

Workscape Analytics software uses the most recent data sets referenced in SSR 24-3p from the U.S. Bureau of Labor Statistics (BLS). They include:

Occupational Requirements Survey (ORS)	Updated 2025
Occupational Employment and Wage Survey (OEWS)	Updated 2024
Standard Occupational Classification (SOC) codes	Updated 2018
American Community Survey (ACS) — used to estimate full-time jobs	Updated 2023
Dictionary of Occupational Titles (DOT)	Updated 1991

How the Calculation Works

Elements of the hypothetical — such as “light,” “SVP 2,” “occasional overhead reaching,” etc. — are occupational data points with a corresponding ORS estimate code and percentage. For each SOC group, ORS lists percentages of up to 350 occupational data points across 74 ORS categories.

- 1 The percentages for each ORS SOC category included in the hypothetical's requirements are totaled.
- 2 The first category percentage is multiplied by the OEWS SOC total jobs estimate, becoming the OEWS SOC category subtotal.
- 3 Each subsequent category percentage is multiplied by each new OEWS SOC subtotal.
- 4 The last subtotal represents the estimate of all jobs for that SOC group (part-time and full-time combined).
- 5 Workscape then applies the ACS percentage to estimate full-time positions for each SOC group.

Calculation Methodology Reference

The calculation methodology Workscape uses is published by the U.S. BLS and is known as the “**Basic Approach.**”

<https://www.bls.gov/ors/factsheet/calculating-occupational-employment-for-job-requirements.htm>

DOT Reference Titles

While acknowledging that DOT classification information is obsolete given the availability of the latest ORS data, Workscape includes with each SOC group a representative DOT title, DOT code, and related archival references if requested during testimony.