

REMOTE WORK

Economic and Labor Market Information

Vermont Department of Labor

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Introduction

Modern technology such as the internet, personal computers, and VPNs allow many jobs to be performed from home or other remote locations. These technological advances have created and continue to create new opportunities for remote work across many occupations. These opportunities may present themselves as hybrid positions that entail remote work activity and required in-person-onsite work **or** they may be fully remote positions with very limited or no in-person requirements. These hybrid schedules are applied based on employer/employee preferences or core job duties that are required to be performed on-site. On the other hand, several occupations remain unable to accommodate some remote aspects or any at all. Many occupations just cannot conceivably be done remotely. Occupations that are restricted by certain duties such as bus drivers, medical doctors, construction workers, and so on are illustrative examples of occupations that cannot be done without being present and on location. In addition, for those searching for employment, certain occupational requirements indicate little-to-no remote work opportunities. Jobs where workers are exposed to disease, work with hazardous materials, work outdoors, perform physical activity, and operate machinery are not typically able to be performed remotely¹ Ultimately, remote work opportunities are decided and attained through mutual agreement between employers and their employees under the assumed condition that the remote work performed is equivalent to or exceeds the quality of it's in-person alternative.

Definitions

Remote work – Work that is performed outside of the employer's physical location or the typical working location for that position. (Remote work is often performed at home.) The concept is meant to be a juxtaposition of "in office work". Some positions may allow remote work opportunities (a few hours every day, some days a week, or fully remote work with off-site required duties, etc.) but the term does not always mean fully at-home work all of the time. *Alternatively: telework, work-from-home, hybrid work, hybrid schedule, virtual work, telecommuting.*

Hybrid – Work schedules that include both required in-person work and allow some remote work.

In-office/In-person work – Any work performed not remotely. Not specific to office jobs themselves but specific to work being performed on-site and with direct interfacing to the occupational duties.

Core Work Duties – Work tasks that are integral to the position. Core work duties are used here to determine how likely it is for an occupation to include remote opportunities. Example: a core work duty for a surgeon is performing surgery in person and onsite. In contrast, a core work duty for a math tutor would be instructing a student in math which can be done in person or remotely.

Technology – Includes any supplementary devices or tools that assist in work being performed. Often associated with VPNs, televideo software, laptops, etc.

¹ Dingel and Neiman. *How many Jobs can be Done at Home?* April 2020. <https://www.nber.org/papers/w26948>

Occupation – As opposed to “job title” which reference a person’s specific position, an occupation is a broad term used to classify work being performed for payment. Ex: podiatrist, food server, refuse collector (occupations) vs. doctor, waiter, garbageman (job titles)

Standard Occupational Classification (SOC) Codes – A federal statistical standard used by federal and state agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.²

Occupation major group titles – Any of the 23 major groups defined by the SOC system.

Remote Work Opportunity Ratings

Occupations (as defined by the Standard Occupational Classification (SOC) system) have been assigned ratings corresponding to the likelihood of remote work opportunities. Remote work ratings are based on core work duties that represent the majority of working hours for an occupation. For instance, jobs that require field work, in-person presentations, travel, client meetings, etc. may still have core job duties that are conducive to a primarily remote work setting. These occupations are grouped together as green with fully remote occupations. Other occupations will have no opportunities for any remote work, and these are marked in red and grouped together with occupations that have very limited opportunities for remote work.

All occupations were graded into a “stoplight” as red, yellow, and green as defined here:

| |
|---|
| Core job duties that may be performed remotely are limited; remote work not possible; out of scope |
| Some core work duties may be performed remotely; some on-site or in-office work duties |
| Fully remote is possible; all core duties may be performed at home via video calls, computer work, or other means; on-site or in-office requirements are minimal to none |

Remote work ratings were created by analyzing O*NET Occupational Requirements. Please provided any feedback or corrections to labor.lmi@vermont.gov

Limitations

In some cases, outside the scope of this analysis, a job may not have remote opportunities available, although the occupation is conducive to remote work. The employer or industry may not support remote work due to employer preferences or the nature of the industry. Ratings are applied to typical jobs performed with typical duties. *Note: there are also cases where jobs may be done remotely using nontraditional means, such as a yoga instructor or an optometrist working online through remote means.*

² <https://www.bls.gov/soc/>

Remote Work Opportunity by Occupational Family

Management Occupations - 11-0000

Management occupations are rated as having the opportunity for fully remote work overall with some exceptions. Definitions for most management occupations include “Plan, Direct, or Coordinate...” followed by the specific activities done in those industries. These individuals carry out their duties usually through delegation to subordinate managers or supervisors. Some exceptions that may be rated as having only some remote opportunities include managers of facilities, industrial production, transportation, farms, construction, and lodging. These managerial positions are based in industries with a more hands on work force and typically need management on site.

| SOC Code | Occupation |
|-----------------|---|
| 11-1011 | Chief Executives |
| 11-1021 | General and Operations Managers |
| 11-1031 | Legislators |
| 11-2011 | Advertising and Promotions Managers |
| 11-2021 | Marketing Managers |
| 11-2022 | Sales Managers |
| 11-2032 | Public Relations Managers |
| 11-2033 | Fundraising Managers |
| 11-3012 | Administrative Services 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 |
| 11-3111 | Compensation and Benefits Managers |
| 11-3121 | Human Resources Managers |
| 11-3131 | Training and Development Managers |
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers |
| 11-9021 | Construction Managers |
| 11-9031 | Education and Childcare Administrators, Preschool and Daycare |
| 11-9032 | Education Administrators, Kindergarten through Secondary |
| 11-9033 | Education Administrators, Postsecondary |
| 11-9039 | Education Administrators, All Other |
| 11-9041 | Architectural and Engineering Managers |
| 11-9051 | Food Service Managers |
| 11-9071 | Gambling Managers |
| 11-9072 | Entertainment and Recreation Managers, Except Gambling |
| 11-9081 | Lodging Managers |
| 11-9111 | Medical and Health Services Managers |

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|---------|---|
| 11-9121 | Natural Sciences Managers |
| 11-9131 | Postmasters and Mail Superintendents |
| 11-9141 | Property, Real Estate, and Community Association Managers |
| 11-9151 | Social and Community Service Managers |
| 11-9161 | Emergency Management Directors |
| 11-9171 | Funeral Home Managers |
| 11-9179 | Personal Service Managers, All Other |
| 11-9199 | Managers, All Other |

Business and Financial Operations Occupations - 13-0000

Business and financial operations occupations typically provide services to establishments that are necessary for the function of the business and so are rated as having fully remote opportunities available with some possible exceptions. These services are related to the functionality of the business (accounting, compensation/marketing analysis, purchasing) and not the actual daily operations of the business. Exceptions that may be rated as having some or less remote work opportunities include occupations like auto damage insurance appraisers, property appraisers, fundraisers, etc. These occupations include tasks that are usually done directly because they require primary interaction with the work being performed.

| SOC Code | Occupation |
|----------|---|
| 13-1011 | Agents and Business Managers of Artists, Performers, and Athletes |
| 13-1021 | Buyers and Purchasing Agents, Farm Products |
| 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 |
| 13-1032 | Insurance Appraisers, Auto Damage |
| 13-1041 | Compliance Officers |
| 13-1051 | Cost Estimators |
| 13-1071 | Human Resources Specialists |
| 13-1074 | Farm Labor Contractors |
| 13-1075 | Labor Relations Specialists |
| 13-1081 | Logisticians |
| 13-1082 | Project Management Specialists |
| 13-1111 | Management Analysts |
| 13-1121 | Meeting, Convention, and Event Planners |
| 13-1131 | Fundraisers |
| 13-1141 | Compensation, Benefits, and Job Analysis Specialists |
| 13-1151 | Training and Development Specialists |
| 13-1161 | Market Research Analysts and Marketing Specialists |
| 13-1199 | Business Operations Specialists, All Other |
| 13-2011 | Accountants and Auditors |
| 13-2022 | Appraisers of Personal and Business Property |

| | |
|----------------|---|
| 13-2023 | Appraisers and Assessors of Real Estate |
| 13-2031 | Budget Analysts |
| 13-2041 | Credit Analysts |
| 13-2051 | Financial and Investment Analysts |
| 13-2052 | Personal Financial Advisors |
| 13-2053 | Insurance Underwriters |
| 13-2054 | Financial Risk Specialists |
| 13-2061 | Financial Examiners |
| 13-2071 | Credit Counselors |
| 13-2072 | Loan Officers |
| 13-2081 | Tax Examiners and Collectors, and Revenue Agents |
| 13-2082 | Tax Preparers |
| 13-2099 | Financial Specialists, All Other |

Computer and Mathematical Occupations - 15-0000

Computer and mathematical occupations are rated as having fully remote work opportunities. Since computers have become so advanced, individuals tasked with monitoring company databases or even tech support positions are able to manipulate computers and their software from remote locations. As for mathematical occupations, the resulting work is often in a report format which can also be done and provided remotely. It is important to note that while these occupations may be done without performing core work duties at the actual location of the employer some duties may be performed in on-site locations like client businesses or homes.

| SOC Code | Occupation |
|-----------------|---|
| 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 |
| 15-2011 | Actuaries |

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|---------|---|
| 15-2021 | Mathematicians |
| 15-2031 | Operations Research Analysts |
| 15-2041 | Statisticians |
| 15-2051 | Data Scientists |
| 15-2099 | Mathematical Science Occupations, All Other |

Architecture and Engineering Occupations - 17-0000

Architectural and engineering occupations are rated as having some remote work opportunities overall. Most occupations in this major group are different types of engineers (mechanical, agricultural, chemical etc.) and their related technologists/technicians. Engineering duties are typically applicable to remote work like “research, design, developing, or testing” so their opportunities for remote work are more frequent since their work can be done with the use of computers and engineering software. Technicians and technologists under engineering direction would maintain core work duties that typically place them onsite including machinery operation and manipulation. *Note: In this major group are also surveyors and their technicians which would be considered as having no remote opportunities as their tasks are directly related to their work sites.*

| SOC Code | Occupation |
|----------|--|
| 17-1011 | Architects, Except Landscape and Naval |
| 17-1012 | Landscape Architects |
| 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 |
| 17-2141 | Mechanical Engineers |
| 17-2151 | Mining and Geological Engineers, Including Mining Safety Engineers |
| 17-2161 | Nuclear Engineers |
| 17-2171 | Petroleum Engineers |

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| 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 |

Life, Physical, and Social Science Occupations - 19-0000

Like major group 17-0000, Science occupations are rated as having some remote work opportunities where many of these occupations are based in research supplemented with fieldwork done by technicians of the same discipline. While the scientists themselves have core duties that may be performed remotely (report writing, calculations, field work) they may also be required to do on-site work in site specific places like laboratories. Scientific technicians would be less likely to have remote work opportunities as many of their tasks like sample collection, laboratory work and preparation require them to be on-site. Also in this major group are social scientists which contain a mix of remote work applicable occupations (ex. *Economists, survey researchers*) and those that include on-site core work duties (ex. *Anthropologists, geographers*).

| SOC Code | Occupation |
|----------|--|
| 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 |
| 19-1042 | Medical Scientists, Except Epidemiologists |
| 19-1099 | Life Scientists, All Other |
| 19-2011 | Astronomers |

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| 19-2012 | Physicists |
| 19-2021 | Atmospheric and Space Scientists |
| 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 |
| 19-3022 | Survey Researchers |
| 19-3032 | Industrial-Organizational Psychologists |
| 19-3033 | Clinical and Counseling Psychologists |
| 19-3034 | School Psychologists |
| 19-3039 | Psychologists, All Other |
| 19-3041 | Sociologists |
| 19-3051 | Urban and Regional Planners |
| 19-3091 | Anthropologists and Archeologists |
| 19-3092 | Geographers |
| 19-3093 | Historians |
| 19-3094 | Political Scientists |
| 19-3099 | Social Scientists and Related Workers, All Other |
| 19-4012 | Agricultural Technicians |
| 19-4013 | Food Science 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 |
| 19-4061 | Social Science Research Assistants |
| 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 |

Community and Social Service Occupations - 21-0000

Community and social service occupations are rated as having less remote work opportunities due to the amount of direct public interaction required by several of these positions. These positions may include clerical work as a core job duty which may be performed remotely, however, most of the time people in these positions are advising or assisting their clients directly to adequately serve them. Although the recent pandemic required a remote pathway to achieve

these tasks, in general these positions work on-site in offices or by reaching out directly to clients.

| SOC Code | Occupation |
|-----------------|--|
| 21-1011 | Substance Abuse and Behavioral Disorder Counselors |
| 21-1012 | Educational, Guidance, and Career Counselors and Advisors |
| 21-1013 | Marriage and Family Therapists |
| 21-1014 | Mental Health Counselors |
| 21-1015 | Rehabilitation Counselors |
| 21-1019 | Counselors, All Other |
| 21-1021 | Child, Family, and School Social Workers |
| 21-1022 | Healthcare Social Workers |
| 21-1023 | Mental Health and Substance Abuse Social Workers |
| 21-1029 | Social Workers, All Other |
| 21-1091 | Health Education Specialists |
| 21-1092 | Probation Officers and Correctional Treatment Specialists |
| 21-1093 | Social and Human Service Assistants |
| 21-1094 | Community Health Workers |
| 21-1099 | Community and Social Service Specialists, All Other |
| 21-2011 | Clergy |
| 21-2021 | Directors, Religious Activities and Education |
| 21-2099 | Religious Workers, All Other |

Legal Occupations - 23-0000

Legal occupations are rated as having some remote work opportunities available to them, although in a nontypical way. Though it is traditional for legal positions such as judges or arbitrators/mediators to work in person, modern technology as well as a push from the COVID-19 pandemic restrictions have made these positions remote-work applicable. Other positions in this major group focus on the legal process which includes client representation, document procurement and filing, and research which can all be done in fully remote capacities.

| SOC Code | Occupation |
|-----------------|--|
| 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 |

Educational Instruction and Library Occupations - 25-0000

Educational instruction and library occupations are rated as having some remote work opportunities also in nontypical ways. Teachers of all kinds can perform many duties in remote settings even if some core duties like staff or curriculum meetings are required (these can also be done remotely with video conferencing technology). In contrast, many library occupations may have some duties that can be done remotely like recordkeeping, cataloguing, and paperwork but others require in-person attention like handling archival collections or assisting visitors in libraries.

| SOC Code | Occupation |
|-----------------|--|
| 25-1011 | Business Teachers, Postsecondary |
| 25-1021 | Computer Science Teachers, Postsecondary |
| 25-1022 | Mathematical Science Teachers, Postsecondary |
| 25-1031 | Architecture Teachers, Postsecondary |
| 25-1032 | Engineering Teachers, Postsecondary |
| 25-1041 | Agricultural Sciences Teachers, Postsecondary |
| 25-1042 | Biological Science Teachers, Postsecondary |
| 25-1043 | Forestry and Conservation Science Teachers, Postsecondary |
| 25-1051 | Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary |
| 25-1052 | Chemistry Teachers, Postsecondary |
| 25-1053 | Environmental Science Teachers, Postsecondary |
| 25-1054 | Physics Teachers, Postsecondary |
| 25-1061 | Anthropology and Archeology Teachers, Postsecondary |
| 25-1062 | Area, Ethnic, and Cultural Studies Teachers, Postsecondary |
| 25-1063 | Economics Teachers, Postsecondary |
| 25-1064 | Geography Teachers, Postsecondary |
| 25-1065 | Political Science Teachers, Postsecondary |
| 25-1066 | Psychology Teachers, Postsecondary |
| 25-1067 | Sociology Teachers, Postsecondary |
| 25-1069 | Social Sciences Teachers, Postsecondary, All Other |
| 25-1071 | Health Specialties Teachers, Postsecondary |
| 25-1072 | Nursing Instructors and Teachers, Postsecondary |
| 25-1081 | Education Teachers, Postsecondary |
| 25-1082 | Library Science Teachers, Postsecondary |
| 25-1111 | Criminal Justice and Law Enforcement Teachers, Postsecondary |
| 25-1112 | Law Teachers, Postsecondary |
| 25-1113 | Social Work Teachers, Postsecondary |
| 25-1121 | Art, Drama, and Music Teachers, Postsecondary |
| 25-1122 | Communications Teachers, Postsecondary |
| 25-1123 | English Language and Literature Teachers, Postsecondary |
| 25-1124 | Foreign Language and Literature Teachers, Postsecondary |
| 25-1125 | History Teachers, Postsecondary |
| 25-1126 | Philosophy and Religion Teachers, Postsecondary |
| 25-1192 | Family and Consumer Sciences Teachers, Postsecondary |
| 25-1193 | Recreation and Fitness Studies Teachers, Postsecondary |

| | |
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| 25-1194 | Career/Technical Education Teachers, Postsecondary |
| 25-1199 | Postsecondary Teachers, All Other |
| 25-2011 | Preschool Teachers, Except Special Education |
| 25-2012 | Kindergarten Teachers, Except Special Education |
| 25-2021 | Elementary School Teachers, Except Special Education |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education |
| 25-2023 | Career/Technical Education Teachers, Middle School |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education |
| 25-2032 | Career/Technical Education Teachers, Secondary School |
| 25-2051 | Special Education Teachers, Preschool |
| 25-2055 | Special Education Teachers, Kindergarten |
| 25-2056 | Special Education Teachers, Elementary School |
| 25-2057 | Special Education Teachers, Middle School |
| 25-2058 | Special Education Teachers, Secondary School |
| 25-2059 | Special Education Teachers, All Other |
| 25-3011 | Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors |
| 25-3021 | Self-Enrichment Teachers |
| 25-3031 | Substitute Teachers, Short-Term |
| 25-3041 | Tutors |
| 25-3099 | Teachers and Instructors, All Other |
| 25-4011 | Archivists |
| 25-4012 | Curators |
| 25-4013 | Museum Technicians and Conservators |
| 25-4022 | Librarians and Media Collections Specialists |
| 25-4031 | Library Technicians |
| 25-9021 | Farm and Home Management Educators |
| 25-9031 | Instructional Coordinators |
| 25-9042 | Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education |
| 25-9043 | Teaching Assistants, Special Education |
| 25-9044 | Teaching Assistants, Postsecondary |
| 25-9049 | Teaching Assistants, All Other |
| 25-9099 | Educational Instruction and Library Workers, All Other |

Arts, Design, Entertainment, Sports, and Media Occupations - 27-0000

Arts, design, entertainment, sports, and media occupations are rated as having some remote work opportunities. Arts and design occupations may be done fully remotely as their core work duties are more individualized and focus on the production of a finished piece of art (*ex. Fashion designers, graphic designers*). While entertainment occupations would have less remote work opportunities since their core duties imply that they perform on-site in whatever their specialty is (*ex. Actors, dancers, musicians*). Finally, media and communication occupations include a mixture of occupations both applicable and not to remote work. Those that can perform remote work are typically doing writing/computer-based tasks while others in this field must work with onsite tech equipment like cameras and lighting setups.

| SOC Code | Occupation |
|-----------------|---|
| 27-1011 | Art Directors |
| 27-1012 | Craft Artists |
| 27-1013 | Fine Artists, Including Painters, Sculptors, and Illustrators |
| 27-1014 | Special Effects Artists and Animators |
| 27-1019 | Artists and Related Workers, All Other |
| 27-1021 | Commercial and Industrial Designers |
| 27-1022 | Fashion Designers |
| 27-1023 | Floral Designers |
| 27-1024 | Graphic Designers |
| 27-1025 | Interior Designers |
| 27-1026 | Merchandise Displayers and Window Trimmers |
| 27-1027 | Set and Exhibit Designers |
| 27-1029 | Designers, All Other |
| 27-2011 | Actors |
| 27-2012 | Producers and Directors |
| 27-2021 | Athletes and Sports Competitors |
| 27-2022 | Coaches and Scouts |
| 27-2023 | Umpires, Referees, and Other Sports Officials |
| 27-2031 | Dancers |
| 27-2032 | Choreographers |
| 27-2041 | Music Directors and Composers |
| 27-2042 | Musicians and Singers |
| 27-2091 | Disc Jockeys, Except Radio |
| 27-2099 | Entertainers and Performers, Sports and Related Workers, All Other |
| 27-3011 | Broadcast Announcers and Radio Disc Jockeys |
| 27-3023 | News Analysts, Reporters, and Journalists |
| 27-3031 | Public Relations Specialists |
| 27-3041 | Editors |
| 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 |

Healthcare Practitioners and Technical Occupations - 29-0000

Healthcare occupations are rated as having less remote work opportunities available to them as these positions have core job duties that require them to not only work on-site but also directly interact with patients or clients. In this major group, positions like physicians, nurses, and technicians are required to perform tests, manipulate machinery, and even perform light to intense treatment on ill or injured patients. These activities are done on-site and in-person at places like hospitals, clinics, and private institutions under strict healthcare regulations so remote work is often not possible at all. *Ex. Registered nurse, pediatrician, EMT, athletic trainer, etc.*

| SOC Code | Occupation |
|-----------------|--------------------------------------|
| 29-1011 | Chiropractors |
| 29-1021 | Dentists, General |
| 29-1022 | Oral and Maxillofacial Surgeons |
| 29-1023 | Orthodontists |
| 29-1024 | Prosthodontists |
| 29-1029 | Dentists, All Other Specialists |
| 29-1031 | Dietitians and Nutritionists |
| 29-1041 | Optometrists |
| 29-1051 | Pharmacists |
| 29-1071 | Physician Assistants |
| 29-1081 | Podiatrists |
| 29-1122 | Occupational Therapists |
| 29-1123 | Physical Therapists |
| 29-1124 | Radiation Therapists |
| 29-1125 | Recreational Therapists |
| 29-1126 | Respiratory Therapists |
| 29-1127 | Speech-Language Pathologists |
| 29-1128 | Exercise Physiologists |
| 29-1129 | Therapists, All Other |
| 29-1131 | Veterinarians |
| 29-1141 | Registered Nurses |
| 29-1151 | Nurse Anesthetists |
| 29-1161 | Nurse Midwives |
| 29-1171 | Nurse Practitioners |
| 29-1181 | Audiologists |
| 29-1211 | Anesthesiologists |
| 29-1212 | Cardiologists |
| 29-1213 | Dermatologists |
| 29-1214 | Emergency Medicine Physicians |
| 29-1215 | Family Medicine Physicians |
| 29-1216 | General Internal Medicine Physicians |
| 29-1217 | Neurologists |
| 29-1218 | Obstetricians and Gynecologists |
| 29-1221 | Pediatricians, General |
| 29-1222 | Physicians, Pathologists |

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|----------------|--|
| 29-1223 | Psychiatrists |
| 29-1224 | Radiologists |
| 29-1229 | Physicians, All Other |
| 29-1241 | Ophthalmologists, Except Pediatric |
| 29-1242 | Orthopedic Surgeons, Except Pediatric |
| 29-1243 | Pediatric Surgeons |
| 29-1249 | Surgeons, All Other |
| 29-1291 | Acupuncturists |
| 29-1292 | Dental Hygienists |
| 29-1299 | Healthcare Diagnosing or Treating Practitioners, All Other |
| 29-2011 | Medical and Clinical Laboratory Technologists |
| 29-2012 | Medical and Clinical Laboratory Technicians |
| 29-2031 | Cardiovascular Technologists and Technicians |
| 29-2032 | Diagnostic Medical Sonographers |
| 29-2033 | Nuclear Medicine Technologists |
| 29-2034 | Radiologic Technologists and Technicians |
| 29-2035 | Magnetic Resonance Imaging Technologists |
| 29-2036 | Medical Dosimetrists |
| 29-2042 | Emergency Medical Technicians |
| 29-2043 | Paramedics |
| 29-2051 | Dietetic Technicians |
| 29-2052 | Pharmacy Technicians |
| 29-2053 | Psychiatric Technicians |
| 29-2055 | Surgical Technologists |
| 29-2056 | Veterinary Technologists and Technicians |
| 29-2057 | Ophthalmic Medical Technicians |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses |
| 29-2072 | Medical Records Specialists |
| 29-2081 | Opticians, Dispensing |
| 29-2091 | Orthotists and Prosthetists |
| 29-2092 | Hearing Aid Specialists |
| 29-2099 | Health Technologists and Technicians, All Other |
| 29-9021 | Health Information Technologists and Medical Registrars |
| 29-9091 | Athletic Trainers |
| 29-9092 | Genetic Counselors |
| 29-9093 | Surgical Assistants |
| 29-9099 | Healthcare Practitioners and Technical Workers, All Other |

Healthcare Support Occupations - 31-0000

Healthcare support occupations are rated as having less remote work opportunities available or no remote work possibilities at all. Much like scientific technicians that support the work of scientists, healthcare support occupations are done in support of healthcare workers and as such have core job duties that must be performed on-site. These positions are running lab tests, assisting patients with light treatment or managing health information and data. Healthcare support positions are often the first interaction for clients seeking services in these areas and are integral to the general functions of the institutions where they work.

| SOC Code | Occupation |
|-----------------|---|
| 31-1121 | Home Health Aides |
| 31-1122 | Personal Care Aides |
| 31-1131 | Nursing Assistants |
| 31-1132 | Orderlies |
| 31-1133 | Psychiatric Aides |
| 31-2011 | Occupational Therapy Assistants |
| 31-2012 | Occupational Therapy Aides |
| 31-2021 | Physical Therapist Assistants |
| 31-2022 | Physical Therapist Aides |
| 31-9011 | Massage Therapists |
| 31-9091 | Dental Assistants |
| 31-9092 | Medical Assistants |
| 31-9093 | Medical Equipment Preparers |
| 31-9094 | Medical Transcriptionists |
| 31-9095 | Pharmacy Aides |
| 31-9096 | Veterinary Assistants and Laboratory Animal Caretakers |
| 31-9097 | Phlebotomists |
| 31-9099 | Healthcare Support Workers, All Other |

Protective Service Occupations - 33-0000

Protective service occupations are rated as out of scope for remote work opportunities. Every occupation in this major group has core work duties that require in-person on-site involvement in their daily work that cannot be performed remotely outside of their typical work environments. Individuals in these occupations are tasked with things like patrolling, keeping the peace, actively investigating, and protecting clients/civilians from crimes or accidents e.g., fires or vehicular crashes.

| SOC Code | Occupation |
|-----------------|--|
| 33-1011 | First-Line Supervisors of Correctional Officers |
| 33-1012 | First-Line Supervisors of Police and Detectives |
| 33-1021 | First-Line Supervisors of Firefighting and Prevention Workers |
| 33-1091 | First-Line Supervisors of Security Workers |
| 33-1099 | First-Line Supervisors of Protective Service Workers, All Other |
| 33-2011 | Firefighters |
| 33-2021 | Fire Inspectors and Investigators |
| 33-2022 | Forest Fire Inspectors and Prevention Specialists |
| 33-3011 | Bailiffs |
| 33-3012 | Correctional Officers and Jailers |
| 33-3021 | Detectives and Criminal Investigators |

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|----------------|--|
| 33-3031 | Fish and Game Wardens |
| 33-3041 | Parking Enforcement Workers |
| 33-3051 | Police and Sheriff's Patrol Officers |
| 33-3052 | Transit and Railroad Police |
| 33-9011 | Animal Control Workers |
| 33-9021 | Private Detectives and Investigators |
| 33-9031 | Gambling Surveillance Officers and Gambling Investigators |
| 33-9032 | Security Guards |
| 33-9091 | Crossing Guards and Flaggers |
| 33-9092 | Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers |
| 33-9093 | Transportation Security Screeners |
| 33-9094 | School Bus Monitors |
| 33-9099 | Protective Service Workers, All Other |

Food Preparation and Serving Related Occupations - 35-0000

Food preparation and serving related occupations are rated as out of scope for remote work opportunities. While most of these occupations have core work duties required on-site in places like restaurants, bars, or institutions (hospitals, schools, etc.), even the less typical occupations that fall within this major group like personal chefs or car-side servers are not able to work remotely either. These occupations must directly operate within their employer's location by serving food or beverages, facilitating food or beverage preparation, or helping the establishment by washing dishes or cleaning the dining spaces.

| SOC Code | Occupation |
|-----------------|---|
| 35-1011 | Chefs and Head Cooks |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers |
| 35-2011 | Cooks, Fast Food |
| 35-2012 | Cooks, Institution and Cafeteria |
| 35-2013 | Cooks, Private Household |
| 35-2014 | Cooks, Restaurant |
| 35-2015 | Cooks, Short Order |
| 35-2019 | Cooks, All Other |
| 35-2021 | Food Preparation Workers |
| 35-3011 | Bartenders |
| 35-3023 | Fast Food and Counter Workers |
| 35-3031 | Waiters and Waitresses |
| 35-3041 | Food Servers, Nonrestaurant |
| 35-9011 | Dining Room and Cafeteria Attendants and Bartender Helpers |
| 35-9021 | Dishwashers |
| 35-9031 | Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop |

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| 35-9099 | Food Preparation and Serving Related Workers, All Other |
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Building and Grounds Cleaning and Maintenance Occupations - 37-0000

Building and grounds cleaning and maintenance occupations are rated as out of scope for remote work opportunities. These occupations must work directly on-site as their core work duties include cleaning and maintaining facilities, controlling pest problems, or cleaning and maintaining surrounding grounds.

| SOC Code | Occupation |
|-----------------|--|
| 37-1011 | First-Line Supervisors of Housekeeping and Janitorial Workers |
| 37-1012 | First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners |
| 37-2012 | Maids and Housekeeping Cleaners |
| 37-2019 | Building Cleaning Workers, All Other |
| 37-2021 | Pest Control Workers |
| 37-3011 | Landscaping and Groundskeeping Workers |
| 37-3012 | Pesticide Handlers, Sprayers, and Applicators, Vegetation |
| 37-3013 | Tree Trimmers and Pruners |
| 37-3019 | Grounds Maintenance Workers, All Other |

Personal Care and Service Occupations - 39-0000

Personal Care and service occupations are rated as having less remote work opportunities overall. Occupations in this major group are less likely to have remote work opportunities because their core duties require direct on-site interaction with either patrons or equipment that cannot be done by proxy through virtual means (*ex. Funeral service workers, cosmetologists, concierges, childcare workers, etc.*) However, this major group appropriately exemplifies the distinction between occupations that cannot be done remotely and those that, in non-typical settings, may be done through virtual means in remote locations. For example, guiding (virtual) tours, gambling services, fitness trainers, and even animal training can successfully be done by an employee when not on-site, but these opportunities are not as common as their in-person counterparts.

| SOC Code | Occupation |
|-----------------|---|
| 39-1013 | First-Line Supervisors of Gambling Services Workers |
| 39-1014 | First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services |
| 39-1022 | First-Line Supervisors of Personal Service Workers |
| 39-2011 | Animal Trainers |
| 39-2021 | Animal Caretakers |
| 39-3011 | Gambling Dealers |

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|----------------|--|
| 39-3012 | Gambling and Sports Book Writers and Runners |
| 39-3019 | Gambling Service Workers, All Other |
| 39-3021 | Motion Picture Projectionists |
| 39-3031 | Ushers, Lobby Attendants, and Ticket Takers |
| 39-3091 | Amusement and Recreation Attendants |
| 39-3092 | Costume Attendants |
| 39-3093 | Locker Room, Coatroom, and Dressing Room Attendants |
| 39-3099 | Entertainment Attendants and Related Workers, All Other |
| 39-4011 | Embalmers |
| 39-4012 | Crematory Operators |
| 39-4021 | Funeral Attendants |
| 39-4031 | Morticians, Undertakers, and Funeral Arrangers |
| 39-5011 | Barbers |
| 39-5012 | Hairdressers, Hairstylists, and Cosmetologists |
| 39-5091 | Makeup Artists, Theatrical and Performance |
| 39-5092 | Manicurists and Pedicurists |
| 39-5093 | Shampooers |
| 39-5094 | Skincare Specialists |
| 39-6011 | Baggage Porters and Bellhops |
| 39-6012 | Concierges |
| 39-7011 | Tour Guides and Escorts |
| 39-7012 | Travel Guides |
| 39-9011 | Childcare Workers |
| 39-9031 | Exercise Trainers and Group Fitness Instructors |
| 39-9032 | Recreation Workers |
| 39-9041 | Residential Advisors |
| 39-9099 | Personal Care and Service Workers, All Other |

Sales and Related Occupations - 41-0000

Sales and related occupations are rated as having some remote work opportunities. Occupations in this major group are mostly tasked with selling products or services or promoting the sale of either of those things which may be done over the phone, internet, or even on television. Exceptions to remote work opportunities in this major group include cashiers, retail salespeople, door-to-door salespeople and their supervisors since these occupations typically require employees to work on-site in stores or travelling for sales.

| SOC Code | Occupation |
|-----------------|---|
| 41-1011 | First-Line Supervisors of Retail Sales Workers |
| 41-1012 | First-Line Supervisors of Non-Retail Sales Workers |
| 41-2011 | Cashiers |
| 41-2012 | Gambling Change Persons and Booth Cashiers |

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|----------------|---|
| 41-2021 | Counter and Rental Clerks |
| 41-2022 | Parts Salespersons |
| 41-2031 | Retail Salespersons |
| 41-3011 | Advertising Sales Agents |
| 41-3021 | Insurance Sales Agents |
| 41-3031 | Securities, Commodities, and Financial Services Sales Agents |
| 41-3041 | Travel Agents |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel |
| 41-4011 | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products |
| 41-9011 | Demonstrators and Product Promoters |
| 41-9012 | Models |
| 41-9021 | Real Estate Brokers |
| 41-9022 | Real Estate Sales Agents |
| 41-9031 | Sales Engineers |
| 41-9041 | Telemarketers |
| 41-9091 | Door-to-Door Sales Workers, News and Street Vendors, and Related Workers |
| 41-9099 | Sales and Related Workers, All Other |

Office and Administrative Support Occupations - 43-0000

Office and administrative support occupations are rated as having some remote work opportunities. Many of these occupations have core work duties that require on-site work like office management/supervision, postal and mail service clerks, and various front desk or information clerks (ex. *Hotel front desk, receptionists, secretaries, municipal clerks, etc.*) where interactions with patrons are common. However, since many of these occupations also include administrative/clerical work requiring the use of a computer or a telephone, individuals in these occupations may encounter the ability to work remotely.

| SOC Code | Occupation |
|-----------------|--|
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers |
| 43-2011 | Switchboard Operators, Including Answering Service |
| 43-2021 | Telephone Operators |
| 43-2099 | Communications Equipment Operators, All Other |
| 43-3011 | Bill and Account Collectors |
| 43-3021 | Billing and Posting Clerks |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks |
| 43-3041 | Gambling Cage Workers |
| 43-3051 | Payroll and Timekeeping Clerks |

| | |
|----------------|---|
| 43-3061 | Procurement Clerks |
| 43-3071 | Tellers |
| 43-3099 | Financial Clerks, All Other |
| 43-4011 | Brokerage Clerks |
| 43-4021 | Correspondence Clerks |
| 43-4031 | Court, Municipal, and License Clerks |
| 43-4041 | Credit Authorizers, Checkers, and Clerks |
| 43-4051 | Customer Service Representatives |
| 43-4061 | Eligibility Interviewers, Government Programs |
| 43-4071 | File Clerks |
| 43-4081 | Hotel, Motel, and Resort Desk Clerks |
| 43-4111 | Interviewers, Except Eligibility and Loan |
| 43-4121 | Library Assistants, Clerical |
| 43-4131 | Loan Interviewers and Clerks |
| 43-4141 | New Accounts Clerks |
| 43-4151 | Order Clerks |
| 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping |
| 43-4171 | Receptionists and Information Clerks |
| 43-4181 | Reservation and Transportation Ticket Agents and Travel Clerks |
| 43-4199 | Information and Record Clerks, All Other |
| 43-5011 | Cargo and Freight Agents |
| 43-5021 | Couriers and Messengers |
| 43-5031 | Public Safety Telecommunicators |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance |
| 43-5041 | Meter Readers, Utilities |
| 43-5051 | Postal Service Clerks |
| 43-5052 | Postal Service Mail Carriers |
| 43-5053 | Postal Service Mail Sorters, Processors, and Processing Machine Operators |
| 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 |
| 43-6013 | Medical Secretaries and Administrative Assistants |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive |
| 43-9021 | Data Entry Keyers |
| 43-9022 | Word Processors and Typists |
| 43-9031 | Desktop Publishers |
| 43-9041 | Insurance Claims and Policy Processing Clerks |
| 43-9051 | Mail Clerks and Mail Machine Operators, Except Postal Service |
| 43-9061 | Office Clerks, General |

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|----------------|---|
| 43-9071 | Office Machine Operators, Except Computer |
| 43-9081 | Proofreaders and Copy Markers |
| 43-9111 | Statistical Assistants |
| 43-9199 | Office and Administrative Support Workers, All Other |

Farming, Fishing, and Forestry Occupations - 45-0000

Farming, fishing and forestry occupations are rated as out of scope for remote work opportunities. Core work duties for these occupations require direct interaction, maintenance and attendance to wildlife, agricultural resources/equipment, and forests. These occupations include activities like animal husbandry, logging, and farm work which are labor intensive and unable to accommodate remote work.

| SOC Code | Occupation |
|-----------------|---|
| 45-1011 | First-Line Supervisors of Farming, Fishing, and Forestry Workers |
| 45-2011 | Agricultural Inspectors |
| 45-2021 | Animal Breeders |
| 45-2041 | Graders and Sorters, Agricultural Products |
| 45-2091 | Agricultural Equipment Operators |
| 45-2092 | Farmworkers and Laborers, Crop, Nursery, and Greenhouse |
| 45-2093 | Farmworkers, Farm, Ranch, and Aquacultural Animals |
| 45-2099 | Agricultural Workers, All Other |
| 45-3031 | Fishing and Hunting Workers |
| 45-4011 | Forest and Conservation Workers |
| 45-4021 | Fallers |
| 45-4022 | Logging Equipment Operators |
| 45-4023 | Log Graders and Scalers |
| 45-4029 | Logging Workers, All Other |

Construction and Extraction Occupations - 47-0000

Construction and extraction occupations are rated as out of scope for remote work opportunities. Individuals in these occupations are tasked with building, demolition, and extraction of natural resources which require direct labor or operation of on-site machinery.

| SOC Code | Occupation |
|-----------------|---|
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers |
| 47-2011 | Boilermakers |
| 47-2021 | Brickmasons and Blockmasons |
| 47-2022 | Stonemasons |
| 47-2031 | Carpenters |
| 47-2041 | Carpet Installers |

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| 47-2042 | Floor Layers, Except Carpet, Wood, and Hard Tiles |
| 47-2043 | Floor Sanders and Finishers |
| 47-2044 | Tile and Stone Setters |
| 47-2051 | Cement Masons and Concrete Finishers |
| 47-2053 | Terrazzo Workers and Finishers |
| 47-2061 | Construction Laborers |
| 47-2071 | Paving, Surfacing, and Tamping Equipment Operators |
| 47-2072 | Pile Driver Operators |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators |
| 47-2081 | Drywall and Ceiling Tile Installers |
| 47-2082 | Tapers |
| 47-2111 | Electricians |
| 47-2121 | Glaziers |
| 47-2131 | Insulation Workers, Floor, Ceiling, and Wall |
| 47-2132 | Insulation Workers, Mechanical |
| 47-2141 | Painters, Construction and Maintenance |
| 47-2142 | Paperhangers |
| 47-2151 | Pipelayers |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters |
| 47-2161 | Plasterers and Stucco Masons |
| 47-2171 | Reinforcing Iron and Rebar Workers |
| 47-2181 | Roofers |
| 47-2211 | Sheet Metal Workers |
| 47-2221 | Structural Iron and Steel Workers |
| 47-2231 | Solar Photovoltaic Installers |
| 47-3011 | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters |
| 47-3012 | Helpers--Carpenters |
| 47-3013 | Helpers--Electricians |
| 47-3014 | Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons |
| 47-3015 | Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters |
| 47-3016 | Helpers--Roofers |
| 47-3019 | Helpers, Construction Trades, All Other |
| 47-4011 | Construction and Building Inspectors |
| 47-4021 | Elevator and Escalator Installers and Repairers |
| 47-4031 | Fence Erectors |
| 47-4041 | Hazardous Materials Removal Workers |
| 47-4051 | Highway Maintenance Workers |
| 47-4061 | Rail-Track Laying and Maintenance Equipment Operators |
| 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners |
| 47-4091 | Segmental Pavers |
| 47-4099 | Construction and Related Workers, All Other |

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| 47-5011 | Derrick Operators, Oil and Gas |
| 47-5012 | Rotary Drill Operators, Oil and Gas |
| 47-5013 | Service Unit Operators, Oil and Gas |
| 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining |
| 47-5023 | Earth Drillers, Except Oil and Gas |
| 47-5032 | Explosives Workers, Ordnance Handling Experts, and Blasters |
| 47-5041 | Continuous Mining Machine Operators |
| 47-5043 | Roof Bolters, Mining |
| 47-5044 | Loading and Moving Machine Operators, Underground Mining |
| 47-5049 | Underground Mining Machine Operators, All Other |
| 47-5051 | Rock Splitters, Quarry |
| 47-5071 | Roustabouts, Oil and Gas |
| 47-5081 | Helpers--Extraction Workers |
| 47-5099 | Extraction Workers, All Other |

Installation, Maintenance, and Repair Occupations - 49-0000

Installation, maintenance and repair occupations are rated as out of scope for remote work opportunities. Individuals in these occupations are tasked with the installation, maintenance, repair, or inspection of various entities such as automobiles, electronics, and various types of machinery. This major group also includes supervisors of these individuals who typically also have similar core work duties as their supervisees. Remote work opportunities are unavailable to these occupations due to the direct manual labor involved.

| SOC Code | Occupation |
|----------|---|
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers |
| 49-2011 | Computer, Automated Teller, and Office Machine 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 |
| 49-2098 | Security and Fire Alarm Systems Installers |
| 49-3011 | Aircraft Mechanics and Service Technicians |
| 49-3021 | Automotive Body and Related Repairers |
| 49-3022 | Automotive Glass Installers and Repairers |
| 49-3023 | Automotive Service Technicians and Mechanics |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists |

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|---------|---|
| 49-3041 | Farm Equipment Mechanics and Service Technicians |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines |
| 49-3043 | Rail Car Repairers |
| 49-3051 | Motorboat Mechanics and Service Technicians |
| 49-3052 | Motorcycle Mechanics |
| 49-3053 | Outdoor Power Equipment and Other Small Engine Mechanics |
| 49-3091 | Bicycle Repairers |
| 49-3092 | Recreational Vehicle Service Technicians |
| 49-3093 | Tire Repairers and Changers |
| 49-9011 | Mechanical Door Repairers |
| 49-9012 | Control and Valve Installers and Repairers, Except Mechanical Door |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers |
| 49-9031 | Home Appliance Repairers |
| 49-9041 | Industrial Machinery Mechanics |
| 49-9043 | Maintenance Workers, Machinery |
| 49-9044 | Millwrights |
| 49-9045 | Refractory Materials Repairers, Except Brickmasons |
| 49-9051 | Electrical Power-Line Installers and Repairers |
| 49-9052 | Telecommunications Line Installers and Repairers |
| 49-9061 | Camera and Photographic Equipment Repairers |
| 49-9062 | Medical Equipment Repairers |
| 49-9063 | Musical Instrument Repairers and Tuners |
| 49-9064 | Watch and Clock Repairers |
| 49-9069 | Precision Instrument and Equipment Repairers, All Other |
| 49-9071 | Maintenance and Repair Workers, General |
| 49-9081 | Wind Turbine Service Technicians |
| 49-9091 | Coin, Vending, and Amusement Machine Servicers and Repairers |
| 49-9092 | Commercial Divers |
| 49-9094 | Locksmiths and Safe Repairers |
| 49-9095 | Manufactured Building and Mobile Home Installers |
| 49-9096 | Riggers |
| 49-9097 | Signal and Track Switch Repairers |
| 49-9098 | Helpers--Installation, Maintenance, and Repair Workers |
| 49-9099 | Installation, Maintenance, and Repair Workers, All Other |

Production Occupations - 51-0000

Production occupations are rated as out of scope for remote work opportunities. These occupations are tasked with work activities directed toward the creation of a final product. Core work duties for these occupations include assembling, fitting, machinery operation, manipulation of parts or supplies (e.g., mixing, setting, cutting, grinding, rolling, drilling, etc.), and other tasks involving manual labor. This major group also includes supervisors of production workers who work onsite either directing the production workers or performing their own production tasks.

| SOC Code | Occupation |
|-----------------|---|
| 51-1011 | First-Line Supervisors of Production and Operating Workers |
| 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers |
| 51-2021 | Coil Winders, Tapers, and Finishers |
| 51-2022 | Electrical and Electronic Equipment Assemblers |
| 51-2023 | Electromechanical Equipment Assemblers |
| 51-2031 | Engine and Other Machine Assemblers |
| 51-2041 | Structural Metal Fabricators and Fitters |
| 51-2051 | Fiberglass Laminators and Fabricators |
| 51-2061 | Timing Device Assemblers and Adjusters |
| 51-2092 | Team Assemblers |
| 51-2099 | Assemblers and Fabricators, All Other |
| 51-3011 | Bakers |
| 51-3021 | Butchers and Meat Cutters |
| 51-3022 | Meat, Poultry, and Fish Cutters and Trimmers |
| 51-3023 | Slaughterers and Meat Packers |
| 51-3091 | Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders |
| 51-3092 | Food Batchmakers |
| 51-3093 | Food Cooking Machine Operators and Tenders |
| 51-3099 | Food Processing Workers, All Other |
| 51-4021 | Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic |
| 51-4022 | Forging Machine Setters, Operators, and Tenders, Metal and Plastic |
| 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic |
| 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic |
| 51-4032 | Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic |
| 51-4033 | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic |
| 51-4034 | Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic |
| 51-4035 | Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic |
| 51-4041 | Machinists |
| 51-4051 | Metal-Refining Furnace Operators and Tenders |
| 51-4052 | Pourers and Casters, Metal |
| 51-4061 | Model Makers, Metal and Plastic |
| 51-4062 | Patternmakers, Metal and Plastic |
| 51-4071 | Foundry Mold and Coremakers |
| 51-4072 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic |
| 51-4081 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic |
| 51-4111 | Tool and Die Makers |

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|---------|---|
| 51-4121 | Welders, Cutters, Solderers, and Brazers |
| 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders |
| 51-4191 | Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic |
| 51-4192 | Layout Workers, Metal and Plastic |
| 51-4193 | Plating Machine Setters, Operators, and Tenders, Metal and Plastic |
| 51-4194 | Tool Grinders, Filers, and Sharpeners |
| 51-4199 | Metal Workers and Plastic Workers, All Other |
| 51-5111 | Prepress Technicians and Workers |
| 51-5112 | Printing Press Operators |
| 51-5113 | Print Binding and Finishing Workers |
| 51-6011 | Laundry and Dry-Cleaning Workers |
| 51-6021 | Pressers, Textile, Garment, and Related Materials |
| 51-6031 | Sewing Machine Operators |
| 51-6041 | Shoe and Leather Workers and Repairers |
| 51-6042 | Shoe Machine Operators and Tenders |
| 51-6051 | Sewers, Hand |
| 51-6052 | Tailors, Dressmakers, and Custom Sewers |
| 51-6061 | Textile Bleaching and Dyeing Machine Operators and Tenders |
| 51-6062 | Textile Cutting Machine Setters, Operators, and Tenders |
| 51-6063 | Textile Knitting and Weaving Machine Setters, Operators, and Tenders |
| 51-6064 | Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders |
| 51-6091 | Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers |
| 51-6092 | Fabric and Apparel Patternmakers |
| 51-6093 | Upholsterers |
| 51-6099 | Textile, Apparel, and Furnishings Workers, All Other |
| 51-7011 | Cabinetmakers and Bench Carpenters |
| 51-7021 | Furniture Finishers |
| 51-7031 | Model Makers, Wood |
| 51-7032 | Patternmakers, Wood |
| 51-7041 | Sawing Machine Setters, Operators, and Tenders, Wood |
| 51-7042 | Woodworking Machine Setters, Operators, and Tenders, Except Sawing |
| 51-7099 | Woodworkers, All Other |
| 51-8011 | Nuclear Power Reactor Operators |
| 51-8012 | Power Distributors and Dispatchers |
| 51-8013 | Power Plant Operators |
| 51-8021 | Stationary Engineers and Boiler Operators |
| 51-8031 | Water and Wastewater Treatment Plant and System Operators |
| 51-8091 | Chemical Plant and System Operators |
| 51-8092 | Gas Plant Operators |
| 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers |
| 51-8099 | Plant and System Operators, All Other |
| 51-9011 | Chemical Equipment Operators and Tenders |
| 51-9012 | Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders |
| 51-9021 | Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders |
| 51-9022 | Grinding and Polishing Workers, Hand |

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| 51-9023 | Mixing and Blending Machine Setters, Operators, and Tenders |
| 51-9031 | Cutters and Trimmers, Hand |
| 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders |
| 51-9041 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders |
| 51-9051 | Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers |
| 51-9071 | Jewelers and Precious Stone and Metal Workers |
| 51-9081 | Dental Laboratory Technicians |
| 51-9082 | Medical Appliance Technicians |
| 51-9083 | Ophthalmic Laboratory Technicians |
| 51-9111 | Packaging and Filling Machine Operators and Tenders |
| 51-9123 | Painting, Coating, and Decorating Workers |
| 51-9124 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders |
| 51-9141 | Semiconductor Processing Technicians |
| 51-9151 | Photographic Process Workers and Processing Machine Operators |
| 51-9161 | Computer Numerically Controlled Tool Operators |
| 51-9162 | Computer Numerically Controlled Tool Programmers |
| 51-9191 | Adhesive Bonding Machine Operators and Tenders |
| 51-9192 | Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders |
| 51-9193 | Cooling and Freezing Equipment Operators and Tenders |
| 51-9194 | Etchers and Engravers |
| 51-9195 | Molders, Shapers, and Casters, Except Metal and Plastic |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders |
| 51-9197 | Tire Builders |
| 51-9198 | Helpers--Production Workers |
| 51-9199 | Production Workers, All Other |

Transportation and Material Moving Occupations - 53-0000

Transportation and material moving occupations are rated as out of scope for remote work opportunities. While not necessarily required to work on-site in an employer's location (ex. *heavy and tractor-trailer drivers, sailors, pilots, chauffeurs*), these occupations require the operation of various types of vehicles/mobile machinery or the movement and handling of various work-related materials by hand or machine (parts, supplies, debris, refuse, warehouse stock, and inventory).

| SOC Code | Occupation |
|-----------------|---|
| 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 |
| 53-1044 | First-Line Supervisors of Passenger Attendants |
| 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 |
| 53-2031 | Flight Attendants |
| 53-3011 | Ambulance Drivers and Attendants, Except Emergency Medical Technicians |
| 53-3031 | Driver/Sales Workers |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers |
| 53-3033 | Light Truck Drivers |
| 53-3051 | Bus Drivers, School |
| 53-3052 | Bus Drivers, Transit and Intercity |
| 53-3053 | Shuttle Drivers and Chauffeurs |
| 53-3054 | Taxi Drivers |
| 53-3099 | Motor Vehicle Operators, All Other |
| 53-4011 | Locomotive Engineers |
| 53-4013 | Rail Yard Engineers, Dinkey Operators, and Hostlers |
| 53-4022 | Railroad Brake, Signal, and Switch Operators and Locomotive Firers |
| 53-4031 | Railroad Conductors and Yardmasters |
| 53-4041 | Subway and Streetcar Operators |
| 53-4099 | Rail Transportation Workers, 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 |
| 53-6011 | Bridge and Lock Tenders |
| 53-6021 | Parking Attendants |
| 53-6031 | Automotive and Watercraft Service Attendants |
| 53-6032 | Aircraft Service Attendants |
| 53-6041 | Traffic Technicians |
| 53-6051 | Transportation Inspectors |
| 53-6061 | Passenger Attendants |
| 53-6099 | Transportation Workers, All Other |
| 53-7011 | Conveyor Operators and Tenders |
| 53-7021 | Crane and Tower Operators |
| 53-7031 | Dredge Operators |
| 53-7041 | Hoist and Winch Operators |
| 53-7051 | Industrial Truck and Tractor Operators |
| 53-7061 | Cleaners of Vehicles and Equipment |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand |
| 53-7063 | Machine Feeders and Offbearers |
| 53-7064 | Packers and Packagers, Hand |
| 53-7065 | Stockers and Order Fillers |
| 53-7071 | Gas Compressor and Gas Pumping Station Operators |
| 53-7072 | Pump Operators, Except Wellhead Pumpers |

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|----------------|--|
| 53-7073 | Wellhead Pumpers |
| 53-7081 | Refuse and Recyclable Material Collectors |
| 53-7121 | Tank Car, Truck, and Ship Loaders |
| 53-7199 | Material Moving Workers, All Other |

Military Specific Occupations - 55-0000

Military specific occupations are rated as out of scope for remote work opportunities. Core work duties for military occupation require direct service and labor within the branch of the military that an individual is employed with. While individuals who are off duty or not currently in-service may find employment elsewhere for that time, their work within military service is considered on-site and in-person.

| | |
|----------------|--|
| 55-1011 | Air Crew Officers |
| 55-1012 | Aircraft Launch and Recovery Officers |
| 55-1013 | Armored Assault Vehicle Officers |
| 55-1014 | Artillery and Missile Officers |
| 55-1015 | Command and Control Center Officers |
| 55-1016 | Infantry Officers |
| 55-1017 | Special Forces Officers |
| 55-1019 | Military Officer Special and Tactical Operations Leaders, All Other |
| 55-2011 | First-Line Supervisors of Air Crew Members |
| 55-2012 | First-Line Supervisors of Weapons Specialists/Crew Members |
| 55-2013 | First-Line Supervisors of All Other Tactical Operations Specialists |
| 55-3011 | Air Crew Members |
| 55-3012 | Aircraft Launch and Recovery Specialists |
| 55-3013 | Armored Assault Vehicle Crew Members |
| 55-3014 | Artillery and Missile Crew Members |
| 55-3015 | Command and Control Center Specialists |
| 55-3016 | Infantry |
| 55-3018 | Special Forces |
| 55-3019 | Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other |

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