

Technical Release Notes for OES 2019 Hybrid Structure Wage Estimates

Effective July 1, 2020

- In situations where the occupational code and title remain the same, the OES 2019 Hybrid Structure wage estimates will be applied to the 2010 SOC occupations.
- In situations where either the occupational code or title has changed, but not both, the OES 2019 Hybrid Structure wage estimates will be applied to the 2010 SOC occupations. Typically, the new code is due to restructuring that occurred when the 2018 SOC was created.

For example, the OES 2019 Hybrid Structure SOC occupation 15-1211, Computer Systems Analysts, will be applied to the 2010 SOC occupation 15-1121, Computer Systems Analysts.

- In situations where there are several occupations applicable to the wage estimates for July 2020 and 2021 wage years, OES distinctly labels these as “Hybrid (code & title)” occupations in the OES 2019 Hybrid Structure because they contain two or more of either the 2010 SOC or the 2018 SOC. OFLC will use the same wage for all of the 2010 SOC occupations for these “Hybrid (code & title)” occupations.

For example, the hybrid occupation 15-2098, Data Scientists and Mathematical Science Occupations, All Other, will provide the wage for the 2010 SOC occupations 15-2091, Mathematical Technicians, and 15-2099, Mathematical Science Occupations, All Other.

- In situations where there are several 2010 SOC detailed occupations aggregated into one 2018 SOC broad occupation with wage estimates, OFLC will use the 2018 SOC broad occupation wage estimates for the 2010 SOC detailed occupations. Details are found here https://www.bls.gov/oes/changes_2017.htm.

For example, the hybrid occupation 13-1020, Buyers and Purchasing Agents will provide the wage for the 2010 SOC occupations: SOC 13-1021, Buyers and Purchasing Agents, Farm Products; SOC 13-1022, Wholesale and Retail Buyers, Except Farm Products; and SOC 13-1023, Purchasing Agents, Except Wholesale, Retail, and Farm Products.

Because the 2018 SOC broad occupation was created by aggregating the three 2010 SOC detailed occupations, OFLC will use the wage values from the 2018 SOC occupation 13-1020 for the three 2010 SOC occupations.

- In situations that are unique to fishers and fishing related occupations due to OES data limitations, OFLC will continue to apply the same guidelines from last year. OFLC will use the mean wage from the OES 2019 Hybrid Structure for the SOC major group 45-0000, Farming, Fishing, and Forestry Occupations, for all wage levels for 2010 SOC occupations 45-3011, Fishers and Related Fishing Workers, as well as 45-3021, Hunters

and Trappers. OFLC will apply the OES wage estimate at the most geographically specific area available.

For example, if there is no estimate in the OES data published at the metropolitan statistical area (MSA) or non-MSA (<https://www.bls.gov/oes/current/oesrcma.htm>), the state data (<https://www.bls.gov/oes/current/oesrcst.htm>) will be used if available; the core city's state will be used for multistate MSAs. Absent a state value, the national wage estimate will be used (https://www.bls.gov/oes/current/oes_nat.htm).