



Understanding the 2018 Standard Occupational Classification (SOC) System

Summary:

Outlines the 2018 SOC Manual issued by the OMB, which classifies all U.S. occupations by the nature of work performed. Serves as the basis for employment data, wage policy, and occupational standardization — including AMSI’s alignment of support standards for workers serving individuals with IDD.

Key Points:

- SOC organizes occupations into major, minor, broad, and detailed levels
- Defines occupations by work performed, not population served
- Includes codes relevant to support services (e.g., 21-1015 Rehabilitation Counselors, 31-1121 Personal Care Aides)
- Guides wage equity, funding transparency, and job role clarity
- Essential for policymakers, administrators, job developers, and standards creators

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