<u>Technical Release Notes for Occupational Employment and Wage Statistics for 2019 Hybrid Structure Wage Estimates</u>

Effective July 1, 2021

The Office of Foreign Labor Certification (OFLC) will use the 2010 Standard Occupational Classification (SOC) codes during the July 2021 through June 2022 wage year while the Bureau of Labor Statistics (BLS) and the Occupational Information Network (O*NET) continue data collection as part of the transition from the 2010 SOC to the 2018 SOC. Because O*NET is still undergoing data collection, there are several 2018 SOC occupations that lack necessary occupational norms data, such as job zone information, for OFLC to issue the 2018 SOC occupations. BLS announced it will solely use the 2018 SOC in Spring 2022 when it publishes the May 2021 Occupational Employment and Wage Statistics (OEWS) estimates. Therefore, OFLC intends to delay implementing the 2018 SOC until July 2022. Below are technical release notes, which explain how OFLC will continue to apply the OEWS 2019 Hybrid Structure to the 2010 SOC occupations for the July 2021 wage year.

- In situations where the occupational code and title remain the same, the OEWS 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 OEWS 2019 Hybrid Structure wage estimates will be applied to the 2010 SOC occupation. Typically, the new code is due to restructuring that occurred when the 2018 SOC was created.

  For example, the OEWS 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 July2021 and 2022 wage years, OEWS distinctly labels these as "Hybrid (code & title)" occupations in the OEWS 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 both 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 providethe wage for the 2010 SOC occupations: 13-1021, Buyers and Purchasing Agents, Farm Products; 13-1022, Wholesale and Retail Buyers, Except Farm Products; and 13-1023, Purchasing Agents, Except Wholesale, Retail, and Farm Products. Because the 2018 SOC broad occupation was created by aggregating the three 2010 SOCdetailed 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 OEWS data limitations, OFLC will continue to apply the same guidelines from last year. OFLC will use the mean wage from the OEWS 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 OEWS wage estimate at the most geographically specific area available.

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