

TRAINING AND EMPLOYMENT NOTICE	NO. 20-14
	DATE February 3, 2015

TO: STATE WORKFORCE AGENCIES
STATE WORKFORCE LIAISONS
STATE WORKFORCE ADMINISTRATORS
STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
STATE LABOR COMMISSIONERS
AMERICAN JOB CENTERS

FROM: PORTIA WU 
Assistant Secretary

SUBJECT: Release of a study to develop an enhanced military to civilian crosswalk

1. **Purpose.** To disseminate the final report of a study to develop an enhanced military to civilian occupational crosswalk under the provisions of Section 222 of the VOW to Hire Heroes Act and to alert the workforce system and its partners of the availability of the study and resulting enhanced crosswalk. The enhanced crosswalk is designed to help transitioning servicemembers and veterans expand their potential options to transfer military skills and training to civilian careers and employment.
2. **References.**
 - Section 222 of the VOW to Hire Heroes Act of 2011 (“VOW Act,” Title II of Pub. L. 112-56).
3. **Background.** Section 222 of the VOW to Hire Heroes Act of 2011 (Public Law 112-56) required the Secretary of Labor, in consultation with the Secretaries of Defense and Veterans Affairs, to “enter into a contract with a qualified organization to conduct a study to identify any equivalences between the skills developed by members of the Armed Forces through various military occupational code (MOC), successful completion of resident training courses, attaining various military ranks or rates, or other military experiences and the qualifications required for various positions of civilian employment in the private sector.” The completed study is available and the resulting enhanced crosswalk has been incorporated into a number of Federal online tools and is also available as a separate resource.
4. **Study Design.** The study began with the existing crosswalk from the Defense Manpower Data Center (DMDC) under the Department of Defense (DoD), which provides matches between military and civilian occupational classifications. That crosswalk is a key input in the Department of Labor’s online career exploration tools. The Department of Veterans Affairs, DoD, and other agencies utilize military to civilian crosswalk information for a variety of purposes related to recruitment, mobilization, and transition.

The enhanced crosswalk study, a pilot, identified additional civilian matches for 68 military occupations, which include the top 10 occupations with the greatest number of active duty members in each service branch and which together account for 57 percent of all enlisted servicemembers. These 68 MOCs also included 12 combat arms positions that did not previously match to any civilian occupations in the existing DMDC crosswalk. See Attachment 1 for a list of the 68 military occupations.

5. **Study Results.** The primary result of this pilot study was a more detailed analysis of the matches of military skills to civilian jobs. The study describes the methodology used to enhance the existing military to civilian crosswalk by analyzing each of the 68 MOCs for: (1) specific embedded skill sets; (2) related military training curricula; and (3) work experience associated with various pay grades or ranks, to identify a broader set of related civilian occupations.

The DMDC crosswalk mapped these 68 military occupations to 100 civilian occupations, an average of 1.5 civilian occupations per MOC. The enhanced crosswalk resulting from this study maps those same 68 MOCs to 962 civilian occupations - an average of 14 civilian occupations for each military occupation studied. The report of the study methodology and results is posted online at:

http://wdr.doleta.gov/research/keyword.cfm?fuseaction=dsp_resultDetails&pub_id=2550&mp=y.

This enhanced crosswalk not only increases the number of matches, it also provides enhanced information on the nature of the military to civilian matches by identifying several additional variables: (1) whether the MOC to civilian linkage is direct or skill-related; (2) the typical minimum military pay grade that would qualify for specific civilian occupations; and (3) the likelihood of transitioning to a given civilian occupation after a single term of service in the military occupation (Attainability rating). These variables are explained in further detail in the study report. Also see Attachment 2 for an example of how this information is displayed online. This additional information can be very useful for staff who support veterans in obtaining civilian employment and is also useful for transitioning servicemembers making decisions to attain civilian career goals.

6. **Availability and online implementation.** The enhanced crosswalk for these 68 MOCs is available as a file from the National Crosswalk Service Center at www.xwalkcenter.org. The enhanced crosswalk also has been incorporated into the following DOL-sponsored e-tools: [O*NET Online military crosswalk search](#), [My Next Move for Veterans](#), [CareerOneStop Veterans Employment portal](#), and [Business Center Civilian to Military Occupational Translator](#). This enhanced military to civilian crosswalk is also incorporated into the Veterans Employment Center (VEC) on the Department of Veterans Affairs eBenefits portal through use of web services. The VEC is the single authoritative Federal resource for veterans' employment and provides additional online services and resources to assist veterans at <https://www.ebenefits.va.gov/ebenefits/jobs>.

The O*NET system web services provide the full military crosswalk, which combines the DMDC crosswalk, and incorporates several enhancements, including the results of the subject study. To use these web services in other tools, applications, and websites, see O*NET Web Services at <https://services.onetcenter.org/about> and click on Military Search.

7. **Action Requested.** American Job Centers are encouraged to use the additional information available through the enhanced crosswalk by making use of the Veterans Employment Center and DOL's electronic tools.
8. **Inquiries.** All inquiries should be directed to the appropriate ETA regional office.
9. **Attachments.**
 - List of 68 military occupations with enhanced crosswalk
 - Sample presentation of enhanced crosswalk information for Army 92A



Attachment 1

List of 68 MOCs with Enhanced Crosswalk Analysis Completed


Service	MOC	MOC Title
Air Force	3D0X1	Knowledge Operations Management
Air Force	2A3X3	Tactical Aircraft Maintenance
Air Force	2A5X1	Aerospace Maintenance
Air Force	2A6X1	Aerospace Propulsion
Air Force	2A6X2	Aerospace Ground Equipment
Air Force	2S0X1	Materiel Management
Air Force	2S0X1	Materiel Management
Air Force	2W0X1	Munitions Systems
Air Force	2W1X1	Aircraft Armament Systems
Air Force	3D0X2	Cyber Systems Operations
Air Force	3D1X2	Cyber Transport Systems
Air Force	3M0X1	Services
Air Force	3P0X1	Security Forces
Air Force	3S0X1	Personnel
Air Force	4N0X1	Aerospace Medical Service
Army	11B	Infantryman
Army	11C	Indirect Fire Infantryman
Army	12B	Combat Engineer
Army	12N	Horizontal Construction Engineer
Army	13B	Cannon Crewmember
Army	13F	Fire Support Specialist
Army	15T	UH-60 Helicopter Repairer
Army	19D	Cavalry Scout
Army	19K	M1 Armor Crewman
Army	25B	Information Technology Specialist
Army	25Q	Multichannel Transmission Systems Operator-Maintainer
Army	25U	Signal Support Systems Specialist
Army	31B	Military Police
Army	35F	Intelligence Analyst
Army	35M	Human Intelligence Collector
Army	42A	Human Resources Specialist
Army	68W	Health Care Specialist
Army	74D	Chemical, Biological, Radiological, and Nuclear (CBRN) Specialist
Army	88M	Motor Transport Operator
Army	91B	Wheeled Vehicle Repairer





Army	92A	Automated Logistical Specialist
Army	92F	Petroleum Supply Specialist
Army	92G	Food Service Specialist
Army	92Y	Unit Supply Specialist
Marine Corps	0111	Administrative Specialist
Marine Corps	0311	Rifleman
Marine Corps	0331	Machine Gunner
Marine Corps	0341	Mortarman
Marine Corps	0621	Field Radio Operator
Marine Corps	1371	Combat Engineer
Marine Corps	3043	Supply Administration and Operations Specialist
Marine Corps	3521	Automotive Maintenance Technician
Marine Corps	3531	Motor Vehicle Operator
Marine Corps	5811	Military Police
Navy	ABH	Aviation Boatswain's Mate, Aircraft Handling
Navy	AD	Aviation Machinist's Mate
Navy	AE	Aviation Electrician's Mate
Navy	AM	Aviation Structural Mechanic
Navy	AO	Aviation Ordnanceman
Navy	AT	Aviation Electronics Technician
Navy	BM	Boatswain's Mate
Navy	CS	Culinary Specialist
Navy	EM	Electrician's Mate
Navy	EN	Engineman
Navy	ET	Electronics Technician
Navy	FC	Fire Controlman
Navy	HM	Hospital Corpsman
Navy	IT	Information Systems Technician
Navy	LS	Logistics Specialist
Navy	MA	Master-At-Arms
Navy	MM	Machinist's Mate
Navy	OS	Operations Specialist
Navy	SN	Seaman
Navy	YN	Yeoman

ARMY 92A AUTOMATED LOGISTICAL SPECIALIST

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92A Automated Logistical Specialist

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Tasks in these careers match most duties of the military job:

Where in the Army?	Ready for a job?	Pay Grade	Bright Outlook	green	REGISTERED Apprenticeship
Laborers & Freight, Stock, & Material Movers, Hand	✓ First term	E3	●	✓	✗
Order Clerks	✓ First term	E3	●	✓	✗
Packers & Packers, Hand	✓ First term	E3	●	✓	✗
Shipping, Receiving, & Traffic Clerks	✓ First term	E3	●	✓	✗
Stock Clerks- Stockroom, Warehouse, or Storage Yard	✓ First term	E3	●	✓	✗
Storage & Distribution Managers	✗ Long term	E6	●	✓	✗
Wholesale & Retail Buyers	✗ Long term	E6	●	✓	✗

Tasks in these careers match some duties of the military job or a specialty:

Where in the Army?	Ready for a job?	Pay Grade	Bright Outlook	green	REGISTERED Apprenticeship
Inspectors, Testers, Sorters, Samplers, & Weighers	✓ First term	E3	●	✓	✗
Bookkeeping, Accounting, & Auditing Clerks	✗ First term plus prep	E3	●	✓	✗
Administrative Services Managers	✗ First term plus prep	E5	●	✓	✗
Purchasing Agents	✗ Long term	E6	●	✓	✗
Purchasing Managers	✗ Long term	E6	●	✓	✗
Logisticians	✗ Long term	E7	●	✓	✗

If you didn't find what you're looking for, you can [browse all careers](#), or try a [key word search](#) with a short description of your job. Not all military classifications have related civilian careers.