

J.1 LABOR CATEGORIES AND DEFINITIONS – ATTACHMENT A

ASTRO LABOR CATEGORIES and BUREAU OF LABOR STATISTICS SERVICE OCCUPATIONAL CLASSIFICATIONS

BACKGROUND:

ASTRO labor categories utilize the Office of Management and Budget's (OMB) Standard Occupational Classification (SOC) for which the Bureau of Labor Statistics (BLS) maintains compensation data. Each labor category is further defined as Junior, Journeyman, Senior, or Subject Matter Expert (SME) as follows:

- a. **JUNIOR:** Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.
- b. **JOURNEYMAN:** Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
- c. **SENIOR:** Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.
- d. **SME:** Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision-making and domain knowledge may have a critical impact on overall project implementation. May supervise others.

INDIVIDUAL LABOR CATEGORIES

Except as noted, the following individual labor categories correspond to a single SOC Number, Title, and Functional Description. Functional Descriptions of the labor categories can be found at the SOC website:

https://www.bls.gov/soc/2018/major_groups.htm#11-0000

In accordance with Section B.4.1, the contractor shall identify both Prime and Subcontractor labor using the ASTRO Labor Categories, as well as the corresponding SOC number and title

Contract Number:

that applies. The Labor ID# must have a G or C designator to represent Government or Contractor site.

Major Group	SOC Number	Labor Category Title
11-0000		Management Occupations
	11-1021	General and Operations Managers
	11-3013	Facilities Managers
	11-3021	Computer and Information Systems Managers
	11-3031	Financial Managers
	11-3051	Industrial Production Managers
	11-3061	Purchasing Managers
	11-3071	Transportation, Storage, and Distribution Managers
	11-3131	Training and Development Managers
	11-9039	Education Administrators, All Other
	11-9041	Architectural and Engineering Managers
	11-9121	Natural Sciences Managers
	11-9161	Emergency Management Directors
	11-9199	Managers, All Other
13-0000		Business and Financial Operations Occupations
	13-1022	Wholesale and Retail Buyers, Except Farm Products
	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
	13-1031	Claims Adjusters, Examiners, and Investigators
	13-1041	Compliance Officers
	13-1051	Cost Estimators
	13-1071	Human Resources Specialists
	13-1075	Labor Relations Specialists
	13-1081	Logisticians
	13-1082	Project Management Specialists
	13-1111	Management Analysts
	13-1121	Meeting, Convention, and Event Planners
	13-1141	Compensation, Benefits, and Job Analysis Specialists
	13-1151	Training and Development Specialists
	13-1199	Business Operations Specialists, All Other
	13-2011	Accountants and Auditors
	13-2031	Budget Analysts
	13-2051	Financial and Investment Analysts
	13-2054	Financial Risk Specialists
	13-2061	Financial Examiners
	13-2099	Financial Specialists, All Other

Contract Number:

15-0000		Computer and Mathematical Occupations
	15-1211	Computer Systems Analysts
	15-1212	Information Security Analysts
	15-1221	Computer and Information Research Scientists
	15-1231	Computer Network Support Specialists
	15-1232	Computer User Support Specialists
	15-1241	Computer Network Architects
	15-1242	Database Administrators
	15-1243	Database Architects
	15-1244	Network and Computer Systems Administrators
	15-1251	Computer Programmers
	15-1252	Software Developers
	15-1253	Software Quality Assurance Analysts and Testers
	15-1254	Web Developers
	15-1255	Web and Digital Interface Designers
	15-1299	Computer Occupations, All Other
	15-2021	Mathematicians
	15-2031	Operations Research Analysts
	15-2041	Statisticians
	15-2051	Data Scientists
	15-2099	Mathematical Science Occupations, All Other
17-0000		Architecture and Engineering Occupations
	17-1011	Architects, Except Landscape and Naval
	17-1021	Cartographers and Photogrammetrists
	17-1022	Surveyors
	17-2011	Aerospace Engineers
	17-2021	Agricultural Engineers
	17-2031	Bioengineers and Biomedical Engineers
	17-2041	Chemical Engineers
	17-2051	Civil Engineers
	17-2061	Computer Hardware Engineers
	17-2071	Electrical Engineers
	17-2072	Electronics Engineers, Except Computer
	17-2081	Environmental Engineers
	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
	17-2112	Industrial Engineers
	17-2121	Marine Engineers and Naval Architects
	17-2131	Materials Engineers

Contract Number:

	17-2141	Mechanical Engineers
	17-2151	Mining and Geological Engineers, Including Mining Safety Engineers
	17-2161	Nuclear Engineers
	17-2171	Petroleum Engineers
	17-2199	Engineers, All Other
	17-3011	Architectural and Civil Drafters
	17-3012	Electrical and Electronics Drafters
	17-3013	Mechanical Drafters
	17-3019	Drafters, All Other
	17-3021	Aerospace Engineering and Operations Technologists and Technicians
	17-3022	Civil Engineering Technologists and Technicians
	17-3023	Electrical and Electronic Engineering Technologists and Technicians
	17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians
	17-3025	Environmental Engineering Technologists and Technicians
	17-3026	Industrial Engineering Technologists and Technicians
	17-3027	Mechanical Engineering Technologists and Technicians
	17-3028	Calibration Technologists and Technicians
	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other
	17-3031	Surveying and Mapping Technicians
19-0000		Life, Physical, and Social Science Occupations
	19-1011	Animal Scientists
	19-1012	Food Scientists and Technologists
	19-1013	Soil and Plant Scientists
	19-1021	Biochemists and Biophysicists
	19-1022	Microbiologists
	19-1023	Zoologists and Wildlife Biologists
	19-1029	Biological Scientists, All Other
	19-1031	Conservation Scientists
	19-1032	Foresters
	19-1041	Epidemiologists
	19-1099	Life Scientists, All Other
	19-2011	Astronomers
	19-2012	Physicists
	19-2021	Atmospheric and Space Scientists

Contract Number:

	19-2031	Chemists
	19-2032	Materials Scientists
	19-2041	Environmental Scientists and Specialists, Including Health
	19-2042	Geoscientists, Except Hydrologists and Geographers
	19-2043	Hydrologists
	19-2099	Physical Scientists, All Other
	19-3011	Economists
	19-3051	Urban and Regional Planners
	19-3092	Geographers
	19-3099	Social Scientists and Related Workers, All Other
	19-4012	Agricultural Technicians
	19-4021	Biological Technicians
	19-4031	Chemical Technicians
	19-4042	Environmental Science and Protection Technicians, Including Health
	19-4043	Geological Technicians, Except Hydrologic Technicians
	19-4044	Hydrologic Technicians
	19-4051	Nuclear Technicians
	19-4071	Forest and Conservation Technicians
	19-4092	Forensic Science Technicians
	19-4099	Life, Physical, and Social Science Technicians, All Other
	19-5011	Occupational Health and Safety Specialists
	19-5012	Occupational Health and Safety Technicians
21-0000		Community and Social Service Occupations
	23-1011	Lawyers
	23-1012	Judicial Law Clerks
	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers
	23-1022	Arbitrators, Mediators, and Conciliators
	23-1023	Judges, Magistrate Judges, and Magistrates
	23-2011	Paralegals and Legal Assistants
	23-2093	Title Examiners, Abstractors, and Searchers
	23-2099	Legal Support Workers, All Other
25-0000		Educational Instruction and Library Occupations
	25-3099	Teachers and Instructors, All Other
	25-9031	Instructional Coordinators
	25-9049	Teaching Assistants, All Other
	25-9099	Educational Instruction and Library Workers, All Other
	27-3031	Public Relations Specialists
	27-3041	Editors

Contract Number:

	27-3042	Technical Writers
	27-3043	Writers and Authors
	27-3091	Interpreters and Translators
	27-3092	Court Reporters and Simultaneous Captioners
	27-3099	Media and Communication Workers, All Other
	27-4011	Audio and Video Technicians
	27-4012	Broadcast Technicians
	27-4014	Sound Engineering Technicians
	27-4015	Lighting Technicians
	27-4021	Photographers
	27-4031	Camera Operators, Television, Video, and Film
	27-4032	Film and Video Editors
	27-4099	Media and Communication Equipment Workers, All Other
33-0000		Protective Service Occupations
	33-1021	First-Line Supervisors of Firefighting and Prevention Workers
	33-2011	Firefighters
	33-2021	Fire Inspectors and Investigators
	33-2022	Forest Fire Inspectors and Prevention Specialists
	33-9021	Private Detectives and Investigators
	33-9032	Security Guards
	33-9099	Protective Service Workers, All Other
43-0000		Office and Administrative Support Occupations
	43-2099	Communications Equipment Operators, All Other
	43-3061	Procurement Clerks
	43-3099	Financial Clerks, All Other
	43-5011	Cargo and Freight Agents
	43-5032	Dispatchers, Except Police, Fire, and Ambulance
	43-5061	Production, Planning, and Expediting Clerks
	43-5071	Shipping, Receiving, and Inventory Clerks
	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
	43-6011	Executive Secretaries and Executive Administrative Assistants
	43-6012	Legal Secretaries and Administrative Assistants
	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
	43-9061	Office Clerks, General
	43-9081	Proofreaders and Copy Markers
	43-9111	Statistical Assistants
	43-9199	Office and Administrative Support Workers, All Other

Contract Number:

49-0000		Installation, Maintenance, and Repair Occupations
	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
	49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers
	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
	49-2091	Avionics Technicians
	49-2092	Electric Motor, Power Tool, and Related Repairers
	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
	49-2097	Audiovisual Equipment Installers and Repairers
	49-3011	Aircraft Mechanics and Service Technicians
	49-3023	Automotive Service Technicians and Mechanics
	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
	49-3051	Motorboat Mechanics and Service Technicians
	49-9011	Mechanical Door Repairers
	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door
	49-9041	Industrial Machinery Mechanics
	49-9043	Maintenance Workers, Machinery
	49-9051	Electrical Power-Line Installers and Repairers
	49-9052	Telecommunications Line Installers and Repairers
	49-9061	Camera and Photographic Equipment Repairers
	49-9069	Precision Instrument and Equipment Repairers, All Other
	49-9071	Maintenance and Repair Workers, General
	49-9081	Wind Turbine Service Technicians
	49-9092	Commercial Divers
	49-9098	Helpers--Installation, Maintenance, and Repair Workers
	49-9099	Installation, Maintenance, and Repair Workers, All Other
51-0000		Production Occupations
	51-1011	First-Line Supervisors of Production and Operating Workers
	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
	51-2022	Electrical and Electronic Equipment Assemblers
	51-2023	Electromechanical Equipment Assemblers

Contract Number:

	51-2031	Engine and Other Machine Assemblers
	51-2041	Structural Metal Fabricators and Fitters
	51-2051	Fiberglass Laminators and Fabricators
	51-2092	Team Assemblers
	51-2099	Assemblers and Fabricators, All Other
	51-4041	Machinists
	51-4121	Welders, Cutters, Solderers, and Brazers
	51-4199	Metal Workers and Plastic Workers, All Other
	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
53-0000		Transportation and Material Moving Occupations
	53-1041	Aircraft Cargo Handling Supervisors
	53-1042	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand
	53-1043	First-Line Supervisors of Material-Moving Machine and Vehicle Operators
	53-1049	First-Line Supervisors of Transportation Workers, All Other
	53-2011	Airline Pilots, Copilots, and Flight Engineers
	53-2012	Commercial Pilots
	53-2021	Air Traffic Controllers
	53-2022	Airfield Operations Specialists
	53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
	53-3099	Motor Vehicle Operators, All Other
	53-5011	Sailors and Marine Oilers
	53-5021	Captains, Mates, and Pilots of Water Vessels
	53-5022	Motorboat Operators
	53-5031	Ship Engineers
	53-6031	Automotive and Watercraft Service Attendants
	53-6032	Aircraft Service Attendants
	53-6041	Traffic Technicians
	53-6051	Transportation Inspectors
	53-6099	Transportation Workers, All Other
	53-7062	Laborers and Freight, Stock, and Material Movers, Hand
	53-7121	Tank Car, Truck, and Ship Loaders
	53-7199	Material Moving Workers, All Other

Contract Number: