 |
| 2R031 | Maintenance Data Systems Analysis | 96 |
| 2R051 | Maintenance Data Systems Analysis | 190 |
| 2R071 | Maintenance Data Systems Analysis | 298 |
| 2R091 | Maintenance Data Systems Analysis | 17 |
| 2R100 | Maintenance Scheduling Manager | 8 |

| | | |
|---|---|---|
| 2R111 | Maintenance Scheduling | 34 |
| 2R131 | Maintenance Scheduling | 121 |
| 2R151 | Maintenance Scheduling | 417 |
| 2R171 | Maintenance Scheduling | 487 |
| 2R191 | Maintenance Scheduling | 24 |
| 2T111 | Vehicle Operations | 114 |
| 2T131 | Vehicle Operations | 463 |
| 2T151 | Vehicle Operations | 1,314 |
| 2T171 | Vehicle Operations | 749 |
| 2T191 | Vehicle Operations | 44 |
| 3E611 | Operations | 1 |
| 3E631 | Operations | 65 |
| 3E671 | Operations | 233 |
| 3E691 | Operations | 21 |

**38 Public Information Managers and Journalists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 16A1 | Air Attaché | 1 |
| 16A4 | Air Attaché | 22 |
| 16A4W | Air Attaché | 11 |
| 16P1 | International Politico-Military Affairs | 42 |
| 16P3 | International Politico-Military Affairs | 43 |
| 16P4 | International Politico-Military Affairs | 135 |
| 35P1 | Public Affairs | 46 |
| 35P3 | Public Affairs | 204 |
| 35P4 | Public Affairs | 123 |
| 3H000 | Historian Manager | 8 |
| 3H031 | Historian | 2 |
| 3H051 | Historian | 14 |
| 3H071 | Historian | 43 |
| 3H091 | Historian | 3 |
| 3N000 | Public Affairs Manager | 7 |
| 3N090 | Public Affairs | 13 |
| 84H0 | Historian | 2 |
| 86P0 | Command and Control | 225 |
| 88P0 | Protocol | 39 |

**39 Radar and Sonar Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1C511A | Aerospace Control and Warning Systems | 5 |
| 1C511C | Aerospace Control and Warning Systems | 19 |
| 1C531A | Aerospace Control and Warning Systems | 1 |
| 1C531B | Aerospace Control and Warning Systems | 14 |
| 1C531C | Aerospace Control and Warning Systems | 78 |
| 1C571D | Aerospace Control and Warning Systems | 100 |
| 1C591 | Aerospace Control and Warning Systems | 27 |

**40 Recruiting Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3S291 | Education and Training | 52 |
| 83R0 | Recruiting Service | 16 |
| 8R000 | Recruiter | 627 |

**41 Scientists and Engineers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 13A3W | Astronaut | 8 |
| 13S1A | Space and Missile Operations | 58 |
| 13S1B | Space and Missile Operations | 12 |
| 13S1C | Space and Missile Operations | 167 |
| 13S1D | Space and Missile Operations | 10 |
| 13S1E | Space and Missile Operations | 18 |
| 13S1S | Space and Missile Operations | 1 |
| 13S2C | Space and Missile Operations | 317 |
| 13S3A | Space and Missile Operations | 444 |
| 13S3B | Space and Missile Operations | 119 |
| 13S3C | Space and Missile Operations | 1,504 |
| 13S3D | Space and Missile Operations | 149 |
| 13S3E | Space and Missile Operations | 232 |
| 13S4 | Space and Missile Operations | 578 |
| 21M1A | Space and Missile Maintenance | 25 |
| 21M1B | Space and Missile Maintenance | 5 |
| 21M3 | Space and Missile Maintenance | 6 |
| 21M3A | Space and Missile Maintenance | 99 |
| 21M3B | Space and Missile Maintenance | 2 |
| 21M4 | Space and Missile Maintenance | 29 |
| 32E1A | Civil Engineer | 17 |
| 32E1B | Civil Engineer | 2 |
| 32E1C | Civil Engineer | 46 |
| 32E1E | Civil Engineer | 5 |
| 32E1F | Civil Engineer | 27 |
| 32E1G | Civil Engineer | 128 |
| 32E1H | Civil Engineer | 2 |
| 32E1J | Civil Engineer | 19 |
| 32E1K | Civil Engineer | 1 |
| 32E1V | Civil Engineer | 1 |
| 32E1W | Civil Engineer | 1 |
| 32E3A | Civil Engineer | 50 |
| 32E3B | Civil Engineer | 9 |
| 32E3C | Civil Engineer | 191 |
| 32E3D | Civil Engineer | 15 |
| 32E3E | Civil Engineer | 69 |
| 32E3F | Civil Engineer | 71 |
| 32E3G | Civil Engineer | 529 |
| 32E3H | Civil Engineer | 8 |

| | | |
|---|---|---|
| 32E3J | Civil Engineer | 33 |
| 32E3K | Civil Engineer | 8 |
| 32E4 | Civil Engineer | 309 |
| 43E1A | Bioenvironmental Engineer | 51 |
| 43E1B | Bioenvironmental Engineer | 1 |
| 43E1D | Bioenvironmental Engineer | 1 |
| 43E1E | Bioenvironmental Engineer | 4 |
| 43E1F | Bioenvironmental Engineer | 2 |
| 43E3A | Bioenvironmental Engineer | 179 |
| 43E3B | Bioenvironmental Engineer | 22 |
| 43E3C | Bioenvironmental Engineer | 2 |
| 43E3D | Bioenvironmental Engineer | 24 |
| 43E3E | Bioenvironmental Engineer | 7 |
| 43E3F | Bioenvironmental Engineer | 6 |
| 43E3G | Bioenvironmental Engineer | 3 |
| 43E4A | Bioenvironmental Engineer | 15 |
| 43E4C | Bioenvironmental Engineer | 2 |
| 43E4E | Bioenvironmental Engineer | 4 |
| 43E4F | Bioenvironmental Engineer | 1 |
| 43H1 | Public Health | 36 |
| 43H3 | Public Health | 119 |
| 43H4 | Public Health | 13 |
| 43T3C | Biomedical Laboratory | 6 |
| 43T3D | Biomedical Laboratory | 3 |
| 43T4D | Biomedical Laboratory | 1 |
| 4B000 | Bioenvironmental Engineering Manager | 4 |
| 61S1A | Scientist | 103 |
| 61S1C | Scientist | 27 |
| 61S1D | Scientist | 40 |
| 61S1E | Scientist | 1 |
| 61S3A | Scientist | 275 |
| 61S3C | Scientist | 67 |
| 61S3D | Scientist | 212 |
| 61S3E | Scientist | 4 |
| 61S3W | Scientist | 10 |
| 61S4 | Scientist | 134 |
| 61S4W | Scientist | 7 |
| 62E1A | Developmental Engineer | 70 |
| 62E1B | Developmental Engineer | 46 |
| 62E1C | Developmental Engineer | 43 |
| 62E1E | Developmental Engineer | 216 |
| 62E1F | Developmental Engineer | 2 |
| 62E1G | Developmental Engineer | 78 |
| 62E1H | Developmental Engineer | 54 |
| 62E1P | Developmental Engineer | 2 |
| 62E1W | Developmental Engineer | 2 |
| 62E3A | Developmental Engineer | 384 |
| 62E3B | Developmental Engineer | 292 |

| | | |
|---|---|---|
| 62E3C | Developmental Engineer | 142 |
| 62E3E | Developmental Engineer | 967 |
| 62E3F | Developmental Engineer | 38 |
| 62E3G | Developmental Engineer | 278 |
| 62E3H | Developmental Engineer | 271 |
| 62E3P | Developmental Engineer | 3 |
| 62E3V | Developmental Engineer | 1 |
| 62E3W | Developmental Engineer | 11 |
| 62E4 | Developmental Engineer | 300 |
| 62E4W | Developmental Engineer | 2 |

**42 Ship Engineers and Air Crew Members**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1A000 | In-Flight Refueling Manager | 8 |
| 1A011 | In-Flight Refueling | 48 |
| 1A031 | In-Flight Refueling | 98 |
| 1A051 | In-Flight Refueling | 156 |
| 1A071 | In-Flight Refueling | 325 |
| 1A091 | In-Flight Refueling | 29 |
| 1A111B | Flight Engineer | 1 |
| 1A131B | Flight Engineer | 4 |
| 1A151B | Flight Engineer | 52 |
| 1A171B | Flight Engineer | 153 |

**43 Surveyors and Mappers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3E000 | Civil Engineer Manager | 110 |
| 3E511 | Engineering | 63 |
| 3E531 | Engineering | 251 |
| 3E551 | Engineering | 261 |
| 3E571 | Engineering | 426 |
| 3E591 | Engineering | 32 |

**44 Transportation Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 8A000 | In-Flight Passenger Service Specialist | 94 |

**45 Vehicle Drivers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2T100 | Vehicle Operations Manager | 12 |

**46 Weather Personnel**

| MOC | MOC Title | Personnel |
|---|---|---|
| 15W1A | Weather | 6 |
| 15W3A | Weather | 169 |
| 15W4 | Weather | 132 |

| | | |
|---|---|---|
| 1W000 | Weather Manager | 12 |
| 1W011 | Weather | 171 |
| 1W031 | Weather | 396 |
| 1W031A | Weather | 14 |
| 1W051 | Weather | 502 |
| 1W051A | Weather | 253 |
| 1W071A | Weather | 1,028 |
| 1W091 | Weather | 65 |

Appendix I

# MARINE CORPS OCCUPATIONS BY OCCUPATIONAL CLUSTER

**2 Administrative, Personnel, and Supply Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0100 | Basic Administrative Marine | 161 |
| 0121 | Personnel Clerk | 1,398 |
| 0131 | Unit Diary Clerk | 1,436 |
| 0151 | Administrative Clerk | 3,893 |
| 0161 | Postal Clerk | 365 |
| 0193 | Personnel/Administrative Chief | 1,864 |
| 0400 | Basic Logistics Marine | 62 |
| 0431 | Embarkation/Logistics and Combat Service Support (CSS) Specialist | 1,023 |
| 0451 | Air Delivery Specialist | 150 |
| 0481 | Landing Support Specialist | 786 |
| 3000 | Basic Supply Administration and Operations Marine | 108 |
| 3043 | Supply Administration and Operations Clerk | 4,241 |
| 3044 | Purchasing and Contracting Specialist | 107 |
| 3051 | Warehouse Clerk | 2,808 |
| 3052 | Packaging Specialist | 190 |
| 3361 | Subsistence Supply Clerk | 348 |
| 3400 | Basic Auditing, Finance, and Accounting Marine | 17 |
| 3441 | NAF Audit Technician | 39 |
| 3451 | Fiscal/Budget Technician | 368 |
| 4100 | Basic Marine Corps Exchange Marine | 11 |
| 4133 | Morale, Welfare, Recreation (MWR) Specialist | 124 |
| 6042 | Support Equipment Asset Manager | 267 |
| 6600 | Basic Aviation Supply Marine | 34 |
| 6672 | Aviation Supply Clerk | 1,461 |
| 7041 | Aviation Operations Specialist | 748 |
| 7300 | Basic Air Traffic Controller/Enlisted Flight Crew Marine | 6 |
| 9991 | Sergeant Major of the Marine Corps | 1 |
| 9999 | Sergeant Major-First Sergeant | 1,220 |

**3 Aircraft, Automotive, and Electrical Maintenance Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1141 | Electrician | 598 |
| 1142 | Electrical Equipment Repair Specialist | 618 |
| 1161 | Refrigeration Mechanic | 367 |
| 1341 | Engineer Equipment Mechanic | 1,145 |
| 1349 | Engineer Equipment Chief | 183 |
| 2141 | Assault Amphibious Vehicle (AAV) Repairer/Technician | 601 |
| 2146 | Main Battle Tank (MBT) Repairer/Technician | 294 |
| 2147 | Light Armored Vehicle (LAV) Repairer/Technician | 399 |
| 2147 | Light Armored Vehicle (LAV) Repairer/Technician | 399 |
| 2149 | Ordnance Vehicle Maintenance Chief | 60 |
| 3513 | Body Repair Mechanic | 5 |
| 3521 | Organizational Automotive Mechanic | 3,037 |
| 3523 | Vehicle Recovery Mechanic | 1 |
| 3529 | Motor Transport Maintenance Chief | 679 |
| 6000 | Basic Aircraft Maintenance Marine | 123 |
| 6011 | Aircraft Mechanic-Trainee | 220 |
| 6013 | Aircraft Mechanic, EA-6 | 81 |
| 6014 | Unmanned Aerial Vehicle (UAV) Mechanic | 42 |
| 6015 | Aircraft Mechanic, AV-8/TAV-8 | 505 |
| 6016 | Aircraft Mechanic, KC-130 | 180 |
| 6017 | Aircraft Mechanic, F/A-18 | 605 |
| 6019 | Aircraft Maintenance Chief | 115 |
| 6022 | Aircraft Power Plants Mechanic, J-52 | 36 |
| 6025 | Aircraft Power Plants Mechanic, Rolls Royce Pegasus | 88 |
| 6026 | Aircraft Power Plants Mechanic, T-56 | 76 |
| 6027 | Aircraft Power Plants Mechanic, F-404 | 130 |
| 6035 | Aircraft Power Plants Test Cell Operator Fixed-Wing | 24 |
| 6051 | Aircraft Airframe Mechanic-Trainee | 226 |
| 6053 | Aircraft Airframe, EA-6 | 75 |
| 6055 | Aircraft Airframe Mechanic, AV-8/TAV-8 | 274 |
| 6056 | Aircraft Airframe Mechanic, KC-130 | 168 |
| 6057 | Aircraft Airframe Mechanic, F/A-18 | 376 |
| 6071 | Aircraft Maintenance Support Equipment (SE) Mechanic-Trainee | 142 |
| 6072 | Aircraft Maintenance Support Equipment Hydraulic/Pneumatic/Structures Mechanic | 599 |
| 6073 | Aircraft Maintenance Support Equipment Electrician/Refrigeration Mechanic | 399 |
| 6081 | Aircraft Safety Equipment Mechanic-Trainee | 24 |
| 6083 | Aircraft Safety Equipment Mechanic, A-6/EA-6 | 44 |
| 6085 | Aircraft Safety Equipment Mechanic, AV-8/TAV-8 | 106 |
| 6086 | Aircraft Safety Equipment Mechanic, KC-130 | 58 |
| 6087 | Aircraft Safety Equipment Mechanic, F/A-18 | 151 |
| 6091 | Aircraft Structures Mechanic-Trainee | 1 |
| 6092 | Aircraft Structures Mechanic, A-4/TA-4 | 533 |
| 6094 | Aircraft Intermediate Level Hydraulic/Pneumatic Mechanic | 312 |

| | | |
|---|---|---|
| 6112 | Helicopter Mechanic, CH-46 | 601 |
| 6113 | Helicopter Mechanic, CH-53 | 546 |
| 6114 | Helicopter Mechanic, U/AH-1 | 546 |
| 6122 | Helicopter Power Plants Mechanic, T-58 | 153 |
| 6123 | Helicopter Power Plants Mechanic, T-64 | 165 |
| 6124 | Helicopter Power Plants Mechanic, T-400/T-700 | 141 |
| 6152 | Helicopter Airframe Mechanic, CH-46 | 289 |
| 6153 | Helicopter Airframe Mechanic, CH-53 | 422 |
| 6154 | Helicopter Airframe Mechanic, A/UH-1 | 508 |
| 6331 | Aircraft Electrical Systems Technician-Trainee | 53 |
| 6333 | Aircraft Electrical Systems Technician, EA-6 | 78 |
| 6335 | Aircraft Electrical Systems Technician, AV-8 | 205 |
| 6336 | Aircraft Electrical Systems Technician, KC-130 | 103 |
| 6337 | Aircraft Electrical Systems Technician, F/A-18 | 320 |
| 6431 | Aircraft Electrical Systems Technician-Trainee | 21 |
| 6432 | Aircraft Electrical/Instrument/Flight Control Systems Technician, Fixed Wing, IMA | 204 |
| 6433 | Aircraft Electrical/Instrument/Flight Control Systems Technician, Helicopter/OV-10, IMA | 199 |
| 6434 | Advanced Aircraft Electrical/Instrument/Flight Control Systems Technician IMA | 80 |

### 4 Air Traffic Controllers

| MOC | MOC Title | Personnel |
|---|---|---|
| 5950 | Air Traffic Control Systems Maintenance Officer | 21 |
| 7251 | Air Traffic Controller-Trainee | 198 |
| 7252 | Air Traffic Controller-Tower | 117 |
| 7253 | Air Traffic Controller-Radar | 224 |
| 7291 | Senior Air Traffic Controller | 158 |

### 5 Airplane Navigators

| MOC | MOC Title | Personnel |
|---|---|---|
| 7380 | Mission Specialist/Navigation Officer | 18 |
| 7524 | Naval Flight Officer (NFO) | 24 |
| 7525 | Naval Flight Officer (NFO) | 185 |
| 7574 | Naval Flight Officer (NFO) | 2 |
| 7580 | Naval Flight Officer (NFO) | 33 |
| 7582 | Naval Flight Officer (NFO) | 13 |
| 7583 | Naval Flight Officer (NFO) | 19 |
| 7585 | Naval Flight Officer (NFO) | 2 |
| 7587 | Naval Flight Officer (NFO) | 7 |
| 7588 | Naval Flight Officer (NFO) | 148 |
| 9907 | Colonel, Naval Aviator/Naval Flight Officer | 171 |

### 6 Communications Managers

| MOC | MOC Title | Personnel |
|---|---|---|
| 2510 | Network Management Officer | 19 |

| | | |
|---|---|---|
| 2802 | Electronics Maintenance Officer (Ground) | 50 |
| 2805 | Data/Communications Maintenance Officer | 56 |
| 2810 | Telephone Systems Officer | 35 |

**7 Communications Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2500 | Basic Operational Communicator | 211 |
| 2512 | Field Wireman | 1,309 |
| 2513 | Construction Wireman | 178 |
| 2531 | Field Radio Operator | 3,673 |
| 2532 | Multichannel Equipment Operator | 679 |
| 2534 | High Frequency Communication Central Operator | 67 |
| 2535 | Fleet SATCOM Terminal Operator | 17 |
| 2536 | Ground Mobile Forces SATCOM Operator | 135 |
| 2537 | Radio Chief | 679 |
| 2542 | Communication Center Operator | 925 |
| 2549 | Communication Center Chief | 173 |
| 2591 | Operational Communication Chief | 404 |
| 2621 | Communications Intelligence Intercept Operator/Analyst | 629 |
| 2629 | Signals Intelligence Analyst | 2 |
| 2631 | Electronic Intelligence (ELINT) Intercept Operator/Analyst | 168 |
| 7381 | Airborne Radio Operator/Inflight Refueling Observer/Loadmaster-Trainee (ARO/IRO/LM) | 15 |

**8 Computer Systems Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 4000 | Basic Data Systems Marine | 109 |
| 4010 | Data Systems Software Officer | 13 |
| 4010 | Data Systems Software Officer | 28 |
| 4066 | Small Computer Systems Specialist (SCSS) | 1,238 |
| 4067 | Programmer, ADA | 370 |
| 4099 | Data Processing Chief | 14 |
| 5970 | Data Systems Maintenance Officer | 14 |
| 6673 | Automated Information Systems (AIS) Computer Operator | 148 |

**9 Construction and Engineering Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1171 | Hygiene Equipment Operator | 771 |
| 1181 | Fabric Repair Specialist | 108 |
| 1300 | Basic Engineer, Construction, and Equipment Marine | 217 |
| 1345 | Engineer Equipment Operator | 1,336 |
| 1371 | Combat Engineer | 2,534 |
| 6060 | Flight Equipment Marine | 746 |

**10 Combat Arms**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0300 | Basic Infantryman | 867 |

| | | |
|---|---|---|
| 0301 | Basic Infantry Officer | 33 |
| 0302 | Infantry Officer | 2,046 |
| 0311 | Rifleman | 12,148 |
| 0313 | LAV Crewman | 681 |
| 0321 | Reconnaissance Man | 280 |
| 0331 | Machinegunner | 2,925 |
| 0341 | Mortarman | 2,937 |
| 0351 | Assaultman | 2,019 |
| 0352 | Antitank Assault Guided Missileman | 1,379 |
| 0369 | Infantry Unit Leader | 2,549 |
| 0800 | Basic Field Artillery Man | 64 |
| 0801 | Basic Field Artillery Officer | 28 |
| 0802 | Field Artillery Officer | 834 |
| 0811 | Field Artillery Cannoneer | 2,007 |
| 0844 | Field Artillery Fire Control Man | 489 |
| 0848 | Field Artillery Operations Man | 181 |
| 0861 | Fire Support Man | 437 |
| 1800 | Basic Tank and Amphibious Vehicle Crewman | 62 |
| 1801 | Basic Tank and Amphibious Vehicle Officer | 7 |
| 1801 | Basic Tank and Assault Amphibious Vehicle Officer | 7 |
| 1802 | Tank Officer | 190 |
| 1803 | Assault Amphibious Vehicle (AAV) Officer | 147 |
| 1812 | M1A1 Tank Crewman | 525 |
| 2120 | Weapons Repair Officer | 45 |
| 2305 | Explosive Ordnance Disposal Officer | 14 |
| 2305 | Explosive Ordnance Disposal Officer | 22 |
| 7200 | Basic Air Control/Air Support/Anti-Air Warfare Marine | 59 |
| 7201 | Basic Air Control/Anti-Air Warfare Officer | 2 |
| 7201 | Basic Air Control/Anti-Air Warfare Officer | 2 |
| 7204 | Surface-to-Air Weapons Officer | 81 |
| 7212 | Low Altitude Air Defense (LAAD) Gunner | 548 |
| 9901 | Basic Officer | 777 |
| 9906 | Colonel, Ground | 305 |

**13 Emergency Management and Laboratory Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 5700 | Basic Nuclear, Biological, and Chemical Marine | 2 |
| 5711 | Nuclear Biological and Chemical Defense Specialist | 629 |

**15 Finance and Accounting Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3401 | Basic Auditing, Finance, and Accounting Officer | 16 |
| 3404 | Financial Management Officer | 259 |
| 3410 | NAF Auditing Officer | 10 |
| 3410 | NAF Auditing Officer | 17 |

**16 Firefighters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 7051 | Aircraft Firefighting and Rescue Specialist | 968 |

**17 Flight Engineers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 6030 | Aircraft Flight Mechanic, KC-130 | 87 |
| 6031 | Aircraft Flight Engineer, KC-130-Trainee | 25 |
| 6032 | Aircraft Flight Engineer, KC-130 | 85 |
| 6172 | Helicopter Crew Chief, CH-46 | 500 |
| 6173 | Helicopter Crew Chief, CH-53 | 289 |
| 7314 | Unmanned Aerial Vehicle (UAV) Air Vehicle Operator | 40 |

**18 Functional Specialty Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0180 | Adjutant | 323 |
| 0401 | Basic Logistics Officer | 21 |
| 0402 | Logistics Officer | 879 |
| 0430 | Embarkation Officer | 69 |
| 1390 | Bulk Fuel Officer | 31 |
| 2102 | Ordnance Officer | 31 |
| 2340 | Ammunition Officer | 26 |
| 2340 | Ammunition Officer | 37 |
| 3001 | Basic Supply Administration and Operations Officer | 24 |
| 3002 | Ground Supply Officer | 567 |
| 3010 | Ground Supply Operations Officer | 29 |
| 3102 | Traffic Management Officer | 12 |
| 3102 | Traffic Management Officer | 21 |
| 3300 | Basic Food Service Marine | 109 |
| 3302 | Food Service Officer | 18 |
| 3302 | Food Service Officer | 27 |
| 3381 | Food Service Specialist | 2,848 |
| 3501 | Basic Motor Transport Officer | 11 |
| 3502 | Motor Transport Officer | 230 |
| 3510 | Motor Transport Maintenance Officer | 90 |
| 4130 | Marine Corps Exchange Officer | 13 |
| 5801 | Basic Military Police and Corrections Officer | 7 |
| 5803 | Military Police Officer | 159 |
| 5804 | Corrections Officer | 16 |
| 5805 | Criminal Investigation Officer | 17 |
| 6001 | Basic Aircraft Maintenance Officer | 2 |
| 6002 | Aircraft Maintenance Officer | 228 |
| 6004 | Aircraft Maintenance Engineer Officer | 50 |
| 6004 | Aircraft Maintenance Engineer Officer | 81 |
| 6302 | Avionics Officer | 47 |
| 6302 | Avionics Officer | 80 |

| | | |
|---|---|---|
| 6601 | Basic Aviation Supply Officer | 3 |
| 6602 | Aviation Supply Officer | 168 |
| 6604 | Aviation Supply Operations Officer | 21 |
| 6604 | Aviation Supply Operations Officer | 33 |
| 9904 | Colonel, Logistician | 98 |

### 20 Health, Education and Welfare Workers

| MOC | MOC Title | Personnel |
|---|---|---|
| 0251 | Interrogation/Translation Specialist | 109 |
| 2671 | Cryptologic Linguist, Arabic | 97 |
| 2673 | Cryptologic Linguist, Korean | 50 |
| 2674 | Cryptologic Linguist, Spanish | 142 |
| 2675 | Cryptologic Linguist, Russian | 83 |
| 4401 | Student Judge Advocate | 50 |
| 4402 | Judge Advocate | 353 |
| 4430 | Legal Administrative Officer | 19 |
| 9914 | Colonel, Judge Advocate | 26 |
| 9925 | Range Officer | 30 |

### 21 Intelligence Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 0200 | Basic Intelligence Marine | 144 |
| 0201 | Basic Intelligence Officer | 30 |
| 0202 | Marine Air/Ground Task Force (MAGTF) Intelligence Officer | 394 |
| 0203 | Ground Intelligence Officer | 83 |
| 0204 | Human Source Intelligence Officer | 21 |
| 0206 | Signals Intelligence/Ground Electronic Warfare Officer | 93 |
| 0207 | Air Intelligence Officer | 61 |
| 0210 | Counterintelligence Officer | 22 |
| 0211 | Counterintelligence (CI) Specialist | 127 |
| 0231 | Intelligence Specialist | 920 |
| 0241 | Imagery Interpretation Specialist | 196 |
| 0291 | Intelligence Chief | 18 |
| 2600 | Basic Signals Intelligence/Ground Electronic Warfare Operator | 438 |
| 2602 | Signals Intelligence/Electronic Warfare Officer | 27 |
| 2651 | Special Intelligence Communicator | 361 |
| 2691 | Signals Intelligence/Electronic Warfare Chief | 51 |

### 22 Law Enforcement Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 5800 | Basic Military Police and Corrections Marine | 171 |
| 5811 | Military Police | 2,941 |
| 5821 | Criminal Investigator | 174 |
| 5831 | Correctional Specialist | 670 |

**23 Legal Specialists and Court Reporters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 4400 | Basic Legal Services Marine | 22 |
| 4421 | Legal Services Specialist | 507 |
| 4429 | Legal Services Reporter (Stenotype) | 36 |

**25 Machinists, Technicians, and Cargo Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1100 | Basic Utilities Marine | 153 |
| 1169 | Utilities Chief | 146 |
| 1316 | Metal Worker | 276 |
| 1391 | Bulk Fuel Specialist | 1,248 |
| 2161 | Machinist | 142 |
| 4615 | Combat Lithographer | 106 |
| 6075 | Cryogenics Equipment Operator | 163 |

**27 Musicians and Media Directors**

| MOC | MOC Title | Personnel |
|---|---|---|
| 4602 | Training and Visual Information Support Officer | 5 |
| 4602 | Training and Visual Information Support Officer | 14 |
| 5500 | Basic Musician | 51 |
| 5502 | Band Officer | 12 |
| 5519 | Enlisted Bandleader | 12 |
| 5519 | Enlisted Bandleader | 12 |
| 5521 | Band Drum Major | 11 |
| 5523 | Instrument Repair Specialist | 11 |
| 5526 | Musician, Oboe/English Horn | 7 |
| 5528 | Musician, Bassoon | 8 |
| 5534 | Musician, Clarinet | 80 |
| 5536 | Musician, Flute and Piccolo | 49 |
| 5537 | Musician, Saxophone | 59 |
| 5541 | Musician, Cornet/Trumpet | 123 |
| 5543 | Musician, Baritone Horn/Euphonium | 33 |
| 5544 | Musician, French Horn | 52 |
| 5546 | Musician, Trombone | 75 |
| 5547 | Musician, Tuba and String Bass/Electric Bass | 46 |
| 5548 | Musician, String Bass/Electric Bass | 19 |
| 5563 | Musician, Percussion (Drums, Tympani, and Mallets) | 63 |
| 5565 | Musician, Piano or Guitar | 11 |
| 5566 | Musician, Guitar | 9 |
| 9802 | Director/Assistant Director, The President's Own, U.S. Marine Band | 2 |
| 9803 | Staff Officer, The President's Own, U.S. Marine Band | 1 |
| 9803 | Staff Officer, The President's Own, U.S. Marine Band | 1 |
| 9805 | U.S. Marine Drum & Bugle Corps Officer | 1 |
| 9805 | U.S. Marine Drum & Bugle Corps Officer | 1 |

| | | |
|---|---|---|
| 9811 | Member, The President's Own, United States Marine Band | 144 |
| 9812 | U.S. Marine Drum & Bugle Corps Member | 78 |

### 29 Ordnance Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 2100 | Basic Ordnance Marine | 167 |
| 2131 | Towed Artillery Systems Technician | 201 |
| 2181 | Senior Ground Ordnance Weapons Chief | 36 |
| 2300 | Basic Ammunition and Explosive Ordnance Disposal Marine | 91 |
| 2311 | Ammunition Technician | 1,159 |
| 2336 | Explosive Ordnance Disposal Technician | 284 |
| 6500 | Basic Aviation Ordnance Marine | 9 |
| 6511 | Aviation Ordnance Trainee | 260 |
| 6531 | Aircraft Ordnance Technician | 1,246 |
| 6541 | Aviation Ordnance Systems Technician | 916 |
| 6591 | Aviation Ordnance Chief | 59 |

### 32 Photographic and Audiovisual Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 4600 | Basic Training and Visual Support Marine | 32 |
| 4611 | Graphics Specialist | 75 |
| 4641 | Combat Photographic Specialist | 177 |
| 4671 | Combat Motion Media Photographer | 120 |
| 4691 | Visual Information Chief | 17 |

### 34 Pilots and Ship/Submarine Operators

| MOC | MOC Title | Personnel |
|---|---|---|
| 7208 | Air Support Control Officer | 139 |
| 7210 | Air Defense Control Officer | 122 |
| 7501 | Pilot VMA | 1 |
| 7507 | Pilot VMA | 53 |
| 7509 | Pilot VMA | 334 |
| 7521 | Pilot VMFA | 63 |
| 7522 | Pilot VMFA | 1 |
| 7523 | Pilot VMFA | 468 |
| 7541 | Pilot VMAQ/VMFP | 4 |
| 7543 | Pilot VMAQ/VMFP | 56 |
| 7545 | Pilot VMAQ/VMFP | 1 |
| 7556 | Pilot VMGR | 123 |
| 7557 | Pilot VMGR | 141 |
| 7558 | Pilot HMH/M/L/A | 9 |
| 7560 | Pilot HMH/M/L/A | 21 |
| 7561 | Pilot HMH/M/L/A | 33 |
| 7562 | Pilot HMH/M/L/A | 784 |
| 7563 | Pilot HMH/M/L/A | 259 |
| 7564 | Pilot HMH/M/L/A | 155 |
| 7565 | Pilot HMH/M/L/A | 416 |

| | | |
|---|---|---|
| 7566 | Pilot HMH/M/L/A | 414 |
| 7567 | Pilot HMH/M/L/A | 17 |
| 7568 | Pilot HMH/M/L/A | 27 |
| 7598 | Basic Fixed Wing Pilot | 10 |
| 7599 | Flight Student (TBS) | 1,087 |

**36 Precision Equipment Repairers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2111 | Small Arms Repairer/Technician | 1,247 |
| 2171 | Electro-Optical Ordnance Repairer | 397 |
| 2515 | ULS Central Office Operator/Maintainer | 273 |
| 2519 | Wire Chief | 256 |
| 2800 | Basic Data/Communications Maintenance Marine | 656 |
| 2811 | Telephone Technician | 339 |
| 2813 | Cable Systems Technician | 74 |
| 2818 | Personal Computer (PC)/Tactical Office Machine Repairer | 370 |
| 2821 | Computer Technician | 158 |
| 2822 | Electronic Switching Equipment Technician | 116 |
| 2823 | Technical Controller | 57 |
| 2826 | AN/MSC-63A Maintenance Technician | 1 |
| 2831 | Multichannel Equipment Repairer | 216 |
| 2832 | Multichannel Equipment Technician | 56 |
| 2834 | Ground Mobile Forces SATCOM Technician | 49 |
| 2841 | Ground Radio Repairer | 1,124 |
| 2861 | Radio Technician | 356 |
| 2871 | Test Measurement and Diagnostic Equipment Technician | 56 |
| 2874 | Metrology Technician | 44 |
| 2881 | Communication Security Equipment Technician | 252 |
| 2885 | Artillery Electronic System Repairer | 19 |
| 2887 | Counter Mortar Radar Repairer | 15 |
| 2889 | Ground Radar Technician | 23 |
| 2891 | Data/Communications Maintenance Chief | 112 |
| 5900 | Basic Electronics Maintenance Marine | 240 |
| 5942 | Aviation Radar Repairer | 130 |
| 5948 | Aviation Radar Technician | 72 |
| 5952 | Air Traffic Control Navigational Aids Technician | 141 |
| 5953 | Air Traffic Control Radar Technician | 158 |
| 5954 | Air Traffic Control Communications Technician | 162 |
| 5959 | Air Traffic Control Systems Maintenance Chief | 22 |
| 5962 | Tactical Air Command Central Repairer | 56 |
| 5963 | Tactical Air Operations Central Repairer | 85 |
| 5974 | Tactical Air Command Central Technician/Systems Administrator | 36 |
| 5979 | Tactical Air Operations Central Technician | 39 |
| 5993 | Electronics Maintenance Chief | 8 |
| 6300 | Basic Avionics Marine | 440 |
| 6311 | Aircraft Communications/Navigation/Electrical/Weapon Systems Technician-Trainee, OMA | 191 |

| | | |
|---|---|---|
| 6313 | Aircraft Communications/Navigation/Radar Systems Technician, EA-6 | 65 |
| 6314 | Unmanned Aerial Vehicle (UAV) Avionics Technician | 44 |
| 6315 | Aircraft Communications/Navigation/Weapon Systems Technician, AV-8 | 240 |
| 6316 | Aircraft Communications/Navigation Systems Technician, KC-130 | 78 |
| 6317 | Aircraft Communications/Navigation/Weapon Systems Technician, F/A-18 | 280 |
| 6322 | Aircraft Communications/Navigation/Electrical Systems Technician, CH-46 | 364 |
| 6323 | Aircraft Communications/Navigation/Electrical Systems Technician, CH-53 | 419 |
| 6324 | Aircraft Communications/Navigation/Electrical/ Weapon Systems Technician, U/AH-1 | 441 |
| 6386 | Aircraft Electronic Countermeasures Systems Technician, EA-6B | 79 |
| 6391 | Avionics Maintenance Chief | 123 |
| 6412 | Aircraft Communications Systems Technician, IMA | 116 |
| 6413 | Aircraft Navigation Systems Technician, IFF/RADAR/TACAN, IMA | 207 |
| 6423 | Aviation Electronic Microminiature/Instrument and Cable Repair Technician, IMA | 104 |
| 6462 | Avionics Test Set (ATS) Technician, IMA | 75 |
| 6463 | Radar Test Station (RTS)/Radar Systems Test Station (RSTS) Technician, IMA | 59 |
| 6464 | Aircraft Inertial Navigation System Technician, IMA | 47 |
| 6465 | Hybrid Test Set Technician, IMA | 77 |
| 6466 | Aircraft Forward Looking Infrared/Electro-Optical Technician, IMA | 62 |
| 6467 | Consolidated Automatic Support System (CASS) Technicians, IMA | 92 |
| 6468 | Aircraft Electrical Equipment Test Set (EETS)/Mobile Electronic Test Set (METS) Technician, IMA | 64 |
| 6469 | Advanced Automatic Test Equipment Technician, IMA | 96 |
| 6482 | Aircraft Electronic Countermeasures Systems Technician, Fixed-Wing, IMA | 78 |
| 6483 | Aircraft Electronic Countermeasures Systems Technician, Helicopter, IMA | 132 |
| 6484 | Aircraft Electronic Countermeasures Systems/RADCOM/CAT IIID Technicians, IMA | 87 |
| 6485 | Advanced Aircraft Electronic Countermeasures Technician, IMA | 33 |
| 6491 | Aviation Precision Measurement Equipment (PME) Chief | 14 |
| 6492 | Aviation Precision Measurement Equipment/Calibration and Repair Technician, IMA | 291 |
| 6493 | Aviation Meteorological Equipment Technician, OMA/IMA | 52 |

| | | |
|---|---|---|
| 6494 | Aviation Logistics Tactical Information Systems (ALTIS) Specialist | 92 |

**37 Preventive Maintenance Analysts**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0411 | Maintenance Management Specialist | 918 |
| 6046 | Aircraft Maintenance Administration Clerk | 491 |
| 6047 | Aircraft Maintenance Data Analyst/Administrator | 526 |
| 6411 | Aircraft Communications/Navigation Systems Technician-Trainee, IMA | 128 |
| 6414 | Advanced Aircraft Communications/Navigation Systems Technician, IMA | 185 |

**38 Public Information Managers and Journalists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 4300 | Basic Public Affairs Marine | 42 |
| 4301 | Basic Public Affairs Officer | 3 |
| 4302 | Public Affairs Officer | 108 |
| 4341 | Combat Correspondent | 356 |
| 5702 | Nuclear, Biological, and Chemical (NBC) Officer | 103 |
| 7002 | Expeditionary Airfield and Emergency Services Officer | 37 |

**39 Radar and Sonar Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 0842 | Field Artillery Radar Operator | 78 |
| 7234 | Air Command and Control Electronics Operator | 132 |
| 7236 | Tactical Air Defense Controller | 106 |
| 7242 | Air Support Operations Operator | 220 |

**40 Recruiting Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 8412 | Career Recruiter | 397 |

**41 Scientists and Engineers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1120 | Utilities Officer | 38 |
| 1301 | Basic Engineer, Construction, and Equipment Officer | 9 |
| 1302 | Engineer Officer | 370 |
| 1310 | Engineer Equipment Officer | 61 |
| 2110 | Ordnance Vehicle Maintenance Officer | 42 |
| 2125 | Electro-Optic Instrument Repair Officer | 4 |
| 5902 | Electronics Maintenance Officer (Aviation) | 29 |
| 5910 | Aviation Radar Maintenance Officer | 9 |
| 6502 | Aviation Ordnance Officer | 40 |
| 6502 | Aviation Ordnance Officer | 54 |

### 42 Ship Engineers and Air Crew Members

| MOC | MOC Title | Personnel |
|---|---|---|
| 7000 | Basic Airfield Services Marines | 119 |
| 7372 | First Navigator | 71 |
| 7382 | Airborne Radio Operator/Inflight Refueling Observer/Loadmaster ARO/IRO/LM | 92 |

### 43 Surveyors and Mappers

| MOC | MOC Title | Personnel |
|---|---|---|
| 0261 | Topographic Intelligence Specialist | 125 |
| 1361 | Engineer Assistant | 139 |

### 44 Transportation Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 0491 | Combat Service Support Chief | 331 |
| 3100 | Basic Traffic Management Marine | 14 |
| 3112 | Traffic Management Specialist | 545 |

### 45 Vehicle Drivers

| MOC | MOC Title | Personnel |
|---|---|---|
| 3500 | Basic Motor Transport Marine | 376 |
| 3531 | Motor Vehicle Operator | 5,176 |
| 3533 | Logistics Vehicle System Operator | 1,365 |
| 3537 | Motor Transport Operations Chief | 789 |

### 46 Weather Personnel

| MOC | MOC Title | Personnel |
|---|---|---|
| 0847 | Artillery Meteorological Man | 59 |
| 6800 | Basic Weather Service Marine | 8 |
| 6802 | Weather Service Officer | 9 |
| 6802 | Weather Service Officer | 9 |
| 6802 | Weather Service Officer | 19 |
| 6802 | Weather Service Officer | 19 |
| 6821 | Weather Observer | 204 |
| 6842 | Weather Forecaster | 104 |

Appendix J

# DEFENSE CIVIL SERVICE OCCUPATIONS BY OCCUPATIONAL CLUSTER

**2 Administrative, Personnel, and Supply Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 21 | Community Planning Technician Series | 11 |
| 119 | Economics Assistant Series | 3 |
| 203 | Personnel Clerical and Assistance Series | 3,505 |
| 204 | Military Personnel Clerical and Technician Series | 7,325 |
| 299 | Personnel Management Student Trainee Series | 30 |
| 302 | Messenger Series | 22 |
| 303 | Miscellaneous Clerk and Assistant Series | 21,242 |
| 304 | Information Receptionist Series | 197 |
| 305 | Mail and File Series | 2,708 |
| 309 | Correspondence Clerk Series | 52 |
| 312 | Clerk-Stenographer and Reporter Series | 41 |
| 313 | Work Unit Supervising Series | 9 |
| 318 | Secretary Series | 26,739 |
| 319 | Closed Microphone Reporting Series | 128 |
| 322 | Clerk-Typist Series | 383 |
| 326 | Office Automation Clerical and Assistance Series | 8,147 |
| 342 | Support Services Administration Series | 1,311 |
| 344 | Management and Program Clerical and Assistance Series | 4,069 |
| 350 | Equipment Operator Series | 349 |
| 356 | Data Transcriber Series | 140 |
| 357 | Coding Series | 52 |
| 359 | Electric Accounting Machine Operation Series | 1 |
| 361 | Equal Opportunity Assistance Series | 166 |
| 503 | Financial Clerical and Assistance Series | 2,173 |
| 525 | Accounting Technician Series | 10,850 |
| 530 | Cash Processing Series | 730 |
| 540 | Voucher Examining Series | 1,460 |
| 544 | Civilian Pay Series | 829 |
| 545 | Military Pay Series | 2,257 |

| | | |
|---|---|---|
| 561 | Budget Clerical and Assistance Series | 2,790 |
| 669 | Medical Records Administration Series | 122 |
| 675 | Medical Records Technician Series | 1,186 |
| 679 | Medical Clerk Series | 3,629 |
| 1101 | General Business and Industry Series | 6,375 |
| 1106 | Procurement Clerical and Technician Series | 3,884 |
| 1107 | Property Disposal Clerical and Technician Series | 316 |
| 1152 | Production Control Series | 4,469 |
| 1521 | Mathematics Technician Series | 16 |
| 1530 | Statistician Series | 123 |
| 1670 | Equipment Specialist Series | 6,428 |
| 2001 | General Supply Series | 3,237 |
| 2005 | Supply Clerical and Technician Series | 12,906 |
| 2010 | Inventory Management Series | 4,554 |
| 2032 | Packaging Series | 259 |
| 2050 | Supply Cataloging Series | 118 |
| 2091 | Sales Store Clerical Series | 6,155 |
| 4754 | Cemetery Caretaking | 23 |
| 6902 | Lumber Handling | 2 |
| 6903 | Coal Handling | 16 |
| 6904 | Tools and Parts Attending | 2,224 |
| 6907 | Materials Handling | 10,810 |
| 6910 | Materials Expediting | 822 |
| 6912 | Materials Examining and Identifying | 2,493 |
| 6914 | Store Working | 4,715 |
| 6941 | Bulk Money Handling | 1 |
| 7304 | Laundry Working | 97 |
| 7305 | Laundry Machine Operating | 21 |
| 7306 | Pressing | 27 |
| 7307 | Dry Cleaning | 5 |
| 7603 | Barbering | 34 |
| 7641 | Beautician | 2 |

**3 Aircraft, Automotive, and Electrical Maintanence Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1601 | General Facilities and Equipment Series | 2,155 |
| 2805 | Electrician | 3,840 |
| 2810 | High Voltage Electrician | 1,294 |
| 2854 | Electrical Equipment Repairing | 718 |
| 2892 | Aircraft Electrician | 2,336 |
| 3725 | Battery Repairing | 64 |
| 4371 | Plaster Pattern Casting | 3 |
| 4716 | Railroad Car Repairing | 13 |
| 4737 | General Equipment Mechanic | 164 |
| 4742 | Utility Systems Repairing-Operating | 861 |
| 4805 | Medical Equipment Repairing | 149 |
| 4806 | Office Appliance Repairing | 14 |
| 4808 | Custodial Equipment Servicing | 2 |

| | | |
|---|---|---|
| 4812 | Saw Reconditioning | 8 |
| 4819 | Bowling Equipment Repairing | 22 |
| 4840 | Tool and Equipment Repairing | 131 |
| 4844 | Bicycle Repairing | 3 |
| 4851 | Reclamation Working | 4 |
| 4855 | Domestic Appliance Repairing | 19 |
| 5306 | Air Conditioning Equipment Mechanic | 1,777 |
| 5309 | Heating and Boiler Plant Equipment Mechanic | 583 |
| 5310 | Kitchen/Bakery Equipment Repairing | 64 |
| 5312 | Sewing Machine Repairing | 7 |
| 5313 | Elevator Mechanic | 22 |
| 5323 | Oiling and Greasing | 59 |
| 5330 | Printing Equipment Repairing | 4 |
| 5334 | Marine Machinery Mechanic | 1,658 |
| 5335 | Wind Tunnel Mechanic | 2 |
| 5350 | Production Machinery Mechanic | 556 |
| 5352 | Industrial Equipment Mechanic | 1,071 |
| 5364 | Door Systems Mechanic | 34 |
| 5365 | Physiological Trainer Mechanic | 15 |
| 5378 | Powered Support Systems Mechanic | 2,079 |
| 5803 | Heavy Mobile Equipment Mechanic | 9,505 |
| 5806 | Mobile Equipment Servicing | 165 |
| 5823 | Automotive Mechanic | 4,653 |
| 5876 | Electromotive Equipment Mechanic | 83 |
| 7006 | Preservation Servicing | 174 |
| 7009 | Equipment Cleaning | 342 |
| 8255 | Pneudraulic Systems Mechanic | 1,552 |
| 8268 | Aircraft Pneudraulic Systems Mechanic | 1,466 |
| 8602 | Aircraft Engine Mechanic | 4,102 |
| 8610 | Small Engine Mechanic | 67 |
| 8675 | Liquid Fuel Rocket Engine Mechanic | 27 |
| 8810 | Aircraft Propeller Mechanic | 142 |
| 8840 | Aircraft Mechanical Parts Repairing | 705 |
| 8852 | Aircraft Mechanic | 11,554 |
| 8862 | Aircraft Attending | 327 |
| 8863 | Aircraft Tire Mounting | 14 |

**4 Air Traffic Controllers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2152 | Air Traffic Control Series | 997 |
| 2154 | Air Traffic Assistance Series | 219 |

**5 Airplane Navigators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2183 | Air Navigation Series | 342 |

**6 Communications Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 391 | Telecommunications Series | 3,975 |

**7 Communications Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 382 | Telephone Operating Series | 684 |
| 390 | Telecommunications Processing Series | 463 |
| 392 | General Telecommunications Series | 556 |
| 394 | Communications Clerical Series | 172 |

**8 Computer Systems Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 332 | Computer Operation Series | 1,591 |
| 334 | Computer Specialist Series | 24,321 |
| 335 | Computer Clerk and Assistant Series | 3,072 |
| 1550 | Computer Science Series | 2,536 |

**9 Construction and Engineering Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3103 | Shoe Repairing | 6 |
| 3105 | Fabric Working | 1,005 |
| 3106 | Upholstering | 70 |
| 3111 | Sewing Machine Operating | 89 |
| 3422 | Power Saw Operating | 4 |
| 3502 | Laboring | 2,757 |
| 3508 | Pipeline Working | 9 |
| 3546 | Railroad Repairing | 36 |
| 3602 | Cement Finishing | 99 |
| 3603 | Masonry | 300 |
| 3604 | Tile Setting | 59 |
| 3605 | Plastering | 39 |
| 3606 | Roofing | 124 |
| 3609 | Floor Covering Installing | 34 |
| 3610 | Insulating | 794 |
| 3611 | Glazing | 27 |
| 3653 | Asphalt Working | 33 |
| 3872 | Metal Tube Making, Installing, and Repairing | 53 |
| 4102 | Painting | 3,052 |
| 4103 | Paperhanging | 6 |
| 4104 | Sign Painting | 111 |
| 4204 | Pipefitting | 3,059 |
| 4206 | Plumbing | 974 |
| 4351 | Plastic Molding Equipment Operating | 14 |
| 4352 | Plastic Fabricating | 355 |
| 4360 | Rubber Products Molding | 39 |
| 4361 | Rubber Equipment Repairing | 39 |

| | | |
|---|---|---|
| 4604 | Wood Working | 745 |
| 4605 | Wood Crafting | 309 |
| 4607 | Carpentry | 1,548 |
| 4616 | Patternmaking | 49 |
| 4618 | Woodworking Machine Operating | 4 |
| 4639 | Timber Working | 43 |
| 4654 | Form Block Making | 10 |
| 4717 | Boat Building and Repairing | 51 |
| 4741 | General Equipment Operating | 14 |
| 4749 | Maintenance Mechanic | 4,946 |
| 4816 | Protective and Safety Equipment Fabricating and Repair | 86 |
| 4818 | Aircraft Survival Flight Equipment Repairing | 583 |
| 5210 | Rigging | 1,621 |
| 5220 | Shipwright | 327 |
| 5221 | Lofting | 42 |
| 5317 | Laundry and Dry Cleaning Equipment Repairing | 7 |
| 5318 | Lock and Dam Repairing | 468 |
| 5423 | Sandblasting | 381 |
| 5704 | Fork Lift Operating | 620 |
| 5716 | Engineering Equipment Operating | 1,441 |
| 5725 | Crane Operating | 893 |
| 5729 | Drill Rig Operating | 99 |
| 5738 | Railroad Maintenance Vehicle Operating | 26 |
| 5767 | Airfield Clearing Equipment Operating | 201 |
| 5788 | Deckhand | 271 |
| 7010 | Parachute Packing | 7 |

**11 Dental and Pharmacy Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 661 | Pharmacy Technician Series | 457 |
| 680 | Dental Officer Series | 49 |
| 681 | Dental Assistant Series | 1,438 |
| 682 | Dental Hygiene Series | 205 |
| 683 | Dental Laboratory Aide and Technician Series | 180 |

**13 Emergency Management and Laboratory Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 458 | Soil Conservation Technician Series | 2 |
| 1311 | Physical Science Technician Series | 1,147 |
| 5427 | Chemical Plant Operating | 70 |
| 5454 | Solvent Still Operating | 7 |

**14 Environmental Health and Safety Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 29 | Environmental Protection Assistant Series | 320 |
| 640 | Health Aide and Technician Series | 2,077 |
| 698 | Environmental Health Technician Series | 82 |

| | | |
|---|---|---|
| 895 | Industrial Engineering Technician Series | 1,253 |
| 5026 | Pest Controlling | 367 |

**15 Finance and Accounting Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 110 | Economist Series | 276 |
| 501 | Financial Administration and Program Series | 4,586 |
| 505 | Financial Management Series | 593 |
| 510 | Accounting Series | 5,427 |
| 511 | Auditing Series | 6,628 |
| 560 | Budget Analysis Series | 8,883 |
| 1160 | Financial Analysis Series | 6 |
| 1163 | Insurance Examining Series | 27 |

**16 Firefighters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 81 | Fire Protection and Prevention Series | 8,877 |

**18 Functional Specialty Managers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 25 | Park Ranger Series | 1,628 |
| 80 | Security Administration Series | 3,617 |
| 105 | Social Insurance Administration Series | 1 |
| 142 | Manpower Development Series | 6 |
| 201 | Personnel Management Series | 4,344 |
| 205 | Military Personnel Management Series | 1,838 |
| 212 | Personnel Staffing Series | 1,048 |
| 221 | Position Classification Series | 579 |
| 222 | Occupational Analysis Series | 29 |
| 223 | Salary and Wage Administration Series | 52 |
| 230 | Employee Relations Series | 702 |
| 233 | Labor Relations Series | 338 |
| 235 | Employee Development Series | 513 |
| 246 | Contractor Industrial Relations Series | 31 |
| 260 | Equal Employment Opportunity Series | 993 |
| 340 | Program Management Series | 1,555 |
| 341 | Administrative Officer Series | 2,036 |
| 343 | Management and Program Analysis Series | 17,138 |
| 346 | Logistics Management Series | 10,946 |
| 360 | Equal Opportunity Compliance Series | 16 |
| 1102 | Contracting Series | 19,498 |
| 1103 | Industrial Property Management Series | 576 |
| 1104 | Property Disposal Series | 684 |
| 1105 | Purchasing Series | 2,114 |
| 1130 | Public Utilities Specialist Series | 29 |
| 1144 | Commissary Store Management Series | 1,421 |
| 1170 | Realty Series | 1,151 |

| | | |
|---|---|---|
| 1171 | Appraising Series | 140 |
| 1173 | Housing Management Series | 2,313 |
| 1176 | Building Management Series | 115 |
| 1382 | Food Technology Series | 38 |
| 1510 | Actuary Series | 13 |
| 1630 | Cemetery Administration Series | 5 |
| 1640 | Facility Management Series | 716 |
| 1658 | Laundry and Dry Cleaning Plant Management Series | 14 |
| 1667 | Steward Series | 54 |
| 1811 | Criminal Investigating Series | 1,640 |
| 2003 | Supply Program Management Series | 4,094 |
| 2030 | Distribution Facilities and Storage Management Series | 556 |
| 2130 | Traffic Management Series | 1,516 |
| 2150 | Transportation Operations Series | 544 |
| 7402 | Baking | 56 |
| 7404 | Cooking | 960 |
| 7405 | Bartending | 1 |
| 7407 | Meatcutting | 1,522 |
| 7408 | Food Service Working | 1,924 |
| 7420 | Waiter | 16 |

**20 Health, Education and Welfare Workers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 60 | Chaplain Series | 53 |
| 101 | Social Science Series | 2,122 |
| 102 | Social Science Aide and Technician Series | 103 |
| 160 | Civil Rights Analysis Series | 1 |
| 180 | Psychology Series | 975 |
| 181 | Psychology Aide and Technician Series | 26 |
| 184 | Sociology Series | 8 |
| 185 | Social Work Series | 877 |
| 186 | Social Services Aide and Assistant Series | 400 |
| 187 | Social Services Series | 282 |
| 190 | General Anthropology Series | 31 |
| 405 | Pharmacology Series | 32 |
| 630 | Dietitian and Nutritionist Series | 70 |
| 660 | Pharmacist Series | 494 |
| 665 | Speech Pathology and Audiology Series | 132 |
| 670 | Health System Administration Series | 15 |
| 671 | Health System Specialist Series | 729 |
| 673 | Hospital Housekeeping Management Series | 35 |
| 904 | Law Clerk Series | 7 |
| 905 | General Attorney Series | 2,339 |
| 1040 | Language Specialist Series | 116 |
| 1046 | Language Clerical Series | 23 |
| 1221 | Patent Adviser Series | 11 |
| 1222 | Patent Attorney Series | 78 |
| 1410 | Librarian Series | 775 |

| | | |
|---|---|---|
| 1411 | Library Technician Series | 1,385 |
| 1412 | Technical Information Services Series | 354 |
| 1420 | Archivist Series | 41 |
| 1421 | Archives Technician Series | 48 |
| 1701 | General Education and Training Series | 16,615 |
| 1702 | Education and Training Technician Series | 8,281 |
| 1710 | Education and Vocational Training Series | 3,290 |
| 1712 | Training Instruction Series | 4,092 |
| 1720 | Education Program Series | 33 |
| 1740 | Education Services Series | 1,149 |
| 1750 | Instructional Systems Series | 1,465 |

**21 Intelligence Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 132 | Intelligence Series | 2,806 |
| 134 | Intelligence Aide and Clerk Series | 224 |

**22 Law Enforcement Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 19 | Safety Technician Series | 172 |
| 83 | Police Series | 3,267 |
| 85 | Security Guard Series | 2,301 |
| 86 | Security Clerical and Assistance Series | 1,166 |
| 1801 | General Inspection, Investigation, and Compliance Series | 434 |
| 1802 | Compliance Inspection and Support Series | 391 |
| 1810 | General Investigating Series | 1,291 |
| 1812 | Game Law Enforcement Series | 21 |
| 1890 | Customs Inspection Series | 8 |
| 1897 | Customs Aid Series | 8 |

**23 Legal Specialists and Court Reporters**

| MOC | MOC Title | Personnel |
|---|---|---|
| 945 | Clerk of Court Series | 3 |
| 950 | Paralegal Specialist Series | 554 |
| 962 | Contact Representative Series | 813 |
| 963 | Legal Instruments Examining Series | 75 |
| 967 | Passport and Visa Examining Series | 8 |
| 986 | Legal Clerical and Assistance Series | 743 |
| 990 | General Claims Examining Series | 219 |
| 992 | Loss and Damage Claims Examining Series | 116 |
| 995 | Dependents and Estates Claims Examining Series | 26 |
| 998 | Claims Clerical Series | 222 |
| 999 | Legal Occupations Student Trainee Series | 6 |
| 1202 | Patent Technician Series | 1 |

### 24 Life Scientists

| MOC | MOC Title | Personnel |
|---|---|---|
| 401 | General Biological Science Series | 1,666 |
| 403 | Microbiology Series | 240 |
| 408 | Ecology Series | 139 |
| 410 | Zoology Series | 7 |
| 413 | Physiology Series | 109 |
| 414 | Entomology Series | 45 |
| 415 | Toxicology Series | 36 |
| 430 | Botany Series | 17 |
| 435 | Plant Physiology Series | 1 |
| 437 | Horticulture Series | 4 |
| 454 | Rangeland Management Series | 11 |
| 455 | Range Technician Series | 2 |
| 457 | Soil Conservation Series | 14 |
| 460 | Forestry Series | 112 |
| 462 | Forestry Technician Series | 113 |
| 470 | Soil Science Series | 7 |
| 471 | Agronomy Series | 32 |
| 480 | General Fish and Wildlife Administration Series | 14 |
| 482 | Fishery Biology Series | 59 |
| 486 | Wildlife Biology Series | 121 |
| 487 | Animal Science Series | 2 |
| 701 | Veterinary Medical Science Series | 15 |
| 1306 | Health Physics Series | 310 |

### 25 Machinists, Technicians, and Cargo Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 351 | Printing Clerical Series | 68 |
| 2144 | Cargo Scheduling Series | 50 |
| 2161 | Marine Cargo Series | 40 |
| 3414 | Machining | 3,623 |
| 3416 | Toolmaking | 480 |
| 3417 | Tool Grinding | 31 |
| 3428 | Die Sinking | 5 |
| 3431 | Machine Tool Operating | 507 |
| 3543 | Stevedoring | 99 |
| 3702 | Flame/Arc Cutting | 9 |
| 3703 | Welding | 2,757 |
| 3707 | Metalizing | 114 |
| 3708 | Metal Process Working | 12 |
| 3711 | Electroplating | 465 |
| 3712 | Heat Treating | 92 |
| 3720 | Brazing and Soldering | 3 |
| 3722 | Cold Working | 2 |
| 3727 | Buffing and Polishing | 11 |
| 3735 | Metal Phototransferring | 14 |

| | | |
|---|---|---|
| 3741 | Furnace Operating | 6 |
| 3769 | Shot Peening Machine Operating | 74 |
| 3802 | Metal Forging | 39 |
| 3806 | Sheet Metal Mechanic | 6,668 |
| 3807 | Structural/Ornamental Iron Working | 68 |
| 3808 | Boilermaking | 298 |
| 3809 | Mobile Equipment Metal Mechanic | 398 |
| 3816 | Engraving | 12 |
| 3818 | Springmaking | 3 |
| 3819 | Airframe Jig Fitting | 3 |
| 3820 | Shipfitting | 1,032 |
| 3830 | Blacksmithing | 1 |
| 3858 | Metal Tank and Radiator Repairing | 61 |
| 3869 | Metal Forming Machine Operating | 20 |
| 4005 | Optical Element Working | 4 |
| 4010 | Prescription Eyeglass Making | 24 |
| 4255 | Fuel Distribution Systems Mechanic | 190 |
| 4402 | Bindery Working | 166 |
| 4405 | Film Assembly-Stripping | 10 |
| 4406 | Letterpress Operating | 2 |
| 4413 | Negative Engraving | 1 |
| 4414 | Offset Photography | 40 |
| 4416 | Offset Platemaking | 5 |
| 4417 | Offset Press Operating | 178 |
| 4419 | Silk Screen Making and Printing | 14 |
| 4602 | Blocking and Bracing | 291 |
| 4845 | Orthopedic Appliance Repairing | 2 |
| 4848 | Mechanical Parts Repairing | 77 |
| 4850 | Bearing Reconditioning | 75 |
| 5205 | Gas and Radiation Detecting | 62 |
| 5384 | Gas Dynamic Facility Installing and Repairing | 11 |
| 5402 | Boiler Plant Operating | 1,316 |
| 5403 | Incinerator Operating | 18 |
| 5406 | Utility Systems Operating | 395 |
| 5407 | Electric Power Controlling | 509 |
| 5408 | Wastewater Treatment Plant Operating | 405 |
| 5409 | Water Treatment Plant Operating | 434 |
| 5413 | Fuel Distribution System Operating | 1,020 |
| 5415 | Air Conditioning Equipment Operating | 78 |
| 5419 | Stationary-Engine Operating | 21 |
| 5433 | Gas Generating Plant Operating | 5 |
| 5486 | Swimming Pool Operating | 11 |
| 6968 | Aircraft Freight Loading | 141 |
| 7002 | Packing | 1,839 |

**26 Medical Service and Medical Care Technicians**

| MOC | MOC Title | Personnel |
|---|---|---|
| 404 | Biological Science Technician Series | 292 |

| | | |
|---|---|---|
| 603 | Physician's Assistant Series | 203 |
| 621 | Nursing Assistant Series | 755 |
| 622 | Medical Supply Aide and Technician Series | 155 |
| 625 | Autopsy Assistant Series | 5 |
| 642 | Nuclear Medicine Technician Series | 41 |
| 644 | Medical Technologist Series | 903 |
| 645 | Medical Technician Series | 585 |
| 646 | Pathology Technician Series | 125 |
| 647 | Diagnostic Radiologic Technologist Series | 527 |
| 648 | Therapeutic Radiologic Technologist Series | 25 |
| 649 | Medical Instrument Technician Series | 336 |
| 704 | Animal Health Technician Series | 4 |
| 3511 | Laboratory Working | 17 |
| 3515 | Laboratory Support Working | 1 |

**27 Musicians and Media Directors**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1051 | Music Specialist Series | 12 |
| 1071 | Audiovisual Production Series | 551 |

**28 Nondestructive Testers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 3705 | Nondestructive Testing | 867 |
| 5439 | Testing Equipment Operating | 57 |

**29 Ordnance Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 6502 | Explosives Operating | 735 |
| 6505 | Munitions Destroying | 77 |
| 6511 | Missile/Toxic Materials Handling | 283 |
| 6517 | Explosives Test Operating | 84 |
| 6641 | Ordnance Equipment Mechanic | 1,039 |
| 6652 | Aircraft Ordnance Systems Mechanic | 1,409 |

**30 Nurses and Physical Therapists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 188 | Recreation Specialist Series | 1,314 |
| 189 | Recreation Aide and Assistant Series | 2,310 |
| 610 | Nurse Series | 4,025 |
| 620 | Practical Nurse Series | 1,594 |
| 631 | Occupational Therapist Series | 47 |
| 633 | Physical Therapist Series | 51 |
| 636 | Rehabilitation Therapy Assistant Series | 41 |
| 638 | Recreation/Creative Arts Therapist Series | 13 |
| 651 | Respiratory Therapist Series | 145 |
| 664 | Restoration Technician Series | 1 |
| 667 | Orthotist and Prosthetist Series | 41 |

**32 Photographic and Audiovisual Specialists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1008 | Interior Design Series | 81 |
| 1020 | Illustrating Series | 381 |
| 1054 | Theater Specialist Series | 8 |
| 1056 | Art Specialist Series | 96 |
| 1060 | Photography Series | 596 |
| 1386 | Photographic Technology Series | 14 |
| 3910 | Motion Picture Projection | 8 |
| 3911 | Sound Recording Equipment Operating | 5 |
| 3919 | Television Equipment Operating | 6 |
| 3940 | Broadcasting Equipment Operating | 9 |
| 3941 | Public Address Equipment Operating | 8 |
| 9003 | Film Assembling and Repairing | 5 |
| 9004 | Motion Picture Developing/Printing Machine Operating | 4 |

**33 Physicians, Surgeons, Optometrists**

| MOC | MOC Title | Personnel |
|---|---|---|
| 602 | Medical Officer Series | 734 |
| 662 | Optometrist Series | 22 |
| 668 | Podiatrist Series | 12 |

**34 Pilots and Ship/Submarine Operators**

| MOC | MOC Title | Personnel |
|---|---|---|
| 1815 | Air Safety Investigating Series | 8 |
| 1825 | Aviation Safety Series | 2 |
| 2181 | Aircraft Operation Series | 2,019 |
| 5782 | Ship Operating | 104 |
| 5784 | Riverboat Operating | 113 |
| 5786 | Small Craft Operating | 152 |

**36 Precision Equipment Repairers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 856 | Electronics Technician Series | 6,622 |
| 1910 | Quality Assurance Series | 7,847 |
| 2502 | Telecommunications Mechanic | 549 |
| 2504 | Wire Communications Cable Splicing | 118 |
| 2508 | Communications Line Installing and Repairing | 18 |
| 2602 | Electronic Measurement Equipment Mechanic | 1,353 |
| 2604 | Electronics Mechanic | 7,141 |
| 2606 | Electronic Industrial Controls Mechanic | 840 |
| 2608 | Electronic Digital Computer Mechanic | 600 |
| 2610 | Electronic Integrated Systems Mechanic | 4,097 |
| 3314 | Instrument Making | 28 |
| 3359 | Instrument Mechanic | 825 |
| 3736 | Circuit Board Making | 21 |
| 4157 | Instrument Dial Painting | 1 |

| | | |
|---|---|---|
| 4804 | Locksmithing | 213 |
| 4807 | Chemical Equipment Repairing | 20 |
| 6605 | Artillery Repairing | 361 |
| 6606 | Artillery Testing | 38 |
| 6610 | Small Arms Repairing | 353 |
| 6656 | Special Weapons Systems Mechanic | 28 |

### 37 Preventive Maintenance Analysts

| MOC | MOC Title | Personnel |
|---|---|---|
| 3306 | Optical Instrument Repairing | 300 |
| 3364 | Projection Equipment Repairing | 7 |
| 4839 | Film Processing Equipment Repairing | 5 |

### 38 Public Information Managers and Journalists

| MOC | MOC Title | Personnel |
|---|---|---|
| 20 | Community Planning Series | 239 |
| 23 | Outdoor Recreation Planning Series | 64 |
| 130 | Foreign Affairs Series | 152 |
| 131 | International Relations Series | 77 |
| 170 | History Series | 359 |
| 1001 | General Arts and Information Series | 630 |
| 1010 | Exhibits Specialist Series | 122 |
| 1015 | Museum Curator Series | 110 |
| 1016 | Museum Specialist and Technician Series | 146 |
| 1035 | Public Affairs Series | 1,642 |
| 1082 | Writing and Editing Series | 591 |
| 1083 | Technical Writing and Editing Series | 742 |
| 1084 | Visual Information Series | 989 |
| 1087 | Editorial Assistance Series | 459 |
| 1654 | Printing Management Series | 236 |

### 39 Radar and Sonar Operators

| MOC | MOC Title | Personnel |
|---|---|---|
| 5235 | Test Range Tracking | 14 |

### 41 Scientists and Engineers

| MOC | MOC Title | Personnel |
|---|---|---|
| 18 | Safety and Occupational Health Management Series | 2,365 |
| 28 | Environmental Protection Specialist Series | 2,377 |
| 688 | Sanitarian Series | 7 |
| 690 | Industrial Hygiene Series | 622 |
| 803 | Safety Engineering Series | 308 |
| 804 | Fire Protection Engineering Series | 68 |
| 806 | Materials Engineering Series | 723 |
| 807 | Landscape Architecture Series | 130 |
| 808 | Architecture Series | 936 |
| 809 | Construction Control Series | 1,757 |

| | | |
|---|---|---|
| 810 | Civil Engineering Series | 7,360 |
| 819 | Environmental Engineering Series | 2,950 |
| 828 | Construction Analyst Series | 1 |
| 830 | Mechanical Engineering Series | 8,461 |
| 840 | Nuclear Engineering Series | 1,338 |
| 850 | Electrical Engineering Series | 2,232 |
| 854 | Computer Engineering Series | 1,307 |
| 855 | Electronics Engineering Series | 19,094 |
| 858 | Biomedical Engineering Series | 45 |
| 861 | Aerospace Engineering Series | 3,513 |
| 871 | Naval Architecture Series | 738 |
| 873 | Ship Surveying Series | 72 |
| 881 | Petroleum Engineering Series | 4 |
| 892 | Ceramic Engineering Series | 17 |
| 893 | Chemical Engineering Series | 664 |
| 894 | Welding Engineering Series | 43 |
| 896 | Industrial Engineering Series | 1,346 |
| 1150 | Industrial Specialist Series | 1,383 |
| 1310 | Physics Series | 1,974 |
| 1313 | Geophysics Series | 100 |
| 1315 | Hydrology Series | 65 |
| 1320 | Chemistry Series | 1,623 |
| 1321 | Metallurgy Series | 87 |
| 1330 | Astronomy and Space Science Series | 138 |
| 1360 | Oceanography Series | 339 |
| 1515 | Operations Research Series | 2,767 |
| 1520 | Mathematics Series | 1,164 |
| 1529 | Mathematical Statistician Series | 74 |
| 1531 | Statistical Assistant Series | 124 |

**42 Ship Engineers and Air Crew Members**

| MOC | MOC Title | Personnel |
|---|---|---|
| 2185 | Air Crew Technician Series | 1001 |

**43 Surveyors and Mappers**

| MOC | MOC Title | Personnel |
|---|---|---|
| 150 | Geography Series | 70 |
| 817 | Surveying Technician Series | 255 |
| 818 | Engineering Drafting Series | 202 |
| 1021 | Office Drafting Series | 2 |
| 1361 | Navigational Information Series | 16 |
| 1370 | Cartography Series | 64 |
| 1371 | Cartographic Technician Series | 116 |
| 1372 | Geodesy Series | 8 |
| 1373 | Land Surveying Series | 23 |
| 1374 | Geodetic Technician Series | 17 |

### 44 Transportation Specialists

| MOC | MOC Title | Personnel |
|---|---|---|
| 2101 | Transportation Specialist Series | 855 |
| 2102 | Transportation Clerk and Assistant Series | 3,811 |
| 2131 | Freight Rate Series | 532 |
| 2135 | Transportation Loss and Damage Claims Examining Series | 136 |
| 2151 | Dispatching Series | 388 |
| 5736 | Braking-Switching and Conducting | 94 |

### 45 Vehicle Drivers

| MOC | MOC Title | Personnel |
|---|---|---|
| 5703 | Motor Vehicle Operating | 4,412 |
| 5705 | Tractor Operating | 557 |
| 5706 | Road Sweeper Operating | 25 |

### 46 Weather Personnel

| MOC | MOC Title | Personnel |
|---|---|---|
| 1340 | Meteorology Series | 274 |
| 1341 | Meteorological Technician Series | 246 |

Appendix K

# INDEX OF MILITARY/CIVILIAN SERVICE OCCUPATIONAL CODES AND RAND OCCUPATIONAL CLUSTERS

This appendix provides cross-reference tables for the military and defense civil service occupations and occupational clusters we constructed for this study. The sequence of the index is Army, Navy, Air Force, Marine Corps, and civil service. The first entry in each pair is the military or civil service occupation code and the second entry is the code for the corresponding RAND occupational cluster. This index can be used in conjunction with Appendices F through J to find the cluster containing a specific occupation.

**Table K.1**

**Army Occupational Codes and RAND Occupational Clusters**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 00B | 12 | 02T | 27 | 12Z | 9 | 14D | 10 |
| 00Z | 40 | 02U | 27 | 131A | 21 | 14D | 10 |
| 02B | 27 | 02Z | 27 | 13A | 10 | 14E | 10 |
| 02C | 27 | 11A | 10 | 13B | 10 | 14E | 10 |
| 02D | 27 | 11B | 10 | 13C | 10 | 14J | 10 |
| 02E | 27 | 11C | 10 | 13E | 10 | 14M | 10 |
| 02F | 27 | 11H | 10 | 13F | 10 | 14R | 10 |
| 02G | 27 | 11M | 10 | 13M | 10 | 14S | 10 |
| 02H | 27 | 11X | 10 | 13P | 10 | 14T | 36 |
| 02J | 27 | 11Z | 10 | 13R | 39 | 14Z | 36 |
| 02K | 27 | 12A | 10 | 13Z | 10 | 151A | 18 |
| 02L | 27 | 12B | 9 | 140A | 41 | 152B | 34 |
| 02M | 27 | 12B | 10 | 140E | 36 | 152C | 34 |
| 02N | 27 | 12C | 9 | 14A | 10 | 152D | 34 |
| 02S | 27 | 12C | 10 | 14B | 10 | 152F | 34 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 152G | 34 | 31P | 36 | 42E | 25 | 55A | 20 |
| 153B | 34 | 31R | 36 | 43M | 9 | 55B | 2 |
| 153D | 34 | 31S | 36 | 44A | 15 | 55B | 20 |
| 154C | 34 | 31T | 36 | 44B | 3 | 55D | 29 |
| 155A | 34 | 31U | 7 | 44E | 25 | 56A | 20 |
| 155D | 34 | 31W | 7 | 45A | 15 | 56D | 20 |
| 155E | 34 | 31Z | 36 | 45B | 36 | 57E | 2 |
| 15A | 34 | 350B | 21 | 45D | 36 | 60B | 33 |
| 15B | 34 | 350D | 21 | 45E | 36 | 60C | 33 |
| 15C | 34 | 350L | 38 | 45G | 36 | 60D | 33 |
| 15D | 18 | 351B | 21 | 45K | 36 | 60F | 33 |
| 180A | 1 | 351E | 21 | 45N | 36 | 60G | 33 |
| 18A | 1 | 352C | 21 | 45T | 36 | 60H | 33 |
| 18B | 1 | 352D | 21 | 46A | 38 | 60J | 33 |
| 18C | 9 | 352G | 21 | 46B | 27 | 60K | 33 |
| 18D | 26 | 352H | 21 | 46Q | 38 | 60L | 33 |
| 18E | 7 | 352J | 21 | 46R | 38 | 60M | 33 |
| 18F | 1 | 352K | 21 | 46Z | 38 | 60N | 33 |
| 18Z | 1 | 353A | 21 | 47A | 20 | 60P | 33 |
| 19D | 10 | 35B | 21 | 48A | 38 | 60Q | 33 |
| 19K | 10 | 35B | 36 | 48B | 38 | 60R | 33 |
| 19Z | 10 | 35C | 36 | 48C | 38 | 60S | 33 |
| 210A | 41 | 35C | 43 | 48D | 38 | 60T | 33 |
| 215D | 43 | 35D | 21 | 48E | 38 | 60U | 33 |
| 21A | 41 | 35E | 21 | 48F | 38 | 60V | 33 |
| 21B | 41 | 35E | 36 | 49A | 41 | 60W | 33 |
| 21C | 43 | 35F | 21 | 49B | 18 | 61A | 33 |
| 21D | 41 | 35F | 36 | 49C | 41 | 61B | 33 |
| 251A | 8 | 35G | 21 | 49D | 41 | 61C | 33 |
| 25A | 21 | 35H | 36 | 49E | 41 | 61D | 33 |
| 25B | 8 | 35J | 36 | 51A | 41 | 61E | 20 |
| 25C | 6 | 35M | 36 | 51H | 9 | 61F | 33 |
| 25D | 41 | 35N | 36 | 51K | 9 | 61G | 33 |
| 25E | 41 | 35Q | 36 | 51R | 3 | 61H | 33 |
| 25M | 32 | 35W | 36 | 51T | 43 | 61J | 33 |
| 25R | 36 | 35Y | 36 | 51Z | 9 | 61K | 33 |
| 25V | 32 | 35Z | 36 | 52A | 41 | 61L | 33 |
| 25Z | 32 | 37F | 21 | 52B | 41 | 61M | 33 |
| 27E | 36 | 38A | 38 | 52C | 3 | 61N | 33 |
| 27M | 36 | 39A | 38 | 52D | 3 | 61P | 33 |
| 27T | 36 | 39B | 36 | 52E | 3 | 61Q | 33 |
| 27X | 36 | 39B | 38 | 52G | 36 | 61R | 33 |
| 27Z | 36 | 39C | 38 | 52X | 3 | 61U | 33 |
| 311A | 18 | 420A | 18 | 53A | 8 | 61W | 33 |
| 31A | 18 | 420C | 27 | 53B | 8 | 61Z | 33 |
| 31C | 36 | 42A | 18 | 53C | 8 | 62A | 33 |
| 31F | 7 | 42B | 18 | 54B | 13 | 62B | 3 |
| 31L | 36 | 42C | 27 | 550A | 23 | 62B | 33 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 62E | 9 | 67E | 20 | 76J | 2 | 91K | 26 |
| 62F | 9 | 67F | 33 | 77F | 25 | 91M | 18 |
| 62G | 9 | 67G | 3 | 77L | 13 | 91P | 26 |
| 62H | 9 | 67G | 33 | 77W | 25 | 91Q | 11 |
| 62J | 9 | 67J | 34 | 79R | 40 | 91R | 14 |
| 62N | 9 | 67N | 3 | 79S | 40 | 91S | 14 |
| 63A | 11 | 67R | 3 | 81L | 25 | 91T | 26 |
| 63B | 3 | 67S | 3 | 81T | 43 | 91V | 26 |
| 63B | 11 | 67T | 3 | 81Z | 43 | 920A | 18 |
| 63D | 3 | 67U | 3 | 82C | 43 | 920B | 18 |
| 63D | 11 | 67V | 3 | 82D | 43 | 921A | 1 |
| 63E | 3 | 67Y | 3 | 880A | 34 | 922A | 18 |
| 63E | 11 | 67Z | 3 | 881A | 42 | 92A | 2 |
| 63F | 11 | 68B | 3 | 88A | 18 | 92A | 18 |
| 63G | 3 | 68D | 3 | 88B | 18 | 92B | 18 |
| 63H | 3 | 68F | 3 | 88C | 18 | 92D | 18 |
| 63H | 11 | 68G | 3 | 88D | 18 | 92F | 18 |
| 63J | 36 | 68H | 3 | 88H | 25 | 92G | 18 |
| 63K | 11 | 68J | 36 | 88K | 34 | 92M | 2 |
| 63M | 11 | 68K | 3 | 88L | 3 | 92R | 25 |
| 63N | 3 | 68N | 36 | 88M | 44 | 92Y | 2 |
| 63N | 11 | 68X | 3 | 88N | 44 | 92Z | 2 |
| 63P | 11 | 70A | 20 | 88Z | 44 | 93C | 4 |
| 63S | 3 | 70B | 20 | 90A | 18 | 93F | 46 |
| 63T | 3 | 70H | 38 | 910A | 18 | 93P | 2 |
| 63W | 3 | 71D | 23 | 912A | 41 | 95B | 22 |
| 63Y | 3 | 71G | 2 | 913A | 10 | 95C | 22 |
| 63Z | 3 | 71L | 2 | 914A | 18 | 95D | 22 |
| 640A | 18 | 71M | 2 | 915A | 18 | 96B | 21 |
| 64A | 24 | 72D | 41 | 915D | 18 | 96D | 21 |
| 65A | 30 | 72E | 41 | 915E | 18 | 96H | 21 |
| 65B | 30 | 73B | 20 | 916A | 41 | 96R | 21 |
| 65C | 20 | 73C | 2 | 917A | 41 | 96U | 21 |
| 65D | 26 | 73D | 2 | 918A | 41 | 96Z | 20 |
| 66A | 30 | 73Z | 2 | 918B | 41 | 97B | 21 |
| 66C | 30 | 74A | 41 | 919A | 41 | 97E | 20 |
| 66E | 30 | 74B | 37 | 91A | 18 | 97Z | 21 |
| 66F | 30 | 74B | 41 | 91A | 36 | 98C | 21 |
| 66H | 30 | 74C | 7 | 91B | 18 | 98G | 20 |
| 66J | 30 | 74C | 18 | 91B | 26 | 98H | 7 |
| 670A | 36 | 74G | 36 | 91C | 26 | 98J | 21 |
| 67A | 20 | 74Z | 8 | 91D | 18 | 98K | 7 |
| 67B | 24 | 75A | 24 | 91D | 26 | 98X | 20 |
| 67C | 33 | 75B | 2 | 91E | 11 | 98Z | 20 |
| 67D | 20 | 75F | 8 | 91E | 38 | | |

## Table K.2

## Navy Occupational Codes and RAND Occupational Clusters

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 0002 | 20 | 0249 | 33 | 0429 | 36 | 0808 | 20 |
| 0005 | 20 | 0254 | 33 | 0430 | 36 | 0812 | 20 |
| 0020 | 20 | 0259 | 33 | 0436 | 36 | 0814 | 18 |
| 0026 | 20 | 0264 | 33 | 0438 | 36 | 0820 | 20 |
| 0028 | 20 | 0269 | 33 | 0439 | 36 | 0822 | 20 |
| 0030 | 20 | 0302 | 39 | 0443 | 36 | 0840 | 24 |
| 0031 | 20 | 0303 | 13 | 0445 | 39 | 0841 | 24 |
| 0049 | 20 | 0304 | 39 | 0450 | 21 | 0845 | 41 |
| 0055 | 20 | 0310 | 13 | 0455 | 36 | 0847 | 41 |
| 0101 | 33 | 0311 | 39 | 0457 | 36 | 0848 | 24 |
| 0102 | 33 | 0318 | 39 | 0466 | 36 | 0849 | 24 |
| 0104 | 33 | 0319 | 39 | 0488 | 39 | 0851 | 20 |
| 0105 | 33 | 0321 | 39 | 0490 | 36 | 0852 | 20 |
| 0106 | 33 | 0322 | 39 | 0495 | 36 | 0854 | 20 |
| 0107 | 9 | 0324 | 39 | 0501 | 39 | 0860 | 41 |
| 0107 | 33 | 0325 | 39 | 0505 | 39 | 0861 | 41 |
| 0108 | 33 | 0332 | 10 | 0506 | 36 | 0862 | 41 |
| 0109 | 20 | 0334 | 39 | 0507 | 39 | 0866 | 41 |
| 0110 | 9 | 0335 | 11 | 0510 | 11 | 0868 | 20 |
| 0110 | 33 | 0336 | 8 | 0525 | 11 | 0871 | 20 |
| 0111 | 33 | 0340 | 11 | 0530 | 11 | 0873 | 30 |
| 0113 | 26 | 0342 | 7 | 0535 | 11 | 0874 | 30 |
| 0115 | 33 | 0343 | 34 | 0545 | 11 | 0876 | 20 |
| 0118 | 33 | 0344 | 7 | 0550 | 11 | 0877 | 36 |
| 0121 | 33 | 0401 | 39 | 0560 | 11 | 0878 | 36 |
| 0131 | 33 | 0402 | 36 | 0569 | 11 | 0879 | 36 |
| 0135 | 33 | 0404 | 36 | 0575 | 11 | 0880 | 33 |
| 0140 | 33 | 0405 | 36 | 0579 | 11 | 0887 | 20 |
| 0150 | 33 | 0406 | 36 | 0580 | 11 | 0892 | 33 |
| 0160 | 33 | 0407 | 36 | 0612 | 39 | 0904 | 30 |
| 0160 | 34 | 0410 | 36 | 0614 | 39 | 0925 | 30 |
| 0161 | 34 | 0411 | 36 | 0619 | 39 | 0932 | 30 |
| 0163 | 33 | 0412 | 36 | 0624 | 36 | 0935 | 30 |
| 0164 | 9 | 0413 | 36 | 0625 | 36 | 0944 | 30 |
| 0166 | 33 | 0414 | 36 | 0626 | 36 | 0944 | 30 |
| 0167 | 34 | 0415 | 36 | 0628 | 36 | 0952 | 30 |
| 0169 | 34 | 0416 | 21 | 0746 | 36 | 0963 | 30 |
| 0170 | 42 | 0417 | 21 | 0747 | 36 | 0981 | 36 |
| 0214 | 33 | 0418 | 36 | 0749 | 29 | 0982 | 3 |
| 0215 | 34 | 0419 | 36 | 0750 | 29 | 0983 | 3 |
| 0224 | 33 | 0421 | 36 | 0751 | 29 | 0989 | 36 |
| 0229 | 33 | 0422 | 36 | 0800 | 20 | 0991 | 36 |
| 0234 | 33 | 0424 | 36 | 0801 | 20 | 1005 | 15 |
| 0244 | 33 | 0425 | 36 | 0801 | 29 | 1015 | 15 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1025 | 15 | 1194 | 3 | 1456 | 36 | 1530 | 18 |
| 1026 | 29 | 1196 | 36 | 1458 | 36 | 1568 | 36 |
| 1045 | 15 | 1202 | 29 | 1460 | 36 | 1570 | 36 |
| 1045 | 15 | 1204 | 36 | 1461 | 36 | 1571 | 36 |
| 1050 | 15 | 1205 | 18 | 1464 | 36 | 1572 | 36 |
| 1101 | 36 | 1205 | 18 | 1465 | 36 | 1573 | 7 |
| 1102 | 36 | 1205 | 36 | 1468 | 36 | 1574 | 36 |
| 1103 | 3 | 1215 | 18 | 1471 | 36 | 1576 | 36 |
| 1104 | 3 | 1242 | 18 | 1473 | 36 | 1578 | 36 |
| 1105 | 3 | 1245 | 18 | 1476 | 18 | 1579 | 36 |
| 1105 | 18 | 1272 | 18 | 1479 | 36 | 1580 | 36 |
| 1105 | 18 | 1272 | 18 | 1480 | 18 | 1589 | 36 |
| 1106 | 36 | 1295 | 18 | 1480 | 36 | 1590 | 36 |
| 1107 | 36 | 1302 | 18 | 1485 | 18 | 1613 | 36 |
| 1108 | 36 | 1302 | 18 | 1486 | 36 | 1615 | 36 |
| 1110 | 36 | 1306 | 18 | 1491 | 36 | 1622 | 36 |
| 1112 | 18 | 1312 | 36 | 1493 | 36 | 1623 | 36 |
| 1112 | 18 | 1313 | 36 | 1494 | 36 | 1624 | 36 |
| 1114 | 36 | 1315 | 36 | 1495 | 36 | 1633 | 36 |
| 1115 | 36 | 1320 | 36 | 14CM | 36 | 1646 | 36 |
| 1117 | 36 | 1321 | 36 | 14EB | 36 | 1647 | 36 |
| 1118 | 36 | 1322 | 36 | 14EP | 36 | 1654 | 36 |
| 1119 | 36 | 1323 | 3 | 14ET | 36 | 1656 | 36 |
| 1120 | 36 | 1324 | 3 | 14FA | 36 | 1657 | 36 |
| 1121 | 36 | 1327 | 36 | 14HB | 36 | 1658 | 36 |
| 1127 | 36 | 1332 | 3 | 14IC | 36 | 1664 | 36 |
| 1130 | 18 | 1333 | 3 | 14NM | 36 | 1671 | 36 |
| 1130 | 18 | 1345 | 18 | 14NO | 39 | 1672 | 36 |
| 1130 | 36 | 1370 | 18 | 14QM | 36 | 1673 | 36 |
| 1138 | 36 | 1370 | 18 | 14RD | 36 | 1674 | 36 |
| 1140 | 36 | 1401 | 36 | 14RM | 36 | 1676 | 36 |
| 1141 | 36 | 1412 | 36 | 14RO | 7 | 1677 | 36 |
| 1142 | 36 | 1413 | 36 | 14SF | 36 | 1681 | 36 |
| 1143 | 36 | 1415 | 36 | 14TG | 36 | 1682 | 36 |
| 1144 | 36 | 1416 | 36 | 14TM | 7 | 1684 | 36 |
| 1145 | 36 | 1419 | 36 | 14TO | 7 | 1685 | 36 |
| 1147 | 36 | 1420 | 36 | 14ZA | 36 | 1733 | 7 |
| 1149 | 36 | 1421 | 36 | 1502 | 36 | 1734 | 7 |
| 1157 | 3 | 1424 | 36 | 1503 | 36 | 1736 | 36 |
| 1158 | 3 | 1425 | 36 | 1504 | 36 | 1737 | 7 |
| 1159 | 3 | 1427 | 36 | 1507 | 36 | 1738 | 36 |
| 1160 | 36 | 1428 | 36 | 1510 | 36 | 1743 | 7 |
| 1167 | 36 | 1429 | 36 | 1511 | 36 | 1781 | 7 |
| 1169 | 36 | 1430 | 36 | 1515 | 18 | 1808 | 36 |
| 1170 | 36 | 1447 | 7 | 1516 | 36 | 1809 | 36 |
| 1174 | 36 | 1450 | 36 | 1522 | 36 | 1820 | 36 |
| 1175 | 36 | 1452 | 36 | 1523 | 36 | 1913 | 18 |
| 1179 | 36 | 1454 | 36 | 1530 | 18 | 1918 | 18 |

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|---|---|---|---|---|---|---|---|
| 1918 | 18 | 2181 | 41 | 2558 | 20 | 2905 | 2 |
| 1918 | 36 | 2186 | 40 | 2591 | 20 | 3015 | 40 |
| 1920 | 18 | 2190 | 41 | 2592 | 20 | 3015 | 40 |
| 1933 | 18 | 2192 | 41 | 2605 | 18 | 3020 | 40 |
| 1935 | 18 | 2240 | 21 | 2605 | 18 | 3020 | 40 |
| 1935 | 18 | 2301 | 7 | 2610 | 18 | 3035 | 40 |
| 1940 | 18 | 2306 | 8 | 2612 | 2 | 3111 | 2 |
| 1946 | 18 | 2306 | 41 | 2612 | 18 | 3115 | 2 |
| 1946 | 18 | 2310 | 41 | 2612 | 18 | 3120 | 18 |
| 1955 | 18 | 2318 | 36 | 2614 | 18 | 3122 | 2 |
| 1955 | 18 | 2319 | 36 | 2615 | 18 | 3125 | 18 |
| 1976 | 18 | 2321 | 7 | 2615 | 18 | 3125 | 18 |
| 1978 | 18 | 2323 | 41 | 2617 | 35 | 3126 | 18 |
| 1978 | 18 | 2332 | 46 | 2642 | 18 | 3127 | 18 |
| 1984 | 18 | 2350 | 7 | 2670 | 18 | 3127 | 18 |
| 1984 | 18 | 2354 | 7 | 2690 | 38 | 3154 | 2 |
| 1990 | 18 | 2358 | 7 | 2708 | 8 | 3215 | 20 |
| 1990 | 18 | 2363 | 36 | 2709 | 8 | 3215 | 20 |
| 1991 | 18 | 2365 | 41 | 2715 | 38 | 3217 | 20 |
| 1991 | 18 | 2375 | 7 | 2720 | 8 | 3219 | 20 |
| 2002 | 22 | 2376 | 7 | 2730 | 8 | 3219 | 20 |
| 2005 | 22 | 2378 | 7 | 2735 | 8 | 3220 | 20 |
| 2006 | 26 | 23EY | 36 | 2739 | 8 | 3221 | 38 |
| 2008 | 22 | 23JH | 36 | 2740 | 41 | 3230 | 20 |
| 2050 | 41 | 23MZ | 36 | 2740 | 41 | 3236 | 20 |
| 2060 | 41 | 23NJ | 36 | 2743 | 8 | 3236 | 20 |
| 2070 | 41 | 23TA | 36 | 2748 | 18 | 3240 | 20 |
| 2071 | 41 | 23TM | 36 | 2748 | 18 | 3242 | 20 |
| 2085 | 41 | 2410 | 38 | 2750 | 8 | 3242 | 20 |
| 2098 | 41 | 2412 | 38 | 2750 | 18 | 3245 | 20 |
| 2105 | 41 | 2412 | 38 | 2750 | 18 | 3245 | 20 |
| 2145 | 41 | 2415 | 38 | 2755 | 8 | 3250 | 20 |
| 2153 | 43 | 2430 | 38 | 2756 | 8 | 3250 | 20 |
| 2155 | 41 | 2445 | 27 | 2757 | 8 | 3251 | 20 |
| 2160 | 41 | 2505 | 20 | 2771 | 18 | 3251 | 20 |
| 2161 | 41 | 2510 | 20 | 2775 | 18 | 3251 | 38 |
| 2162 | 41 | 2514 | 2 | 2775 | 18 | 3254 | 20 |
| 2163 | 18 | 2515 | 20 | 2776 | 8 | 3255 | 20 |
| 2164 | 15 | 2517 | 20 | 2777 | 8 | 3260 | 20 |
| 2165 | 41 | 2518 | 20 | 2778 | 8 | 3260 | 20 |
| 2166 | 41 | 2520 | 20 | 2813 | 2 | 3262 | 20 |
| 2167 | 41 | 2525 | 20 | 2814 | 2 | 3265 | 20 |
| 2168 | 41 | 2529 | 20 | 2815 | 2 | 3270 | 20 |
| 2170 | 41 | 2530 | 20 | 2819 | 44 | 3270 | 20 |
| 2170 | 41 | 2535 | 20 | 2820 | 2 | 3274 | 20 |
| 2175 | 41 | 2554 | 20 | 2821 | 44 | 3277 | 20 |
| 2176 | 41 | 2556 | 20 | 2824 | 2 | 3283 | 20 |
| 2180 | 41 | 2557 | 20 | 2825 | 2 | 3283 | 20 |

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|---|---|---|---|---|---|---|---|
| 3290 | 20 | 3527 | 18 | 4125 | 3 | 4316 | 3 |
| 3290 | 20 | 3529 | 18 | 4126 | 3 | 4324 | 3 |
| 3298 | 20 | 3535 | 18 | 4128 | 3 | 4330 | 41 |
| 3298 | 20 | 3538 | 18 | 4129 | 3 | 4330 | 41 |
| 3305 | 36 | 3601 | 25 | 4131 | 3 | 4333 | 3 |
| 3307 | 36 | 3701 | 20 | 4133 | 3 | 4340 | 41 |
| 3310 | 36 | 3740 | 20 | 4135 | 3 | 4340 | 41 |
| 3311 | 36 | 3745 | 20 | 4136 | 3 | 4355 | 3 |
| 3317 | 36 | 3750 | 20 | 4204 | 3 | 4361 | 3 |
| 3319 | 36 | 3801 | 27 | 4205 | 41 | 4366 | 3 |
| 3320 | 18 | 3802 | 27 | 4206 | 3 | 4382 | 25 |
| 3323 | 36 | 3803 | 27 | 4210 | 41 | 4398 | 25 |
| 3324 | 36 | 3804 | 27 | 4210 | 41 | 4402 | 25 |
| 3327 | 36 | 3805 | 27 | 4215 | 41 | 4403 | 25 |
| 3328 | 36 | 3806 | 27 | 4220 | 41 | 4404 | 25 |
| 3330 | 18 | 3807 | 27 | 4225 | 41 | 4502 | 25 |
| 3349 | 36 | 3808 | 27 | 4230 | 3 | 4503 | 25 |
| 3350 | 20 | 3809 | 27 | 4230 | 41 | 4505 | 25 |
| 3351 | 25 | 3811 | 27 | 4230 | 41 | 4513 | 36 |
| 3353 | 25 | 3812 | 27 | 4231 | 3 | 4533 | 36 |
| 3354 | 3 | 3813 | 27 | 4232 | 3 | 4615 | 3 |
| 3355 | 3 | 3814 | 27 | 4233 | 3 | 4621 | 3 |
| 3356 | 25 | 3815 | 27 | 4240 | 41 | 4626 | 3 |
| 3359 | 25 | 3825 | 27 | 4245 | 3 | 4632 | 3 |
| 3363 | 25 | 3851 | 27 | 4246 | 3 | 4666 | 3 |
| 3364 | 25 | 3901 | 21 | 4250 | 41 | 4668 | 3 |
| 3365 | 25 | 3905 | 21 | 4252 | 25 | 4671 | 3 |
| 3366 | 25 | 3907 | 21 | 4255 | 41 | 4672 | 3 |
| 3373 | 25 | 3910 | 18 | 4260 | 41 | 4673 | 3 |
| 3377 | 25 | 3910 | 18 | 4265 | 18 | 4703 | 36 |
| 3383 | 25 | 3910 | 21 | 4265 | 18 | 4709 | 3 |
| 3384 | 3 | 3912 | 21 | 4270 | 41 | 4711 | 36 |
| 3385 | 3 | 3923 | 21 | 4275 | 41 | 4712 | 36 |
| 3386 | 3 | 3924 | 21 | 4275 | 41 | 4716 | 36 |
| 3389 | 25 | 3925 | 18 | 4283 | 25 | 4718 | 36 |
| 3393 | 25 | 3925 | 21 | 4291 | 3 | 4720 | 36 |
| 3394 | 25 | 3943 | 18 | 4295 | 3 | 4721 | 36 |
| 3395 | 25 | 3943 | 18 | 4296 | 3 | 4723 | 36 |
| 3396 | 25 | 3950 | 18 | 4302 | 3 | 4727 | 36 |
| 3397 | 36 | 3965 | 18 | 4303 | 3 | 4728 | 36 |
| 3412 | 18 | 3965 | 18 | 4305 | 41 | 4731 | 3 |
| 3415 | 18 | 3970 | 18 | 4308 | 3 | 4737 | 36 |
| 3420 | 18 | 3980 | 18 | 4310 | 3 | 4738 | 36 |
| 3421 | 18 | 3981 | 18 | 4310 | 41 | 4743 | 3 |
| 3422 | 18 | 3981 | 18 | 4313 | 3 | 4745 | 36 |
| 3520 | 27 | 3985 | 18 | 4314 | 3 | 4746 | 36 |
| 3525 | 18 | 4123 | 3 | 4315 | 41 | 4747 | 36 |
| 3525 | 20 | 4124 | 3 | 4315 | 41 | 4749 | 36 |

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|---|---|---|---|---|---|---|---|
| 4752 | 3 | 5707 | 9 | 6417 | 3 | 6647 | 36 |
| 4755 | 3 | 5708 | 9 | 6418 | 3 | 6648 | 36 |
| 4756 | 3 | 5710 | 9 | 6419 | 3 | 6649 | 36 |
| 4757 | 3 | 5712 | 9 | 6420 | 3 | 6650 | 36 |
| 4758 | 3 | 5761 | 18 | 6421 | 3 | 6653 | 36 |
| 4775 | 3 | 5805 | 3 | 6422 | 3 | 6658 | 36 |
| 4776 | 3 | 5904 | 41 | 6423 | 3 | 6659 | 36 |
| 4777 | 3 | 5904 | 41 | 6424 | 3 | 6660 | 36 |
| 4805 | 14 | 5907 | 9 | 6426 | 3 | 6663 | 36 |
| 4811 | 14 | 5908 | 3 | 6428 | 3 | 6664 | 36 |
| 4935 | 28 | 5913 | 41 | 6457 | 10 | 6668 | 36 |
| 4942 | 28 | 5915 | 9 | 6470 | 10 | 6669 | 36 |
| 4943 | 28 | 5917 | 41 | 6472 | 10 | 6673 | 36 |
| 4944 | 28 | 5925 | 41 | 6503 | 10 | 6677 | 37 |
| 4946 | 28 | 5925 | 41 | 6516 | 10 | 6680 | 36 |
| 4947 | 28 | 5927 | 41 | 6516 | 10 | 6684 | 36 |
| 4954 | 25 | 5930 | 41 | 6522 | 36 | 6686 | 36 |
| 4955 | 25 | 5931 | 12 | 6526 | 36 | 6688 | 36 |
| 4956 | 25 | 5932 | 12 | 6527 | 36 | 6689 | 36 |
| 5311 | 12 | 5960 | 41 | 6529 | 36 | 6694 | 36 |
| 5320 | 12 | 5961 | 41 | 6534 | 36 | 6695 | 36 |
| 5323 | 1 | 5965 | 41 | 6537 | 10 | 6701 | 36 |
| 5326 | 1 | 5970 | 41 | 6537 | 10 | 6702 | 18 |
| 5330 | 12 | 5977 | 41 | 6556 | 36 | 6702 | 36 |
| 5332 | 1 | 5977 | 41 | 6582 | 10 | 6704 | 10 |
| 5333 | 1 | 5980 | 41 | 6582 | 36 | 6704 | 10 |
| 5334 | 12 | 5996 | 41 | 6605 | 36 | 6704 | 36 |
| 5335 | 12 | 5996 | 41 | 6606 | 36 | 6705 | 36 |
| 5336 | 12 | 6010 | 9 | 6607 | 36 | 6708 | 18 |
| 5337 | 12 | 6021 | 9 | 6608 | 36 | 6710 | 36 |
| 5341 | 12 | 6083 | 18 | 6609 | 36 | 6713 | 36 |
| 5342 | 12 | 6083 | 18 | 6611 | 36 | 6714 | 36 |
| 5343 | 12 | 6090 | 10 | 6612 | 36 | 6715 | 10 |
| 5344 | 12 | 6104 | 3 | 6613 | 36 | 6715 | 10 |
| 5345 | 12 | 6105 | 25 | 6614 | 36 | 6715 | 36 |
| 5346 | 12 | 6275 | 41 | 6615 | 36 | 6716 | 36 |
| 5348 | 20 | 6280 | 41 | 6618 | 36 | 6716 | 41 |
| 5350 | 1 | 6281 | 41 | 6619 | 36 | 6717 | 10 |
| 5351 | 1 | 6282 | 41 | 6621 | 36 | 6717 | 36 |
| 5352 | 1 | 6301 | 37 | 6622 | 36 | 6718 | 36 |
| 5375 | 12 | 6313 | 37 | 6628 | 36 | 6719 | 36 |
| 5501 | 9 | 6314 | 8 | 6631 | 36 | 6721 | 36 |
| 5503 | 43 | 6315 | 8 | 6633 | 36 | 6801 | 36 |
| 5601 | 3 | 6380 | 10 | 6634 | 7 | 6802 | 36 |
| 5633 | 3 | 6403 | 13 | 6635 | 36 | 6803 | 29 |
| 5635 | 3 | 6410 | 3 | 6639 | 36 | 6810 | 36 |
| 5642 | 36 | 6415 | 3 | 6640 | 36 | 6901 | 4 |
| 5644 | 36 | 6416 | 3 | 6641 | 36 | 6902 | 4 |

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|---|---|---|---|---|---|---|---|
| 6903 | 4 | 7232 | 3 | 7874 | 39 | 8018 | 41 |
| 6914 | 18 | 7241 | 41 | 7876 | 39 | 8026 | 41 |
| 6920 | 10 | 7241 | 41 | 7877 | 39 | 8026 | 41 |
| 6930 | 41 | 7245 | 41 | 7905 | 41 | 8035 | 41 |
| 6936 | 10 | 7249 | 41 | 7905 | 41 | 8050 | 41 |
| 6940 | 10 | 7249 | 41 | 7910 | 41 | 8050 | 41 |
| 6942 | 10 | 7251 | 41 | 7927 | 41 | 8074 | 18 |
| 6942 | 10 | 7251 | 41 | 7930 | 41 | 8076 | 41 |
| 6948 | 10 | 7273 | 41 | 7930 | 41 | 8112 | 18 |
| 6960 | 10 | 7273 | 41 | 7931 | 41 | 8115 | 18 |
| 6960 | 10 | 7285 | 34 | 7936 | 41 | 8116 | 18 |
| 6962 | 18 | 7352 | 20 | 7937 | 41 | 8116 | 18 |
| 6966 | 18 | 7353 | 9 | 7937 | 41 | 8118 | 18 |
| 6968 | 41 | 7356 | 9 | 7938 | 41 | 8125 | 18 |
| 6968 | 41 | 7412 | 46 | 7939 | 41 | 8126 | 32 |
| 6974 | 18 | 7420 | 41 | 7939 | 41 | 8133 | 37 |
| 6978 | 10 | 7420 | 41 | 7953 | 36 | 8141 | 18 |
| 6978 | 10 | 7435 | 41 | 7955 | 36 | 8143 | 32 |
| 6980 | 18 | 7435 | 41 | 7958 | 36 | 8144 | 32 |
| 6982 | 10 | 7445 | 41 | 7959 | 36 | 8147 | 32 |
| 6990 | 10 | 7450 | 41 | 7959 | 41 | 8148 | 32 |
| 6999 | 10 | 7450 | 41 | 7964 | 36 | 8152 | 18 |
| 7004 | 19 | 7601 | 25 | 7966 | 41 | 8175 | 18 |
| 7005 | 19 | 7603 | 3 | 7968 | 41 | 8175 | 18 |
| 7006 | 19 | 7606 | 3 | 7970 | 36 | 8176 | 18 |
| 7011 | 16 | 7607 | 3 | 7970 | 41 | 8176 | 18 |
| 7022 | 25 | 7609 | 19 | 7971 | 36 | 8177 | 18 |
| 7105 | 3 | 7610 | 3 | 7974 | 41 | 8177 | 18 |
| 7120 | 41 | 7612 | 3 | 7976 | 41 | 8180 | 18 |
| 7131 | 3 | 7613 | 3 | 7976 | 41 | 8189 | 18 |
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| 11A2N | 34 | 11B3P | 34 | 11F3G | 34 | 11H4E | 34 |
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| 12S1D | 5 | 13B1F | 18 | 16P4 | 38 | 1C011 | 2 |
| 12S1F | 5 | 13B1J | 4 | 16R1 | 18 | 1C012 | 2 |
| 12S1G | 5 | 13B1K | 4 | 16R3 | 18 | 1C031 | 2 |
| 12S1H | 5 | 13B3B | 4 | 16R4 | 18 | 1C032 | 2 |
| 12S1J | 5 | 13B3C | 4 | 1A000 | 42 | 1C051 | 2 |

## Table K.3

## Air Force Occupational Codes and RAND Occupational Clusters

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1C052 | 2 | 1C691 | 36 | 1N333K | 20 | 1N373J | 20 |
| 1C071 | 2 | 1N000 | 21 | 1N334A | 20 | 1N374A | 20 |
| 1C072 | 2 | 1N011 | 21 | 1N334B | 20 | 1N374B | 20 |
| 1C091 | 2 | 1N031 | 21 | 1N334C | 20 | 1N374C | 20 |
| 1C092 | 2 | 1N051 | 21 | 1N334D | 20 | 1N374D | 20 |
| 1C100 | 4 | 1N071 | 21 | 1N334E | 20 | 1N374G | 20 |
| 1C111 | 4 | 1N091 | 21 | 1N334G | 20 | 1N374J | 20 |
| 1C131 | 4 | 1N111 | 21 | 1N335A | 20 | 1N375A | 20 |
| 1C151 | 4 | 1N131 | 21 | 1N335C | 20 | 1N375C | 20 |
| 1C171 | 4 | 1N151 | 21 | 1N335D | 20 | 1N375D | 20 |
| 1C191 | 4 | 1N171 | 21 | 1N335E | 20 | 1N375E | 20 |
| 1C200 | 4 | 1N191 | 21 | 1N335F | 20 | 1N390 | 20 |
| 1C211 | 4 | 1N200 | 7 | 1N351A | 20 | 1N411 | 21 |
| 1C231 | 4 | 1N211 | 7 | 1N352A | 20 | 1N431 | 21 |
| 1C251 | 4 | 1N231 | 7 | 1N352B | 20 | 1N451 | 21 |
| 1C271 | 4 | 1N251 | 7 | 1N352C | 20 | 1N471 | 21 |
| 1C291 | 4 | 1N271 | 7 | 1N352E | 20 | 1N491 | 21 |
| 1C300 | 7 | 1N291 | 7 | 1N353A | 20 | 1N500 | 7 |
| 1C311 | 7 | 1N312A | 20 | 1N353D | 20 | 1N511 | 7 |
| 1C331 | 7 | 1N312C | 20 | 1N353E | 20 | 1N531 | 7 |
| 1C351 | 7 | 1N312E | 20 | 1N353F | 20 | 1N551 | 7 |
| 1C371 | 7 | 1N313A | 20 | 1N353J | 20 | 1N571 | 7 |
| 1C391 | 7 | 1N313D | 20 | 1N354A | 20 | 1N591 | 7 |
| 1C400 | 7 | 1N313E | 20 | 1N354B | 20 | 1N600 | 7 |
| 1C411 | 7 | 1N313K | 20 | 1N354C | 20 | 1N611 | 21 |
| 1C431 | 7 | 1N313L | 20 | 1N354D | 20 | 1N631 | 21 |
| 1C451 | 7 | 1N314A | 20 | 1N354E | 20 | 1N651 | 21 |
| 1C471 | 7 | 1N314B | 20 | 1N354G | 20 | 1N671 | 21 |
| 1C491 | 7 | 1N314C | 20 | 1N354J | 20 | 1N691 | 21 |
| 1C500 | 7 | 1N314D | 20 | 1N355A | 20 | 1S000 | 22 |
| 1C511A | 39 | 1N314E | 20 | 1N355C | 20 | 1S011 | 22 |
| 1C511C | 39 | 1N314G | 20 | 1N355D | 20 | 1S031 | 22 |
| 1C531A | 39 | 1N314J | 20 | 1N355E | 20 | 1S051 | 22 |
| 1C531B | 39 | 1N315A | 20 | 1N371A | 20 | 1S071 | 22 |
| 1C531C | 39 | 1N315C | 20 | 1N372A | 20 | 1S091 | 22 |
| 1C551 | 7 | 1N315D | 20 | 1N372B | 20 | 1T000 | 20 |
| 1C551D | 7 | 1N315E | 20 | 1N372C | 20 | 1T011 | 20 |
| 1C571D | 39 | 1N332A | 20 | 1N372E | 20 | 1T031 | 20 |
| 1C591 | 39 | 1N332B | 20 | 1N373A | 20 | 1T051 | 20 |
| 1C600 | 36 | 1N332F | 20 | 1N373B | 20 | 1T071 | 20 |
| 1C611 | 36 | 1N333A | 20 | 1N373C | 20 | 1T091 | 20 |
| 1C631 | 36 | 1N333D | 20 | 1N373D | 20 | 1T100 | 9 |
| 1C651 | 36 | 1N333F | 20 | 1N373E | 20 | 1T111 | 9 |
| 1C671 | 36 | 1N333J | 20 | 1N373F | 20 | 1T131 | 9 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1T151 | 9 | 2A051A | 36 | 2A351B | 36 | 2A551L | 37 |
| 1T171 | 9 | 2A051B | 36 | 2A351C | 36 | 2A552 | 3 |
| 1T191 | 9 | 2A071A | 36 | 2A352A | 36 | 2A553A | 36 |
| 1T200 | 26 | 2A071B | 36 | 2A352B | 36 | 2A553B | 36 |
| 1T211 | 26 | 2A090 | 36 | 2A352C | 36 | 2A553C | 36 |
| 1T231 | 26 | 2A111 | 3 | 2A353A | 36 | 2A571 | 3 |
| 1T251 | 26 | 2A112 | 3 | 2A353B | 3 | 2A572 | 3 |
| 1T271 | 26 | 2A113 | 36 | 2A353J | 3 | 2A573A | 36 |
| 1T291 | 26 | 2A114 | 36 | 2A371 | 36 | 2A573B | 36 |
| 1W000 | 46 | 2A117 | 36 | 2A372 | 36 | 2A573C | 36 |
| 1W011 | 46 | 2A131 | 3 | 2A373A | 36 | 2A590 | 36 |
| 1W031 | 46 | 2A132 | 3 | 2A373B | 3 | 2A600 | 3 |
| 1W031A | 46 | 2A133 | 36 | 2A373J | 3 | 2A611B | 3 |
| 1W051 | 46 | 2A134 | 36 | 2A390 | 36 | 2A611C | 3 |
| 1W051A | 46 | 2A137 | 36 | 2A411 | 36 | 2A611D | 3 |
| 1W071A | 46 | 2A151 | 3 | 2A412 | 36 | 2A611E | 3 |
| 1W091 | 46 | 2A152 | 3 | 2A413 | 7 | 2A612 | 3 |
| 20C0 | 18 | 2A153 | 36 | 2A431 | 36 | 2A613 | 3 |
| 20C0W | 18 | 2A154 | 36 | 2A432 | 36 | 2A614 | 3 |
| 21A1 | 18 | 2A157 | 36 | 2A433 | 7 | 2A615 | 3 |
| 21A1A | 18 | 2A171 | 3 | 2A451 | 36 | 2A616 | 3 |
| 21A3 | 18 | 2A172 | 3 | 2A452 | 36 | 2A631B | 3 |
| 21A3A | 18 | 2A173 | 36 | 2A453 | 7 | 2A631C | 3 |
| 21A4 | 18 | 2A174 | 36 | 2A471 | 36 | 2A631D | 3 |
| 21G1 | 18 | 2A177 | 36 | 2A472 | 36 | 2A631E | 3 |
| 21G3 | 18 | 2A190 | 36 | 2A473 | 7 | 2A632 | 3 |
| 21G4 | 18 | 2A300 | 36 | 2A490 | 36 | 2A633 | 3 |
| 21L1 | 18 | 2A311A | 36 | 2A512A | 3 | 2A634 | 3 |
| 21L3 | 18 | 2A311B | 36 | 2A512B | 3 | 2A635 | 3 |
| 21L3W | 18 | 2A311C | 36 | 2A513A | 36 | 2A636 | 3 |
| 21L4 | 18 | 2A312A | 36 | 2A513B | 36 | 2A651A | 3 |
| 21M1A | 41 | 2A312B | 36 | 2A513C | 36 | 2A651B | 3 |
| 21M1B | 41 | 2A312C | 36 | 2A531A | 37 | 2A652 | 3 |
| 21M3 | 41 | 2A313A | 36 | 2A531B | 37 | 2A653 | 3 |
| 21M3A | 41 | 2A313B | 3 | 2A531C | 37 | 2A654 | 3 |
| 21M3B | 41 | 2A313E | 3 | 2A531D | 37 | 2A655 | 3 |
| 21M4 | 41 | 2A313H | 3 | 2A531E | 37 | 2A656 | 3 |
| 21S1 | 18 | 2A331A | 36 | 2A531F | 37 | 2A671A | 3 |
| 21S3 | 18 | 2A331B | 36 | 2A531G | 37 | 2A671B | 3 |
| 21S4 | 18 | 2A331C | 36 | 2A531H | 37 | 2A672 | 3 |
| 21T1 | 18 | 2A332A | 36 | 2A532A | 3 | 2A673 | 3 |
| 21T3 | 18 | 2A332B | 36 | 2A532B | 3 | 2A674 | 3 |
| 21T4 | 18 | 2A332C | 36 | 2A532C | 3 | 2A675 | 3 |
| 2A000 | 36 | 2A333A | 36 | 2A533A | 36 | 2A676 | 3 |
| 2A011A | 36 | 2A333B | 3 | 2A533B | 36 | 2A690 | 3 |
| 2A011B | 36 | 2A333C | 3 | 2A533C | 36 | 2A691 | 3 |
| 2A031A | 36 | 2A333H | 3 | 2A551J | 37 | 2A692 | 3 |
| 2A031B | 36 | 2A351A | 36 | 2A551K | 37 | 2A711 | 25 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 2A712 | 28 | 2E251A | 36 | 2M011B | 36 | 2T031 | 2 |
| 2A713 | 3 | 2E251B | 36 | 2M012A | 36 | 2T051 | 2 |
| 2A714 | 9 | 2E251C | 36 | 2M013 | 36 | 2T071 | 2 |
| 2A731 | 25 | 2E271 | 36 | 2M013A | 36 | 2T091 | 2 |
| 2A732 | 28 | 2E291 | 36 | 2M031 | 36 | 2T100 | 45 |
| 2A733 | 3 | 2E311 | 36 | 2M031A | 36 | 2T111 | 37 |
| 2A734 | 9 | 2E331 | 36 | 2M031B | 36 | 2T131 | 37 |
| 2A751 | 25 | 2E351 | 36 | 2M032 | 36 | 2T151 | 37 |
| 2A752 | 28 | 2E371 | 36 | 2M032A | 36 | 2T171 | 37 |
| 2A753 | 3 | 2E391 | 36 | 2M033 | 36 | 2T191 | 37 |
| 2A754 | 9 | 2E411 | 36 | 2M033A | 36 | 2T200 | 2 |
| 2A771 | 25 | 2E431 | 36 | 2M051 | 36 | 2T211 | 2 |
| 2A772 | 28 | 2E451 | 36 | 2M052 | 36 | 2T231 | 2 |
| 2A773 | 3 | 2E471 | 36 | 2M053 | 36 | 2T251 | 2 |
| 2A774 | 9 | 2E491 | 36 | 2M071 | 36 | 2T271 | 2 |
| 2A790 | 25 | 2E611 | 36 | 2M072 | 36 | 2T291 | 2 |
| 2E000 | 7 | 2E612 | 36 | 2M073 | 36 | 2T300 | 3 |
| 2E011 | 36 | 2E613 | 36 | 2M090 | 36 | 2T311 | 3 |
| 2E031 | 36 | 2E631 | 36 | 2P000 | 36 | 2T312A | 3 |
| 2E051 | 36 | 2E632 | 36 | 2P011 | 36 | 2T312B | 3 |
| 2E071 | 36 | 2E633 | 36 | 2P031 | 36 | 2T331 | 3 |
| 2E091 | 36 | 2E651 | 36 | 2P051 | 36 | 2T332A | 3 |
| 2E111 | 36 | 2E652 | 36 | 2P071 | 36 | 2T332B | 3 |
| 2E112 | 36 | 2E653 | 36 | 2P091 | 36 | 2T351 | 3 |
| 2E113 | 36 | 2E671 | 36 | 2R000 | 37 | 2T352A | 3 |
| 2E114 | 36 | 2E672 | 36 | 2R011 | 37 | 2T352B | 3 |
| 2E131 | 36 | 2E673 | 36 | 2R031 | 37 | 2T370 | 3 |
| 2E132 | 36 | 2E690 | 7 | 2R051 | 37 | 2T390 | 3 |
| 2E133 | 36 | 2E800 | 36 | 2R071 | 37 | 2W000 | 36 |
| 2E134 | 36 | 2E811 | 36 | 2R091 | 37 | 2W011 | 36 |
| 2E151 | 36 | 2E831 | 36 | 2R100 | 37 | 2W031 | 36 |
| 2E152 | 36 | 2E851 | 36 | 2R111 | 37 | 2W051 | 36 |
| 2E153 | 36 | 2E871 | 36 | 2R131 | 37 | 2W071 | 36 |
| 2E154 | 36 | 2E891 | 36 | 2R151 | 37 | 2W091 | 36 |
| 2E171 | 36 | 2F000 | 25 | 2R171 | 37 | 2W100 | 36 |
| 2E172 | 36 | 2F011 | 25 | 2R191 | 37 | 2W111C | 36 |
| 2E173 | 36 | 2F031 | 25 | 2S000 | 2 | 2W111E | 36 |
| 2E174 | 36 | 2F051 | 25 | 2S011 | 2 | 2W111F | 36 |
| 2E190 | 36 | 2F071 | 25 | 2S012 | 8 | 2W111K | 36 |
| 2E211 | 36 | 2F091 | 25 | 2S031 | 2 | 2W111L | 36 |
| 2E211A | 36 | 2G000 | 2 | 2S032 | 8 | 2W111Z | 36 |
| 2E211B | 36 | 2G011 | 2 | 2S051 | 2 | 2W131C | 36 |
| 2E211C | 36 | 2G031 | 2 | 2S052 | 8 | 2W131E | 36 |
| 2E231 | 36 | 2G051 | 2 | 2S071 | 2 | 2W131F | 36 |
| 2E231A | 36 | 2G071 | 2 | 2S072 | 8 | 2W131K | 36 |
| 2E231B | 36 | 2G091 | 2 | 2S090 | 2 | 2W131L | 36 |
| 2E231C | 36 | 2M000 | 36 | 2T000 | 2 | 2W131Z | 36 |
| 2E251 | 36 | 2M011A | 36 | 2T011 | 2 | 2W151 | 36 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 2W171 | 36 | 34M4 | 18 | 3C371 | 8 | 3E771 | 16 |
| 2W191 | 36 | 35B1 | 27 | 3C391 | 8 | 3E791 | 16 |
| 2W200 | 36 | 35B3 | 27 | 3E000 | 43 | 3E800 | 36 |
| 2W211 | 36 | 35B4 | 27 | 3E011 | 3 | 3E811 | 29 |
| 2W231 | 36 | 35P1 | 38 | 3E012 | 3 | 3E831 | 29 |
| 2W251 | 36 | 35P3 | 38 | 3E031 | 3 | 3E851 | 29 |
| 2W271 | 36 | 35P4 | 38 | 3E032 | 3 | 3E871 | 29 |
| 2W291 | 36 | 36M1 | 18 | 3E051 | 3 | 3E891 | 29 |
| 30C0 | 18 | 36M3 | 18 | 3E052 | 3 | 3E900 | 13 |
| 30C0W | 18 | 36P1 | 18 | 3E071 | 3 | 3E911 | 13 |
| 31P1 | 18 | 36P3 | 18 | 3E072 | 3 | 3E931 | 13 |
| 31P3 | 18 | 36P4 | 18 | 3E090 | 3 | 3E951 | 13 |
| 31P4 | 18 | 36P4W | 18 | 3E111 | 3 | 3E971 | 13 |
| 32E1A | 41 | 38M1 | 18 | 3E131 | 3 | 3E991 | 13 |
| 32E1B | 41 | 38M3 | 18 | 3E151 | 3 | 3H000 | 38 |
| 32E1C | 41 | 38M4 | 18 | 3E171 | 3 | 3H031 | 38 |
| 32E1E | 41 | 3A000 | 8 | 3E191 | 3 | 3H051 | 38 |
| 32E1F | 41 | 3A011 | 2 | 3E211 | 9 | 3H071 | 38 |
| 32E1G | 41 | 3A031 | 2 | 3E231 | 9 | 3H091 | 38 |
| 32E1H | 41 | 3A051 | 2 | 3E251 | 9 | 3M000 | 18 |
| 32E1J | 41 | 3A071 | 2 | 3E271 | 9 | 3M011 | 18 |
| 32E1K | 41 | 3A091 | 2 | 3E291 | 9 | 3M031 | 18 |
| 32E1V | 41 | 3C000 | 8 | 3E411 | 25 | 3M051 | 18 |
| 32E1W | 41 | 3C011 | 8 | 3E412 | 25 | 3M071 | 18 |
| 32E3A | 41 | 3C012 | 8 | 3E413 | 14 | 3M091 | 18 |
| 32E3B | 41 | 3C031 | 8 | 3E431 | 25 | 3N000 | 38 |
| 32E3C | 41 | 3C032 | 8 | 3E432 | 25 | 3N090 | 38 |
| 32E3D | 41 | 3C051 | 8 | 3E433 | 14 | 3N100 | 27 |
| 32E3E | 41 | 3C052 | 8 | 3E451 | 25 | 3N131A | 27 |
| 32E3F | 41 | 3C071 | 8 | 3E452 | 25 | 3N131B | 27 |
| 32E3G | 41 | 3C072 | 8 | 3E453 | 14 | 3N131C | 27 |
| 32E3H | 41 | 3C090 | 8 | 3E471 | 25 | 3N131D | 27 |
| 32E3J | 41 | 3C111 | 7 | 3E472 | 25 | 3N131E | 27 |
| 32E3K | 41 | 3C131 | 7 | 3E473 | 14 | 3N131F | 27 |
| 32E4 | 41 | 3C132 | 7 | 3E490 | 25 | 3N131G | 27 |
| 33S1 | 8 | 3C151 | 7 | 3E511 | 43 | 3N131H | 27 |
| 33S1A | 8 | 3C171 | 7 | 3E531 | 43 | 3N131J | 27 |
| 33S1B | 8 | 3C172 | 7 | 3E551 | 43 | 3N131K | 27 |
| 33S1C | 8 | 3C191 | 7 | 3E571 | 43 | 3N131L | 27 |
| 33S3 | 8 | 3C192 | 7 | 3E591 | 43 | 3N131M | 27 |
| 33S3A | 8 | 3C211 | 8 | 3E611 | 37 | 3N131N | 27 |
| 33S3B | 8 | 3C231 | 8 | 3E631 | 37 | 3N131P | 27 |
| 33S3C | 8 | 3C251 | 8 | 3E671 | 37 | 3N131R | 27 |
| 33S3W | 8 | 3C271 | 8 | 3E691 | 37 | 3N131S | 27 |
| 33S4 | 8 | 3C291 | 8 | 3E700 | 16 | 3N131V | 27 |
| 33S4W | 8 | 3C311 | 8 | 3E711 | 16 | 3N151A | 27 |
| 34M1 | 18 | 3C331 | 8 | 3E731 | 16 | 3N151B | 27 |
| 34M3 | 18 | 3C351 | 8 | 3E751 | 16 | 3N151C | 27 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 3N151D | 27 | 3S031 | 2 | 42E4 | 33 | 43P4 | 20 |
| 3N151E | 27 | 3S032 | 2 | 42F1 | 33 | 43T1A | 24 |
| 3N151F | 27 | 3S051 | 2 | 42F3 | 33 | 43T1B | 24 |
| 3N151G | 27 | 3S052 | 2 | 42G1D | 26 | 43T1E | 24 |
| 3N151H | 27 | 3S071 | 2 | 42G3 | 26 | 43T3A | 24 |
| 3N151J | 27 | 3S072 | 2 | 42G3A | 26 | 43T3B | 24 |
| 3N151K | 27 | 3S090 | 2 | 42G3B | 26 | 43T3C | 41 |
| 3N151L | 27 | 3S100 | 20 | 42G3C | 26 | 43T3D | 41 |
| 3N151M | 27 | 3S131 | 2 | 42G3D | 26 | 43T3E | 24 |
| 3N151N | 27 | 3S171 | 2 | 42N1A | 20 | 43T3F | 24 |
| 3N151P | 27 | 3S191 | 2 | 42N3A | 20 | 43T3G | 24 |
| 3N151R | 27 | 3S200 | 20 | 42N3B | 20 | 43T4A | 24 |
| 3N151S | 27 | 3S211 | 20 | 42N4A | 20 | 43T4B | 24 |
| 3N151V | 27 | 3S231 | 20 | 42P3 | 20 | 43T4D | 41 |
| 3N171A | 27 | 3S251 | 20 | 42P3A | 20 | 43V3E | 24 |
| 3N171B | 27 | 3S271 | 20 | 42S1 | 20 | 43Y3A | 33 |
| 3N171C | 27 | 3S291 | 40 | 42S3 | 20 | 43Y4A | 33 |
| 3N171D | 27 | 3U000 | 2 | 42S4 | 20 | 44A1 | 33 |
| 3N171E | 27 | 3U031 | 2 | 42T1 | 30 | 44A3 | 33 |
| 3N171F | 27 | 3U071 | 2 | 42T3 | 30 | 44D1B | 33 |
| 3N171G | 27 | 3U091 | 2 | 43A1 | 24 | 44D3A | 33 |
| 3N171H | 27 | 3V000 | 32 | 43A3 | 24 | 44D3B | 33 |
| 3N171J | 27 | 3V011 | 32 | 43A4 | 24 | 44D3C | 33 |
| 3N171K | 27 | 3V012 | 32 | 43D1 | 20 | 44D3D | 33 |
| 3N171L | 27 | 3V013 | 32 | 43D3 | 20 | 44D3F | 33 |
| 3N171M | 27 | 3V031 | 32 | 43E1A | 41 | 44D3G | 33 |
| 3N171N | 27 | 3V032 | 32 | 43E1B | 41 | 44D3H | 33 |
| 3N171P | 27 | 3V033 | 32 | 43E1D | 41 | 44D3K | 33 |
| 3N171R | 27 | 3V051 | 32 | 43E1E | 41 | 44E1A | 33 |
| 3N171S | 27 | 3V052 | 32 | 43E1F | 41 | 44E3A | 33 |
| 3N171V | 27 | 3V053 | 32 | 43E3A | 41 | 44E4A | 33 |
| 3N190 | 27 | 3V071 | 32 | 43E3B | 41 | 44F1 | 33 |
| 3N200 | 27 | 3V072 | 32 | 43E3C | 41 | 44F3 | 33 |
| 3N231 | 27 | 3V073 | 32 | 43E3D | 41 | 44F4 | 33 |
| 3N271 | 27 | 3V090 | 32 | 43E3E | 41 | 44G1 | 33 |
| 3N291 | 27 | 40C0A | 20 | 43E3F | 41 | 44G3 | 33 |
| 3P000 | 22 | 40C0B | 24 | 43E3G | 41 | 44H3 | 33 |
| 3P011 | 22 | 40C0C | 20 | 43E4A | 41 | 44H4 | 33 |
| 3P031 | 22 | 40C0D | 11 | 43E4C | 41 | 44K1C | 33 |
| 3P051 | 22 | 40C0E | 30 | 43E4E | 41 | 44K1E | 33 |
| 3P071 | 22 | 41A1 | 20 | 43E4F | 41 | 44K3 | 33 |
| 3R000 | 25 | 41A3 | 20 | 43H1 | 41 | 44K3A | 33 |
| 3R031 | 25 | 41A4 | 20 | 43H3 | 41 | 44K3B | 33 |
| 3R051 | 25 | 42B1 | 30 | 43H4 | 41 | 44K3C | 33 |
| 3R071 | 25 | 42B3 | 30 | 43M1 | 24 | 44K3D | 33 |
| 3R091 | 25 | 42B4 | 30 | 43M3 | 24 | 44K3E | 33 |
| 3S000 | 2 | 42E1 | 33 | 43P1 | 20 | 44K3F | 33 |
| 3S011 | 2 | 42E3 | 33 | 43P3 | 20 | 44K3G | 33 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 44K3H | 33 | 45B3F | 33 | 46N1C | 30 | 48G3P | 33 |
| 44K3J | 33 | 45B3G | 33 | 46N1D | 30 | 48G3R | 33 |
| 44K3K | 33 | 45E3A | 33 | 46N1E | 30 | 48G4 | 33 |
| 44K3M | 33 | 45E3B | 33 | 46N1F | 30 | 48P1 | 33 |
| 44K4F | 33 | 45E3C | 33 | 46N1G | 30 | 48P3 | 33 |
| 44M1 | 33 | 45E3D | 33 | 46N1H | 30 | 48P4 | 33 |
| 44M1B | 33 | 45E3E | 33 | 46N3 | 30 | 4A000 | 2 |
| 44M1D | 33 | 45E3G | 33 | 46N3A | 30 | 4A011 | 2 |
| 44M1E | 33 | 45G1D | 33 | 46N3B | 30 | 4A031 | 2 |
| 44M1F | 33 | 45G3 | 33 | 46N3C | 30 | 4A051 | 2 |
| 44M1G | 33 | 45G3A | 33 | 46N3D | 30 | 4A071 | 2 |
| 44M1H | 33 | 45G3B | 33 | 46N3E | 30 | 4A091 | 2 |
| 44M1J | 33 | 45G3C | 33 | 46N3F | 30 | 4A100 | 2 |
| 44M3 | 33 | 45G3D | 33 | 46N3G | 30 | 4A111 | 2 |
| 44M3A | 33 | 45N1 | 33 | 46N3H | 30 | 4A131 | 2 |
| 44M3B | 33 | 45N3 | 33 | 46N4B | 30 | 4A151 | 2 |
| 44M3C | 33 | 45P3 | 33 | 46P3A | 30 | 4A171 | 2 |
| 44M3D | 33 | 45S1 | 33 | 46S1 | 30 | 4A191 | 2 |
| 44M3E | 33 | 45S1A | 33 | 46S3 | 30 | 4A200 | 36 |
| 44M3F | 33 | 45S1C | 33 | 47B1 | 11 | 4A211 | 36 |
| 44M3G | 33 | 45S1F | 33 | 47B3 | 11 | 4A231 | 36 |
| 44M3H | 33 | 45S1G | 33 | 47D3 | 11 | 4A251 | 36 |
| 44M3J | 33 | 45S1H | 33 | 47E3 | 11 | 4A271 | 36 |
| 44N1 | 33 | 45S3 | 33 | 47G1A | 11 | 4A291 | 36 |
| 44N3 | 33 | 45S3A | 33 | 47G1C | 11 | 4B000 | 41 |
| 44N4 | 33 | 45S3B | 33 | 47G3A | 11 | 4B011 | 14 |
| 44P1A | 33 | 45S3C | 33 | 47G3B | 11 | 4B031 | 14 |
| 44P3A | 33 | 45S3D | 33 | 47G3C | 11 | 4B051 | 14 |
| 44R1A | 33 | 45S3E | 33 | 47G4A | 11 | 4B071 | 14 |
| 44R3 | 33 | 45S3F | 33 | 47G4B | 11 | 4B091 | 14 |
| 44R3A | 33 | 45S3G | 33 | 47H1 | 11 | 4C000 | 20 |
| 44R3B | 33 | 45S3H | 33 | 47H3 | 11 | 4C011 | 20 |
| 44R3E | 33 | 45S3J | 33 | 47K3 | 11 | 4C031 | 20 |
| 44S3A | 33 | 45U3A | 33 | 47P1 | 11 | 4C051 | 20 |
| 44S3B | 33 | 45U3B | 33 | 47P3 | 11 | 4C071 | 20 |
| 44T1 | 33 | 46A1 | 30 | 47S1 | 33 | 4C091 | 20 |
| 44T3 | 33 | 46A3 | 30 | 47S3 | 33 | 4D000 | 18 |
| 44Y3A | 33 | 46A4 | 30 | 47S4 | 33 | 4D011 | 18 |
| 44Z1 | 33 | 46F1 | 30 | 48A1 | 33 | 4D031 | 18 |
| 44Z3 | 33 | 46F3 | 30 | 48A3 | 33 | 4D051 | 18 |
| 44Z4 | 33 | 46F4 | 30 | 48A4 | 33 | 4D071 | 18 |
| 45A1 | 33 | 46G3 | 30 | 48E3 | 33 | 4D091 | 18 |
| 45A3 | 33 | 46M1 | 30 | 48E4 | 33 | 4E011 | 14 |
| 45B3 | 33 | 46M3 | 30 | 48F1 | 33 | 4E031 | 14 |
| 45B3A | 33 | 46M4 | 30 | 48F3 | 33 | 4E051 | 14 |
| 45B3B | 33 | 46N1 | 30 | 48F4 | 33 | 4E071 | 14 |
| 45B3D | 33 | 46N1A | 30 | 48G1 | 33 | 4E091 | 14 |
| 45B3E | 33 | 46N1B | 30 | 48G3 | 33 | 4F000 | 26 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 4F011 | 26 | 4P000 | 11 | 4Y032 | 25 | 62E3C | 41 |
| 4F031 | 26 | 4P011 | 11 | 4Y051 | 11 | 62E3E | 41 |
| 4F051 | 26 | 4P031 | 11 | 4Y052 | 25 | 62E3F | 41 |
| 4F071 | 26 | 4P051 | 11 | 4Y071 | 11 | 62E3G | 41 |
| 4F091 | 26 | 4P071 | 11 | 4Y072 | 25 | 62E3H | 41 |
| 4H000 | 26 | 4P091 | 11 | 51J1 | 20 | 62E3P | 41 |
| 4H011 | 26 | 4R000 | 26 | 51J3 | 20 | 62E3V | 41 |
| 4H031 | 26 | 4R011 | 26 | 51J4 | 20 | 62E3W | 41 |
| 4H051 | 26 | 4R031 | 26 | 52R3 | 20 | 62E4 | 41 |
| 4H071 | 26 | 4R031B | 26 | 52R3A | 20 | 62E4W | 41 |
| 4H091 | 26 | 4R051 | 26 | 52R3C | 20 | 63A1 | 18 |
| 4J000 | 30 | 4R051A | 26 | 52R4 | 20 | 63A1W | 18 |
| 4J011 | 30 | 4R051B | 26 | 5J000 | 23 | 63A3 | 18 |
| 4J012 | 30 | 4R051C | 26 | 5J031 | 23 | 63A3P | 18 |
| 4J031 | 30 | 4R071 | 26 | 5J051 | 23 | 63A3R | 18 |
| 4J032 | 30 | 4R071A | 26 | 5J071 | 23 | 63A3U | 18 |
| 4J051 | 30 | 4R071B | 26 | 5J091 | 23 | 63A3V | 18 |
| 4J052 | 30 | 4R071C | 26 | 5R000 | 2 | 63A3W | 18 |
| 4J071 | 30 | 4R090 | 26 | 5R011 | 2 | 63A4 | 18 |
| 4J072 | 30 | 4T000 | 26 | 5R031 | 2 | 63A4P | 18 |
| 4J091 | 30 | 4T011 | 26 | 5R051 | 2 | 63A4R | 18 |
| 4J092 | 30 | 4T012 | 26 | 5R071 | 2 | 63A4T | 18 |
| 4M000 | 20 | 4T031 | 26 | 5R091 | 2 | 63A4U | 18 |
| 4M011 | 20 | 4T032 | 26 | 60C0 | 18 | 63A4V | 18 |
| 4M031 | 20 | 4T051 | 26 | 61S1A | 41 | 63A4W | 18 |
| 4M051 | 20 | 4T052 | 26 | 61S1B | 24 | 64P1 | 18 |
| 4M071 | 20 | 4T053 | 26 | 61S1C | 41 | 64P3 | 18 |
| 4M091 | 20 | 4T071 | 26 | 61S1D | 41 | 64P4 | 18 |
| 4N000 | 26 | 4T072 | 26 | 61S1E | 41 | 65A3 | 15 |
| 4N011 | 26 | 4T073 | 26 | 61S3A | 41 | 65A4 | 15 |
| 4N031 | 26 | 4T090 | 26 | 61S3B | 24 | 65F1 | 15 |
| 4N031A | 26 | 4U011 | 26 | 61S3C | 41 | 65F3 | 15 |
| 4N051 | 26 | 4U031 | 26 | 61S3D | 41 | 65F4 | 15 |
| 4N051A | 26 | 4U051 | 26 | 61S3E | 41 | 65W1 | 15 |
| 4N051B | 26 | 4U071 | 26 | 61S3W | 41 | 65W3 | 15 |
| 4N071 | 26 | 4U091 | 26 | 61S4 | 41 | 65W4 | 15 |
| 4N091 | 26 | 4V000 | 31 | 61S4W | 41 | 6C000 | 2 |
| 4N111 | 26 | 4V011 | 31 | 62E1A | 41 | 6C011 | 2 |
| 4N131 | 26 | 4V031 | 31 | 62E1B | 41 | 6C031 | 2 |
| 4N151 | 26 | 4V031A | 31 | 62E1C | 41 | 6C051 | 2 |
| 4N151B | 26 | 4V051 | 31 | 62E1E | 41 | 6C071 | 2 |
| 4N151C | 26 | 4V051A | 31 | 62E1F | 41 | 6C091 | 2 |
| 4N151D | 26 | 4V071 | 31 | 62E1G | 41 | 6F000 | 2 |
| 4N171 | 26 | 4V071A | 31 | 62E1H | 41 | 6F011 | 2 |
| 4N171B | 26 | 4V090 | 31 | 62E1P | 41 | 6F031 | 2 |
| 4N171C | 26 | 4Y000 | 11 | 62E1W | 41 | 6F051 | 2 |
| 4N171D | 26 | 4Y011 | 11 | 62E3A | 41 | 6F111 | 2 |
| 4N191 | 26 | 4Y031 | 11 | 62E3B | 41 | 6F131 | 2 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 6F151 | 2 | 81C0W | 20 | 8A000 | 44 | 8S100 | 21 |
| 6F171 | 2 | 81T0 | 20 | 8B000 | 20 | 8T000 | 20 |
| 6F191 | 2 | 81T0U | 20 | 8B100 | 20 | 91C0 | 18 |
| 71S1 | 18 | 81T0W | 20 | 8C000 | 20 | 91C0W | 18 |
| 71S3 | 18 | 82A0 | 20 | 8D000 | 20 | 91W0 | 18 |
| 71S4 | 18 | 82A0W | 20 | 8F000 | 2 | 92J0 | 20 |
| 7S000 | 22 | 83R0 | 40 | 8G000 | 22 | 97E0 | 18 |
| 7S031 | 22 | 84H0 | 38 | 8J000 | 22 | 9D000 | 18 |
| 7S071 | 22 | 86M0 | 18 | 8M000 | 2 | 9E000 | 2 |
| 7S091 | 22 | 86P0 | 38 | 8P000 | 2 | 9G000 | 18 |
| 80C0 | 20 | 87G0 | 15 | 8P100 | 21 | 9L000 | 20 |
| 80C0W | 20 | 88A0 | 18 | 8R000 | 40 | 0100 | 2 |
| 81C0 | 20 | 88P0 | 38 | 8S000 | 36 | | |

**Table K.4**

**Marine Corps Occupational Codes and RAND Occupational Clusters**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 0121 | 2 | 0842 | 39 | 2171 | 36 | 2823 | 36 |
| 0131 | 2 | 0844 | 10 | 2181 | 29 | 2826 | 36 |
| 0151 | 2 | 0847 | 46 | 2300 | 29 | 2831 | 36 |
| 0161 | 2 | 0848 | 10 | 2305 | 10 | 2832 | 36 |
| 0180 | 18 | 0861 | 10 | 2305 | 10 | 2834 | 36 |
| 0193 | 2 | 1100 | 25 | 2311 | 29 | 2841 | 36 |
| 0200 | 21 | 1120 | 41 | 2336 | 29 | 2861 | 36 |
| 0201 | 21 | 1141 | 3 | 2340 | 18 | 2871 | 36 |
| 0202 | 21 | 1142 | 3 | 2340 | 18 | 2874 | 36 |
| 0203 | 21 | 1161 | 3 | 2500 | 7 | 2881 | 36 |
| 0204 | 21 | 1169 | 25 | 2510 | 6 | 2885 | 36 |
| 0206 | 21 | 1171 | 9 | 2512 | 7 | 2887 | 36 |
| 0207 | 21 | 1181 | 9 | 2513 | 7 | 2889 | 36 |
| 0210 | 21 | 1300 | 9 | 2515 | 36 | 2891 | 36 |
| 0211 | 21 | 1301 | 41 | 2519 | 36 | 3000 | 2 |
| 0231 | 21 | 1302 | 41 | 2531 | 7 | 3001 | 18 |
| 0241 | 21 | 1310 | 41 | 2532 | 7 | 3002 | 18 |
| 0251 | 20 | 1316 | 25 | 2534 | 7 | 3010 | 18 |
| 0261 | 43 | 1341 | 3 | 2535 | 7 | 3043 | 2 |
| 0291 | 21 | 1345 | 9 | 2536 | 7 | 3044 | 2 |
| 0300 | 10 | 1349 | 3 | 2537 | 7 | 3051 | 2 |
| 0301 | 10 | 1361 | 43 | 2542 | 7 | 3052 | 2 |
| 0302 | 10 | 1371 | 9 | 2549 | 7 | 3100 | 44 |
| 0311 | 10 | 1390 | 18 | 2591 | 7 | 3102 | 18 |
| 0313 | 10 | 1391 | 25 | 2600 | 21 | 3102 | 18 |
| 0321 | 10 | 1800 | 10 | 2602 | 21 | 3112 | 44 |
| 0331 | 10 | 1801 | 10 | 2621 | 7 | 3300 | 18 |
| 0341 | 10 | 1801 | 10 | 2629 | 7 | 3302 | 18 |
| 0351 | 10 | 1802 | 10 | 2631 | 7 | 3302 | 18 |
| 0352 | 10 | 1803 | 10 | 2651 | 21 | 3361 | 2 |
| 0369 | 10 | 1812 | 10 | 2671 | 20 | 3381 | 18 |
| 0400 | 2 | 2100 | 29 | 2673 | 20 | 3400 | 2 |
| 0401 | 18 | 2102 | 18 | 2674 | 20 | 3401 | 15 |
| 0402 | 18 | 2110 | 41 | 2675 | 20 | 3404 | 15 |
| 0411 | 37 | 2111 | 36 | 2691 | 21 | 3410 | 15 |
| 0430 | 18 | 2120 | 10 | 2800 | 36 | 3410 | 15 |
| 0431 | 2 | 2125 | 41 | 2802 | 6 | 3441 | 2 |
| 0451 | 2 | 2131 | 29 | 2805 | 6 | 3451 | 2 |
| 0481 | 2 | 2141 | 3 | 2810 | 6 | 3500 | 45 |
| 0491 | 44 | 2146 | 3 | 2811 | 36 | 3501 | 18 |
| 0800 | 10 | 2147 | 3 | 2813 | 36 | 3502 | 18 |
| 0801 | 10 | 2147 | 3 | 2818 | 36 | 3510 | 18 |
| 0802 | 10 | 2149 | 3 | 2821 | 36 | 3513 | 3 |
| 0811 | 10 | 2161 | 25 | 2822 | 36 | 3521 | 3 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 3523 | 3 | 5548 | 27 | 6031 | 17 | 6333 | 3 |
| 3529 | 3 | 5563 | 27 | 6032 | 17 | 6335 | 3 |
| 3531 | 45 | 5565 | 27 | 6035 | 3 | 6336 | 3 |
| 3533 | 45 | 5566 | 27 | 6042 | 2 | 6337 | 3 |
| 3537 | 45 | 5700 | 13 | 6046 | 37 | 6386 | 36 |
| 4000 | 8 | 5702 | 38 | 6047 | 37 | 6391 | 36 |
| 4010 | 8 | 5711 | 13 | 6051 | 3 | 6411 | 37 |
| 4010 | 8 | 5800 | 22 | 6053 | 3 | 6412 | 36 |
| 4066 | 8 | 5801 | 18 | 6055 | 3 | 6413 | 36 |
| 4067 | 8 | 5803 | 18 | 6056 | 3 | 6414 | 37 |
| 4099 | 8 | 5804 | 18 | 6057 | 3 | 6423 | 36 |
| 4100 | 2 | 5805 | 18 | 6060 | 9 | 6431 | 3 |
| 4130 | 18 | 5811 | 22 | 6071 | 3 | 6432 | 3 |
| 4133 | 2 | 5821 | 22 | 6072 | 3 | 6433 | 3 |
| 4300 | 38 | 5831 | 22 | 6073 | 3 | 6434 | 3 |
| 4301 | 38 | 5900 | 36 | 6075 | 25 | 6462 | 36 |
| 4302 | 38 | 5902 | 41 | 6081 | 3 | 6463 | 36 |
| 4341 | 38 | 5910 | 41 | 6083 | 3 | 6464 | 36 |
| 4400 | 23 | 5942 | 36 | 6085 | 3 | 6465 | 36 |
| 4401 | 20 | 5948 | 36 | 6086 | 3 | 6466 | 36 |
| 4402 | 20 | 5950 | 4 | 6087 | 3 | 6467 | 36 |
| 4421 | 23 | 5952 | 36 | 6091 | 3 | 6468 | 36 |
| 4429 | 23 | 5953 | 36 | 6092 | 3 | 6469 | 36 |
| 4430 | 20 | 5954 | 36 | 6094 | 3 | 6482 | 36 |
| 4600 | 32 | 5959 | 36 | 6112 | 3 | 6483 | 36 |
| 4602 | 27 | 5962 | 36 | 6113 | 3 | 6484 | 36 |
| 4602 | 27 | 5963 | 36 | 6114 | 3 | 6485 | 36 |
| 4611 | 32 | 5970 | 8 | 6122 | 3 | 6491 | 36 |
| 4615 | 25 | 5974 | 36 | 6123 | 3 | 6492 | 36 |
| 4641 | 32 | 5979 | 36 | 6124 | 3 | 6493 | 36 |
| 4671 | 32 | 5993 | 36 | 6152 | 3 | 6494 | 36 |
| 4691 | 32 | 6000 | 3 | 6153 | 3 | 6500 | 29 |
| 5500 | 27 | 6001 | 18 | 6154 | 3 | 6502 | 41 |
| 5502 | 27 | 6002 | 18 | 6172 | 17 | 6502 | 41 |
| 5519 | 27 | 6004 | 18 | 6173 | 17 | 6511 | 29 |
| 5519 | 27 | 6004 | 18 | 6300 | 36 | 6531 | 29 |
| 5521 | 27 | 6011 | 3 | 6302 | 18 | 6541 | 29 |
| 5523 | 27 | 6013 | 3 | 6302 | 18 | 6591 | 29 |
| 5526 | 27 | 6014 | 3 | 6311 | 36 | 6600 | 2 |
| 5528 | 27 | 6015 | 3 | 6313 | 36 | 6601 | 18 |
| 5534 | 27 | 6016 | 3 | 6314 | 36 | 6602 | 18 |
| 5536 | 27 | 6017 | 3 | 6315 | 36 | 6604 | 18 |
| 5537 | 27 | 6019 | 3 | 6316 | 36 | 6604 | 18 |
| 5541 | 27 | 6022 | 3 | 6317 | 36 | 6672 | 2 |
| 5543 | 27 | 6025 | 3 | 6322 | 36 | 6673 | 8 |
| 5544 | 27 | 6026 | 3 | 6323 | 36 | 6800 | 46 |
| 5546 | 27 | 6027 | 3 | 6324 | 36 | 6802 | 46 |
| 5547 | 27 | 6030 | 17 | 6331 | 3 | 6802 | 46 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 6802 | 46 | 7252 | 4 | 7545 | 34 | 7588 | 5 |
| 6802 | 46 | 7253 | 4 | 7556 | 34 | 7598 | 34 |
| 6821 | 46 | 7291 | 4 | 7557 | 34 | 7599 | 34 |
| 6842 | 46 | 7300 | 2 | 7558 | 34 | 8412 | 40 |
| 7000 | 42 | 7314 | 17 | 7560 | 34 | 9802 | 27 |
| 7002 | 38 | 7372 | 42 | 7561 | 34 | 9803 | 27 |
| 7041 | 2 | 7380 | 5 | 7562 | 34 | 9803 | 27 |
| 7051 | 16 | 7381 | 7 | 7563 | 34 | 9805 | 27 |
| 7200 | 10 | 7382 | 42 | 7564 | 34 | 9805 | 27 |
| 7201 | 10 | 7501 | 34 | 7565 | 34 | 9811 | 27 |
| 7201 | 10 | 7507 | 34 | 7566 | 34 | 9812 | 27 |
| 7204 | 10 | 7509 | 34 | 7567 | 34 | 9901 | 10 |
| 7208 | 34 | 7521 | 34 | 7568 | 34 | 9904 | 18 |
| 7210 | 34 | 7522 | 34 | 7574 | 5 | 9906 | 10 |
| 7212 | 10 | 7523 | 34 | 7580 | 5 | 9907 | 5 |
| 7234 | 39 | 7524 | 5 | 7582 | 5 | 9914 | 20 |
| 7236 | 39 | 7525 | 5 | 7583 | 5 | 9925 | 20 |
| 7242 | 39 | 7541 | 34 | 7585 | 5 | 9991 | 2 |
| 7251 | 4 | 7543 | 34 | 7587 | 5 | 9999 | 2 |

## Table K.5

## Civil Service Occupational Codes and RAND Occupational Clusters

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 18 | 41 | 230 | 18 | 413 | 24 | 644 | 26 |
| 19 | 22 | 233 | 18 | 414 | 24 | 645 | 26 |
| 20 | 38 | 235 | 18 | 415 | 24 | 646 | 26 |
| 21 | 2 | 246 | 18 | 430 | 24 | 647 | 26 |
| 23 | 38 | 260 | 18 | 435 | 24 | 648 | 26 |
| 25 | 18 | 299 | 2 | 437 | 24 | 649 | 26 |
| 28 | 41 | 302 | 2 | 454 | 24 | 651 | 30 |
| 29 | 14 | 303 | 2 | 455 | 24 | 660 | 20 |
| 60 | 20 | 304 | 2 | 457 | 24 | 661 | 11 |
| 80 | 18 | 305 | 2 | 458 | 13 | 662 | 33 |
| 81 | 16 | 309 | 2 | 460 | 24 | 664 | 30 |
| 83 | 22 | 312 | 2 | 462 | 24 | 665 | 20 |
| 85 | 22 | 313 | 2 | 470 | 24 | 667 | 30 |
| 86 | 22 | 318 | 2 | 471 | 24 | 668 | 33 |
| 101 | 20 | 319 | 2 | 480 | 24 | 669 | 2 |
| 102 | 20 | 322 | 2 | 482 | 24 | 670 | 20 |
| 105 | 18 | 326 | 2 | 486 | 24 | 671 | 20 |
| 110 | 15 | 332 | 8 | 487 | 24 | 673 | 20 |
| 119 | 2 | 334 | 8 | 501 | 15 | 675 | 2 |
| 130 | 38 | 335 | 8 | 503 | 2 | 679 | 2 |
| 131 | 38 | 340 | 18 | 505 | 15 | 680 | 11 |
| 132 | 21 | 341 | 18 | 510 | 15 | 681 | 11 |
| 134 | 21 | 342 | 2 | 511 | 15 | 682 | 11 |
| 142 | 18 | 343 | 18 | 525 | 2 | 683 | 11 |
| 150 | 43 | 344 | 2 | 530 | 2 | 688 | 41 |
| 160 | 20 | 346 | 18 | 540 | 2 | 690 | 41 |
| 170 | 38 | 350 | 2 | 544 | 2 | 698 | 14 |
| 180 | 20 | 351 | 25 | 545 | 2 | 701 | 24 |
| 181 | 20 | 356 | 2 | 560 | 15 | 704 | 26 |
| 184 | 20 | 357 | 2 | 561 | 2 | 803 | 41 |
| 185 | 20 | 359 | 2 | 602 | 33 | 804 | 41 |
| 186 | 20 | 360 | 18 | 603 | 26 | 806 | 41 |
| 187 | 20 | 361 | 2 | 610 | 30 | 807 | 41 |
| 188 | 30 | 382 | 7 | 620 | 30 | 808 | 41 |
| 189 | 30 | 390 | 7 | 621 | 26 | 809 | 41 |
| 190 | 20 | 391 | 6 | 622 | 26 | 810 | 41 |
| 201 | 18 | 392 | 7 | 625 | 26 | 817 | 43 |
| 203 | 2 | 394 | 7 | 630 | 20 | 818 | 43 |
| 204 | 2 | 401 | 24 | 631 | 30 | 819 | 41 |
| 205 | 18 | 403 | 24 | 633 | 30 | 828 | 41 |
| 212 | 18 | 404 | 26 | 636 | 30 | 830 | 41 |
| 221 | 18 | 405 | 20 | 638 | 30 | 840 | 41 |
| 222 | 18 | 408 | 24 | 640 | 14 | 850 | 41 |
| 223 | 18 | 410 | 24 | 642 | 26 | 854 | 41 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 855 | 41 | 1105 | 18 | 1601 | 3 | 2508 | 36 |
| 856 | 36 | 1106 | 2 | 1630 | 18 | 2602 | 36 |
| 858 | 41 | 1107 | 2 | 1640 | 18 | 2604 | 36 |
| 861 | 41 | 1130 | 18 | 1654 | 38 | 2606 | 36 |
| 871 | 41 | 1144 | 18 | 1658 | 18 | 2608 | 36 |
| 873 | 41 | 1150 | 41 | 1667 | 18 | 2610 | 36 |
| 881 | 41 | 1152 | 2 | 1670 | 2 | 2805 | 3 |
| 892 | 41 | 1160 | 15 | 1701 | 20 | 2810 | 3 |
| 893 | 41 | 1163 | 15 | 1702 | 20 | 2854 | 3 |
| 894 | 41 | 1170 | 18 | 1710 | 20 | 2892 | 3 |
| 895 | 14 | 1171 | 18 | 1712 | 20 | 3103 | 9 |
| 896 | 41 | 1173 | 18 | 1720 | 20 | 3105 | 9 |
| 904 | 20 | 1176 | 18 | 1740 | 20 | 3106 | 9 |
| 905 | 20 | 1202 | 23 | 1750 | 20 | 3111 | 9 |
| 945 | 23 | 1221 | 20 | 1801 | 22 | 3306 | 37 |
| 950 | 23 | 1222 | 20 | 1802 | 22 | 3314 | 36 |
| 962 | 23 | 1306 | 24 | 1810 | 22 | 3359 | 36 |
| 963 | 23 | 1310 | 41 | 1811 | 18 | 3364 | 37 |
| 967 | 23 | 1311 | 13 | 1812 | 22 | 3414 | 25 |
| 986 | 23 | 1313 | 41 | 1815 | 34 | 3416 | 25 |
| 990 | 23 | 1315 | 41 | 1825 | 34 | 3417 | 25 |
| 992 | 23 | 1320 | 41 | 1890 | 22 | 3422 | 9 |
| 995 | 23 | 1321 | 41 | 1897 | 22 | 3428 | 25 |
| 998 | 23 | 1330 | 41 | 1910 | 36 | 3431 | 25 |
| 999 | 23 | 1340 | 46 | 2001 | 2 | 3502 | 9 |
| 1001 | 38 | 1341 | 46 | 2003 | 18 | 3508 | 9 |
| 1008 | 32 | 1360 | 41 | 2005 | 2 | 3511 | 26 |
| 1010 | 38 | 1361 | 43 | 2010 | 2 | 3515 | 26 |
| 1015 | 38 | 1370 | 43 | 2030 | 18 | 3543 | 25 |
| 1016 | 38 | 1371 | 43 | 2032 | 2 | 3546 | 9 |
| 1020 | 32 | 1372 | 43 | 2050 | 2 | 3602 | 9 |
| 1021 | 43 | 1373 | 43 | 2091 | 2 | 3603 | 9 |
| 1035 | 38 | 1374 | 43 | 2101 | 44 | 3604 | 9 |
| 1040 | 20 | 1382 | 18 | 2102 | 44 | 3605 | 9 |
| 1046 | 20 | 1386 | 32 | 2130 | 18 | 3606 | 9 |
| 1051 | 27 | 1410 | 20 | 2131 | 44 | 3609 | 9 |
| 1054 | 32 | 1411 | 20 | 2135 | 44 | 3610 | 9 |
| 1056 | 32 | 1412 | 20 | 2144 | 25 | 3611 | 9 |
| 1060 | 32 | 1420 | 20 | 2150 | 18 | 3653 | 9 |
| 1071 | 27 | 1421 | 20 | 2151 | 44 | 3702 | 25 |
| 1082 | 38 | 1510 | 18 | 2152 | 4 | 3703 | 25 |
| 1083 | 38 | 1515 | 41 | 2154 | 4 | 3705 | 28 |
| 1084 | 38 | 1520 | 41 | 2161 | 25 | 3707 | 25 |
| 1087 | 38 | 1521 | 2 | 2181 | 34 | 3708 | 25 |
| 1101 | 2 | 1529 | 41 | 2183 | 5 | 3711 | 25 |
| 1102 | 18 | 1530 | 2 | 2185 | 42 | 3712 | 25 |
| 1103 | 18 | 1531 | 41 | 2502 | 36 | 3720 | 25 |
| 1104 | 18 | 1550 | 8 | 2504 | 36 | 3722 | 25 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 3725 | 3 | 4602 | 25 | 5330 | 3 | 6605 | 36 |
| 3727 | 25 | 4604 | 9 | 5334 | 3 | 6606 | 36 |
| 3735 | 25 | 4605 | 9 | 5335 | 3 | 6610 | 36 |
| 3736 | 36 | 4607 | 9 | 5350 | 3 | 6641 | 29 |
| 3741 | 25 | 4616 | 9 | 5352 | 3 | 6652 | 29 |
| 3769 | 25 | 4618 | 9 | 5364 | 3 | 6656 | 36 |
| 3802 | 25 | 4639 | 9 | 5365 | 3 | 6902 | 2 |
| 3806 | 25 | 4654 | 9 | 5378 | 3 | 6903 | 2 |
| 3807 | 25 | 4716 | 3 | 5384 | 25 | 6904 | 2 |
| 3808 | 25 | 4717 | 9 | 5402 | 25 | 6907 | 2 |
| 3809 | 25 | 4737 | 3 | 5403 | 25 | 6910 | 2 |
| 3816 | 25 | 4741 | 9 | 5406 | 25 | 6912 | 2 |
| 3818 | 25 | 4742 | 3 | 5407 | 25 | 6914 | 2 |
| 3819 | 25 | 4749 | 9 | 5408 | 25 | 6941 | 2 |
| 3820 | 25 | 4754 | 2 | 5409 | 25 | 6968 | 25 |
| 3830 | 25 | 4804 | 36 | 5413 | 25 | 7002 | 25 |
| 3858 | 25 | 4805 | 3 | 5415 | 25 | 7006 | 3 |
| 3869 | 25 | 4806 | 3 | 5419 | 25 | 7009 | 3 |
| 3872 | 9 | 4807 | 36 | 5423 | 9 | 7010 | 9 |
| 3910 | 32 | 4808 | 3 | 5427 | 13 | 7304 | 2 |
| 3911 | 32 | 4812 | 3 | 5433 | 25 | 7305 | 2 |
| 3919 | 32 | 4816 | 9 | 5439 | 28 | 7306 | 2 |
| 3940 | 32 | 4818 | 9 | 5454 | 13 | 7307 | 2 |
| 3941 | 32 | 4819 | 3 | 5486 | 25 | 7402 | 18 |
| 4005 | 25 | 4839 | 37 | 5703 | 45 | 7404 | 18 |
| 4010 | 25 | 4840 | 3 | 5704 | 9 | 7405 | 18 |
| 4102 | 9 | 4844 | 3 | 5705 | 45 | 7407 | 18 |
| 4103 | 9 | 4845 | 25 | 5706 | 45 | 7408 | 18 |
| 4104 | 9 | 4848 | 25 | 5716 | 9 | 7420 | 18 |
| 4157 | 36 | 4850 | 25 | 5725 | 9 | 7603 | 2 |
| 4204 | 9 | 4851 | 3 | 5729 | 9 | 7641 | 2 |
| 4206 | 9 | 4855 | 3 | 5736 | 44 | 8255 | 3 |
| 4255 | 25 | 5026 | 14 | 5738 | 9 | 8268 | 3 |
| 4351 | 9 | 5205 | 25 | 5767 | 9 | 8602 | 3 |
| 4352 | 9 | 5210 | 9 | 5782 | 34 | 8610 | 3 |
| 4360 | 9 | 5220 | 9 | 5784 | 34 | 8675 | 3 |
| 4361 | 9 | 5221 | 9 | 5786 | 34 | 8810 | 3 |
| 4371 | 3 | 5235 | 39 | 5788 | 9 | 8840 | 3 |
| 4402 | 25 | 5306 | 3 | 5803 | 3 | 8852 | 3 |
| 4405 | 25 | 5309 | 3 | 5806 | 3 | 8862 | 3 |
| 4406 | 25 | 5310 | 3 | 5823 | 3 | 8863 | 3 |
| 4413 | 25 | 5312 | 3 | 5876 | 3 | 9003 | 32 |
| 4414 | 25 | 5313 | 3 | 6502 | 29 | 9004 | 32 |
| 4416 | 25 | 5317 | 9 | 6505 | 29 | | |
| 4417 | 25 | 5318 | 9 | 6511 | 29 | | |
| 4419 | 25 | 5323 | 3 | 6517 | 29 | | |

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