

# Employer Validation of Changing Classifications in the Dictionary of Occupational Titles

Irmo Marini and Bernard Preston

Vocational experts in Social Security Administration hearings are routinely asked by Administrative Law Judges whether their testimony differs from the *Dictionary of Occupational Titles* (DOT). Without any empirically validated studies to support their opinions, experts must rely on their education, training and experience. With the DOT having last been printed in 1991 and over 80% of its 12,761 job titles last updated in 1977, vocational experts are increasingly being challenged on the reliability of the DOT. In the present study, 559 employers across eight states were contacted regarding 36 specific sedentary and light, unskilled or semi-skilled job titles in the DOT, and asked to verify how these jobs were being performed in terms of strength and specific vocational preparation (SVP). Results indicated that either the strength and/or SVP level for a number of the job titles were the same, had changed, or were being alternatively performed.

As part of standard procedure, Administrative Law Judges (ALJ) during Social Security Administration (SSA) hearings must ask the vocational expert whether his or her testimony differs from how a job title is described in the *Dictionary of Occupational Titles* (DOT, 1991). If the Vocational Expert's (VE) testimony is different, he or she must indicate so and provide an explanation as to the discrepancy in opinion. Although anecdotally this approach continues to largely go unchallenged by representatives, the International Association of Rehabilitation Professionals (IARP) listserv chatter on such discrepancies continues to surface. For example, during the month of March 2012, one of the most frequently discussed topics among VEs on the listserv addressed whether jobs could be performed with a sit/stand option. Since the DOT does not address sitting or standing alternative jobs and some doubt their existence, there is at least one empirical study surveying employers that does validate certain jobs that can be performed with such options (Marini, Payan, Miller, Rodriguez, & Preston, 2008).

Nevertheless, the ongoing passage of time without a DOT replacement on the horizon will likely see continuing representative challenges to VE testimony appealed to the fourth level (C. Williams, personal communication, April 3, 2007) as well as the hearing itself. As such, the present pilot study was designed to solicit employer validation regarding 36 specific job titles in relation to whether or not these jobs were still

being performed at the strength and specific vocational preparation (SVP) level cited in the DOT or elsewhere. The authors specifically targeted whether these job title classifications had changed in terms of strength and SVP since the DOT was last updated, and whether the titles had significant numbers or were essentially obsolete in the U.S. economy. A review of the literature indicated there were essentially no previous empirical studies attempting to validate the DOT. As such, related information in the present study was explored.

## Literature Review

Up until the 1993 *Daubert v. Merrill Dow Pharmaceuticals* decision disqualifying an expert's opinion because he was unable to validate his opinions with commonly accepted methodologically agreed upon in his field, expert witnesses have since been scrutinized regarding their opinions (*Daubert Ruling* as cited in Field, 2000). In short, expert witnesses can no longer solely rely on their education, training, and experience unless it is methodologically grounded and scientifically validated in the literature and/or subject to peer review (Weed, 1999). Although these legal opinions are more frequently tested in tort litigation, claimant representatives at SSA hearings have been increasingly challenging VE's on their opinions

With the DOT now over 20 years old since its last printing, VE's who conduct regular labor market anal-

yses are anecdotally finding differences between the DOT job title descriptions and their observations of how the jobs are being performed. Historically, the DOT was first published in 1939 and contained 17,500 alphabetically presented job titles, placing them into 550 occupational groups delineating whether the jobs were unskilled, semiskilled or skilled in nature (DOT preamble, 1991). The second edition came out in 1949 and reflected new occupations stemming from World War II including paper, plastics, and radio production. The third edition emerged in 1965 and changed the previous edition classification structure with eight separate classifications: training time, aptitudes, interests, temperaments, physical demands, working conditions, work performed, and industry (DOT, 1991, p. xv). The fourth edition was 1977 and contained 2,100 new occupations based on an estimated 75,000 on-site job analysis studies conducted since 1965. Following the 1977 edition, the DOT went through three further revisions in 1982, 1986, and again in 1991. In its last revision essentially only five years after the previous edition, 208 job titles were deleted, 844 new occupations were added, and 1,609 existing job titles were changed (Marini, Feist & Miller, 2004). In light of 20 years of innovation in computers and related software as well as numerous homeland security job titles created post-9/11, these are just two industries among many that would have likely seen many changes in the DOT occur. Also troubling, is the fact that 83% of the 12,761 job titles in the 1991 edition of the DOT were last updated in 1977 (Marini et al., 2004).

Cain and Green (1983) conducted a reliability study after the 1977 edition by having 42 job analysts who rated 24 job descriptions and reviewed a subset of 20 worker trait characteristics from the DOT of the combined 46 characteristics. These 46 characteristics essentially make up the seven worker trait categories found in the last addition, including; physical demands, temperaments, environmental conditions, aptitudes, interests, specific vocational preparation (SVP), and general education development (GED). Overall, the authors considered the test-retest reliabilities to be excellent with most scales scoring .70 or higher in rater reliability.

The Administration has previously attempted to replace the DOT and set up an advisory panel in 1993 to develop such a resource. The Occupational Information Network (O\*Net) was subsequently developed and was supposed to be implemented for VE's and ALJs to rely upon in 1999; however, the SSA administration terminated its usage before it ever began due largely because the resource did not delineate the physical demands of various job titles that essentially form the basis of the ALJ hypothetical and VE testimony (Marini et al., 2004). In addition, the O\*Net collapsed the more than 12,700 job titles listed in the DOT down to 1,100 more generic titles.

The SSA has since continued to explore an alternative resource to the DOT. The Occupational Information Development Advisory Panel (OIDAP) was established to develop an alternative occupational information system (OIS), and was in phase 1 (research and development) of its three stage process (SSA, 2011). The OIS key objectives are to replace the DOT, identify occupations that exist in the US in significant numbers, create an OIS that can withstand and incorporate changes in occupations over time, and allow users to assess a claimant's residual functional capacity at step 4 and 5 of the sequential evaluation process during disability hearings. Unfortunately, as of July 2012, SSA did not renew the OIDAP due to what the Government Accounting Office (GAO) cited as OIDAP missing its target goals for completion of a new OIS. As such, SSA has decided to go back and revisit a modified version of the O\*Net despite its previous reservations (Tracy, 2012).

The rationale for the present pilot study was to conduct labor market analyses for what the authors believed to be 36 commonly cited jobs that VE's often refer to during step five of the sequential evaluation process commonly referred to as "other work." This was also one aspect of the now defunct OIDAP's research and development objectives; namely, to explore what the most commonly cited jobs that VE's cite during step five. As such, the authors chose a combination of 30 sedentary and light, unskilled and semiskilled jobs to review.

## Methodology

### Participants

Five hundred and four employers and/or human resource personnel were contacted by phone with a minimum of 15 or more contacts per each of the 36 occupations previously decided by the authors to investigate. Researchers geographically and arbitrarily decided to contact employers in Texas, Nevada, New York, California, Oregon, Michigan, Illinois and Florida. No specific information about employers (e.g., gender, ethnicity) was collected or deemed relevant to the study. Larger employers who had detailed job descriptions on their company's website in some instances referred the authors to the website for more detailed information regarding job performance duties (lifting), education and experience level requirements.

### Procedure

Internal Review Board approval to conduct the study was obtained. The eight states previously noted were Googled™ from the yellow pages in search of employers who would typically hire for the 36 preselected sedentary and light, unskilled and semiskilled job titles (See Table 1). The three authors contacted five or

more employers for each job title for a minimum of 15 contacts per title. Employers were queried with a general set of questions; however, specific questions would vary depending on what the job was, and what type of information the authors were looking for based on their experience in the field and as vocational experts. For example, although the DOT describes a home health provider as semiskilled work with an SVP of 3-4, the authors had observed that some employees of home health agencies have no training or a high school diploma. In addition, these individuals testify in hearings to performing the job as essentially unskilled (e.g., housekeeping, laundry, bathing/dressing), and this excludes paid family members.

Nevertheless, aside from specific nuance query differences, questions generally posed focused on whether the jobs in question were being performed with less than 30 days of training (unskilled) and required less than a high school diploma or GED; alternate job title names (to see if duties had been combined differing from the DOT), what strength level the job was performed at, and for certain jobs (e.g., Elections Clerk, School Bus Monitor), whether the jobs were full-time or part-time.

During and following employer contacts, authors cross referenced the information with the DOT, the fall 2011 national Occupational Employment Quarterly (OEQ) published by U.S. Publishing, SkillTran™ software, and America's Career Infonet website ([www.acinet.org](http://www.acinet.org)). These sources provided additional information regarding what SVP, strength level and significant numbers of jobs (e.g., OEQ), educational level (e.g., America's Career Infonet), and part-time versus full-time jobs (SkillTran™). Following data collection, the authors consolidated their independent findings for inter-rater reliability, noting any variations or discrepancies in analyses.

## Results

Due to variances from state to state regarding the definition of significant number of jobs, the Code of Federal Regulations (CFR) 416.966 (Social Security Online, n.d.) was reviewed. This CFR rule defining work which exists in the national economy indicates "we consider that work exists in the national economy when it exists in significant numbers either in the region where you live or in several other regions of the country." Such a definition indicates that significant numbers do not have to exist in a specific geographical location or home state, and can indeed refer to other regions of the country or nationally as described. In addition, a Chief ALJ indicated that when it comes to jobs existing in significant numbers, some ALJs believe those numbers to be between 100-300 jobs, while others commonly cite a range of 300-600 jobs for their state (anonymous ALJ personal communication, April 4, 2012). As such, for the 30 occupations cited in this

study, rather than citing current numbers that would soon be outdated, we have simply signified whether the jobs minimally exist in each state in significant numbers (See Appendix).

Findings for the 36 job titles can be found in the Appendix. Although the table is fairly self-explanatory, job titles that entailed longer explanations by employers are discussed in narrative form below. Unless otherwise specified, the reader can assume that each of the job titles found in the Appendix have a minimum of 15 employer contacts; however, due to limited space, only a sample of employers (e.g., Cintas, Ticketmaster) along with generic employment settings contacted (e.g., grocery chains, home health care agencies) are cited.

**Greeter:** This job title never appeared by the title itself in the DOT, but does fall under the DOT of Doorkeeper (324.677-014), and does appear by the title Greeter in SkillTran™ as medium work, unskilled in nature. Date last updated in the DOT was 1977. Key elements of the DOT description are that this individual greets people in various industries. What brings it into the medium category in the DOT is a description that such an individual may carry baggage and/or basically work as a bouncer removing inebriated persons from the establishment. The title also falls under Host/Hostess as light work, semiskilled with an SVP of 3. The job title Greeter; however, was largely introduced by Wal-Mart in 1980 as an individual who greets customers, gives directions, and often hands out coupon or sales pamphlets performed at the light level. Other store chains such as Costco, BJ's Warehouse, Lowe's, Home Depot, and similar companies now employ Greeters as well. Relevant company websites indicate there are 3,000 Wal-Mart stores in the U.S., 611 Sam's Clubs, 426 Costco stores, and 189 BJ's Warehouse stores. If one also includes other similar company chains and extrapolates different shifts with a Greeter at the entrance and sometimes checking items at the exit, there are significant numbers in the eight states contacted.

**Companion:** This job title does exist in the DOT and is consistent with the SkillTran™ definition which shows it performed at the light level, semiskilled SVP of 3. There would be transferable skills from a home health provider performing at medium and reduced to light work, and the OEQ does show significant numbers at the light and medium levels. Unlike the DOT; however, America's Career Infonet indicates 16% of home health providers have less than a high school education, and the OEQ for fall 2011 indicates there were over 22,000 unskilled personal care providers in the U.S. Phone calls to various home health care agencies as well as author experiences as vocational experts indicate that a number of home health providers have less than a high school education and receive less

than 30 days training, often functioning as domestic housekeepers.

**Security Guard:** This job title along with Gate Guard both are classified as light work, semiskilled with an SVP of 3. America's Career Infonet (ACI) lists approximately 10% of individuals employed as security guards have less than a high school education. The fall 2011 OEQ list's over 100,000 Protective Service Workers performing such jobs nationally at an unskilled level; however, the DOT does not list unskilled security guards. Our calls to employers such as grocery chains and movie theaters have parking lot guards who do not carry a weapon, have less than 30 days training, and a high school diploma or GED was preferred but not always followed.

**Telemarketer:** Although the DOT describes this position as semiskilled with an SVP of 3, telemarketers do not require one to three months of training to perform the job, and similar to security guards, although a high school diploma or GED are preferred, some telemarketers have neither. This job can be a performed at the unskilled level with an SVP of 2. America's Career Infonet indicates 8.8% have less than a high school diploma and 34.9% have a diploma or equivalent. The fall 2011 OEQ; however, showed over 350,000 telemarketers nationally, but all performed at the semiskilled level. Unquestionably, telemarketers must be familiar with using a computer and industry specific software, and must also be able to communicate with customers and respond to calls quickly within what the industry terms an average response time (ART). Large employers include DirecTV, Ticketmaster, and King Media.

**Retail Salesperson:** This position is described in the DOT as semiskilled work with an SVP of 3, light in nature. It is also clustered with Grocery Checker, Sales Clerk, Cashier, and Customer Service. The ACI indicates 7.4% of retail salespersons in 2011 had less than a high school diploma; however, Retail Sales Workers within that category showed 13.4% of individuals employed had less than a high school diploma. This type of work generally takes less than 30 days to learn, and the OEQ for fall 2011 breaks down the following which are separated out: (a) retail salespersons at the unskilled light level of over 90,000 positions, and at the semiskilled light level of over 2.3 million positions; (b) all other sales representatives showing over 18,000 unskilled light and an additional 126,000 semiskilled light; and (c) wholesale and manufacturing sales representatives were all performed at the semiskilled level.

**Dishwashers:** Although dishwashers are not specifically found in the DOT, they are found in SkillTran™ being performed at the medium, unskilled level. Our experience and confirmed with the OEQ fall 2011 numbers indicate that some of these jobs are being performed at the light level of lifting. During this pe-

riod, there were over 280,000 medium lifting dishwashers and an additional 140,000 plus light level lifting dishwashers nationally.

**Order Clerk:** Typically classified in the DOT as sedentary, unskilled with an SVP of 2. SkillTran™ lists 20 different types of order clerks depending on job setting and skills required, our focus was on hotels and restaurants where the job is performed in the DOT and we verified at the sedentary, unskilled level. These individuals essentially take the food orders by phone and pass them on to the cook. We did find in the OEQ, however, and supported by the SkillTran™ breakdown, over 19,000 of these unskilled, sedentary jobs, but also over 76,000 sedentary, semiskilled jobs in the national economy.

**Home Attendant:** Job duties for this position overlaps significantly with that of a Companion; however, do have differing DOT numbers (354377014 and 309677010) respectively with some other differences. The DOT classifies this as medium, semiskilled work, and there are indeed significant numbers at this level with over 355,000 nationally according to the fall 2011 OEQ. The difference was noted with calls made to nursing homes and home health care agencies where nurse aides otherwise are employed, suggesting that depending on patient mobility levels, the home attendant could actually not doing any lifting, thereby performing the job at the light level (which would then in some cases represent more of a Companion position); or conversely performing much of the lifting of non-ambulatory patients placing the job requirements at the heavy level of lifting which is listed neither in the DOT or SkillTran™ beyond medium. Since the numbers at least for fall 2011 suggested only medium lifting, VEs would rely upon the claimant's documentation and/or testimony to define it differently.

**Bartender:** This position is classified in SkillTran™ as light, semiskilled with an SVP of 3 but classified as SVP - 2 in the DOT. Although there are bartender training courses in addition to on-the-job training that some individuals take lasting 30 days or longer, the fall 2011 OEQ did support over 147,000 semiskilled light positions in the US, but also over 294,000 positions performed in the unskilled, light category. As such, depending on which resource used, this position is performed at the unskilled and semiskilled levels and has significant numbers in each category to support such testimony.

**Courier:** This position is classified in the DOT as light, unskilled work with the same classification in SkillTran™, however, this job is also classified as a Messenger and Delivery Runner and shows strength requirements with significant numbers at three levels according to the OEQ. Specifically, the fall 2011 OEQ showed over 23,000 unskilled, sedentary positions; over 115,000 unskilled light positions, and over 23,000 unskilled medium positions classified in the

US. This position generally requires driving with periodic stops to drop off and pick up mail and small packages throughout the day, and depending on the size of packages a company works with, it is understandable that these delivery runner's are performing these jobs at the three levels of lifting noted.

**Bouncer:** Although this position is similarly described as light lifting, semiskilled in the DOT and SkillTran™, our employer queries and observations find that depending on the work setting (alternate titles for this position are House Detective, Door Staff, and Personal Security), these individuals may be performing their job at the sedentary through heavy lifting/carrying level depending on their job duties. Although the DOT and SkillTran™ definitions describe the job duties as patrolling among the patrons to look for unruly behavior, they generally are not supposed to physically remove or fight with patrons. In such occurrences, the job title calls for bouncers to call the police and not become physically involved themselves. In reality, however, this is often not the case, and many bouncers do become physically involved. The ACI clusters the term bouncer under security guard, and with all three resources, indicate the skill level to be semiskilled with an SVP of 3. We found that although the bouncer position at clubs did periodically involve removing unruly patrons that the position is largely unskilled with an SVP of 2 and is therefore contrary to all the resources. In certain job settings such as house detective, there likely is paperwork and training that moves the position into a semiskilled category.

**Airport ID Checker:** This is but one of many newly created positions post-9/11 that is now found in every airport across the US. There is no DOT number and the position would likely be subsumed under security guard, but we otherwise have found this job performed as sedentary, unskilled with an SVP of 2. In speaking with a number of individuals performing this type of work at various airports across the country, government requirements are that these individuals require a high school diploma or equivalent. Although we have observed perhaps 10% of ID checkers (who check your airline ticket with your photo ID before you were cleared through security) in a standing position, the remainder generally sit on a stool with a podium or high desk, sometimes using a magnifying glass and a scanner to perform the job. Despite a high school diploma being needed to perform this job, training is less than 30 days, and individuals require a maximum reading level of eighth grade to successfully perform the job.

**Elections Clerk and School Bus Monitor:** These two job titles may be overlooked by VEs as not being a full-time positions. SkillTran™ statistics however, indicate that 70% and 35% of these jobs are full-time respectively. In several of our calls to county election of-

fices, election clerks take on general duties as office clerk when not performing election related duties. School bus monitors not only ride with the students prior to and after school, but also at noon hour for some students and various times with special education students, making this type of job full-time in many instances.

## Summary

It is unfortunate that at the time of this writing we learned the OIDAP was disbanded and the SSA is contemplating revisiting the O\*Net for usability at SSA hearings. As such, however, that makes this type of research into changing classifications, significant numbers, and new or extinct job titles even more imminent for VEs to explore and validate. In the present study, 36 sedentary and light, unskilled and semi-skilled job titles found in the DOT or SkillTran™ and cross-referenced with the OEQ and ACI resources were used in discussions with 559 employers of these jobs. Findings indicated that in a number of these positions, the lifting and/or skill level was being performed differently than that cited in the DOT or SkillTran™. Several of the more interesting findings included that otherwise semiskilled job titles such as Companion, Home Attendant, Security Guard, Retail Salesperson, and Bouncer, were all being performed at the unskilled level as well. Regarding strength requirements, Dishwashers perform the work at both the light and medium levels; Bouncers and Home Attendants at the light, medium, and heavy levels; and Couriers at sedentary, light, and medium levels according to the OEQ numbers.

There are several study limitations worth noting. This study is limited in scope to the 36 job titles described and should not be extrapolated for related job titles. Further, a power analysis to determine the strength of a minimum of 15 employer contacts per job title was not performed, so VEs must decide whether the cell sizes are large enough to strengthen their testimony over simply claiming their education, training, and experience. We would argue that it does.

## Implications for Vocational Experts

As part of the standard ALJ hearing protocol in recent years, the ALJ must ask the VE on record whether his or her testimony differs from that found in the DOT, and VEs in-turn must justify whether and why their testimony does differ from the DOT. We generally refer to our education, training, and experience in job analysis and having placed persons with disabilities in jobs; however, ongoing empirical research by qualified individuals can lend further support to one's testimony.

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- Texas-Pan American in Edinburg, Texas. Bernard Preston currently is employed in the rehabilitation field with the State of Nevada.
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### Author Notes

Irmo Marini is currently a professor in the Department of Rehabilitation and at the University of

## Appendix

*Jobs and Alternate Titles, Strength and Skill Level, Job Settings and Significant Numbers*

Job title and DOT	Alternate Job Titles	Strength and SVP	Job Settings	Significant State #s	Sample size
Telephone solicitor 299357014	Telemarketer, cashier, customer service rep	Sedentary SVP = 3*	Ticketmaster, DirecTV, King Media	Exist in all eight states	16
Sales Clerk 211462014	Grocery checker, cashier, customer service	Light SVP = 3*	Grocery chains, major retail outlets	Exist in all eight states	19
Bouncer 376667010	House Detective, door staff, Personal Security	Light** SVP = 3*	All major clubs, local bars, sporting/concert venues	Exist in all eight states	15
Companion 309677010	Caregiver, Homemaker	Light SVP = 3*	Home health care agencies	Exist in all eight states	17
Gate Guard 372667030	Gate Keeper, Watch Guard	Light SVP = 3*	Residential neighborhoods, businesses, schools	Exist in all eight states	19
Election clerk 205367030	Poll clerk, Election Worker	Sedentary** SVP = 2	State/county offices	Exist FT more so in small towns	15
Credit card interviewer 205367014	Customer Service Rep, Credit Interviewer	Sedentary SVP = 2-3*	Credit card companies	Exist in all eight states	15
Order Clerk 209567014	Room service order taker, Telephone Order Clerk	Sedentary SVP = 2	Major hotels and chain restaurants take out orders	Exist in all eight states	15
Surveillance System Monitor 379367010	Protection Service Worker, Monitor	Sedentary SVP = 2	Businesses	Exist in most states	15
Arcade Attendant 342667014	Arcade Worker, Recreation Attendant	Light SVP = 2	Arcades, pizza chains with arcade	Exist in all eight states	15
Recreation Aide 195367030	Activities Assistant, Program Assistant	Light SVP = 2	Boys and Girls Club, Adult Day Care, Nursing Homes	Exist in all eight states	15
Garment Sorter 222687014	Production worker, Shirt Sorter	Light SVP = 2	Goodwill, Cintas, Salvation Army, Uniform Companies	Exist in most states	15

Job title and DOT	Alternate Job Titles	Strength and SVP	Job Settings	Significant State #s	Sample size
School Bus Monitor 372667042	Bus Assistant Special Educ Aide Bus Monitor	Light SVP = 2	Regular public schools FT all levels, alternative schools	Exist in all eight states	15
Bakery Worker 524687022	Bakery Helper, Bakery Production Worker	Light** SVP = 2	Hostess Brands, Gourmet Cake Factory, doughnut production	Exist in all eight states	15
Housesitter 309367010	Sitter	Light SVP = 2	Housesitter's of America, National Home Health Watch	Exist in all eight states	15
Page or Library Aides 249687014	Shelving Clerk, Runner, Shelver	Light** SVP = 2 [some seden- tary]	School libraries	Exist in all eight states	15
Dog Bather 418677010	Grooming Assistant, Dog Aide	Light** SVP = 2	Dog groomers, Pet Smart, Petco, pet place	Exist in most states	17
Locker Room Attendant 358677014	Dressing Room Attendant, Locker Room Clerk	Light SVP = 2	Macy's, Dillard's, Wal-Mart, many fitness centers	Exist in all eight states	16
Spa Attendant 334374010	Porter, Sweatbox Attendant	Light SVP = 2	Most fitness centers, day spas	Exist in all eight states	17
Table Attendant 311677010	Coffeeshouse worker, Waitress, Food Service Worker	Light** SVP = 2	All schools, restaurant cafeterias, hospital cafeterias	Exist in all eight states	15
Usher 344677014	Ticket Taker Lobby Attendant	Light SVP = 2	Movie theaters, special events, sporting events	Exist in all eight states	17
Ride Attendant 342677010	Arcade floor attendant	Light SVP = 2	Pizza places with rides/arcades, Circuses	Exist in most states	15
Maid/Cleaner 323687014	Night Cleaner, Utility Person, Parlor Cleaner	Light** SVP = 2	Merry Maid, hotel maids, office cleaners	Exist in all eight states	18
Courier 230663010	Messenger, Deliverer, Runner	Light** SVP = 2	Elite Delivery Services, Brinks	Exist in all eight states	15
Carwash Attendant 915667010	Vehicle cleaners	Light SVP = 2	Oasis carwash	Exist in all eight states	15
Sales Attendant 299677010	Video rental clerk	Light SVP = 2	Blockbuster, adult videos, self-service stores	Exist in all eight states	15

Job title and DOT	Alternate Job Titles	Strength and SVP	Job Settings	Significant State #s	Sample size
Parking Lot Attendant 915473010	Valet, parking service agent, Spotter, Storage Car Attendant	Light** [some at sedentary] SVP = 2	Parking garages, park aides, hotels, restaurants	Exist in all eight states	16
Crossing Guard 371567010	School Crossing	Light SVP = 2	City schools, hospitals, large businesses, major airports	Exist in most states	16
Greeter [no DOT-1980]	Checker, Doorman	Light SVP = 2	Walmart, Sams, Costco, BJs	4,200 stores in US	18
Host 352667010 (Clustered with Greeter)	Greeter	Light SVP 3	Restaurants, Hardware stores, Retail stores	Exist in all eight states	17
Home Attendant 354377014	Home Health aid, Personal care aid	Medium** SVP = 2-3	Nursing home/hospice	Exist in all eight states	16
Dishwasher 318687010	Kitchen steward, utility person	Light** SVP = 2*	Restaurants	Exist in all eight states	15
Bartender 312474010	Bar Attendant	Light SVP = 2*	Restaurants	Exist in all eight states	17
Janitor 381687018	Cleaner, Floor person, Clean up worker	Light** SVP = 2*	Schools, Business, Restaurants, Hospital	Exist in all eight states	18
Airport ID Checker, DOT is N/A post-9/11	ID Checker	Unskilled SVP = 2 Sedentary	Airports	Exist in all eight states	15

*Note.* A single\* denotes an SVP of 2 is supported; a double\* denotes strength level could be light, medium, or heavy depending on job setting and specific job duties.; Significant numbers existing in all eight states indicates a minimum of 300 jobs found being performed in each of Texas, California, New York, Oregon, Florida, Michigan, Nevada and Illinois.