

## **Attachment J-1: OASIS+ LABOR CATEGORIES and BUREAU OF LABOR STATISTICS STANDARD OCCUPATIONAL CLASSIFICATIONS**

**GENERAL:** OASIS+ labor categories align to the Office of Management and Budget's (OMB) 2018 Standard Occupational Classification Manual, which includes compensation data maintained by the Department of Labor (DOL), Bureau of Labor Statistics (BLS). The Standard Occupational Classification (SOC) system is a federal statistical standard used by federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. For the 2018 SOC Manual, all workers are classified into one of 867 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations included in the 2018 SOC Manual are combined to form 459 broad occupations, 98 minor groups, and 23 major groups. Detailed occupations in the SOC with similar job duties, and in some cases skills, education, and/or training, are grouped together. The full definitions of each category are included in the Standard Occupational Classification Manual, accessible at [https://www.bls.gov/soc/2018/soc\\_2018\\_manual.pdf](https://www.bls.gov/soc/2018/soc_2018_manual.pdf)

In the event that, during the course of the OASIS+ period of performance, the BLS SOC is updated, GSA reserves the right to incorporate the updated BLS SOC system into the contract unilaterally for the purposes of task order pricing and/or reporting if determined to be in the Government's best interest.

Labor categories are further defined as Junior, Journeyman, and Senior based duties, responsibilities and expected years of experience as follows:

- **JUNIOR:** Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.
  - A Junior labor category generally has up to 3 years of relevant experience.
- **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.
  - A Journeyman labor category generally has 3 to 10 years of relevant experience.
- **SENIOR:** Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technical 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.
  - A Senior labor category generally has over 10 years of relevant experience.

- **SUBJECT MATTER EXPERT (SME):** Provides technical/management leadership on major tasks or 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.
  - A Subject Matter Expert is an individual whose qualifications and/or particular expertise are exceptional and/or highly unique. Subject Matter Experts do not have specific experience/education qualifications, but are typically identified as recognized Industry leaders for a given area of expertise.

Contractors may deviate from the definitions above when responding to task order solicitations so long as the deviations are clearly identified in their task order proposal. For example, a Contractor might label an employee as “Junior” even though the employee has more than 3 years experience. Deviations shall be clearly identified in proposals submitted in response to task order solicitations.

These labor categories are NOT required to be used by the Ordering Activity. The task order solicitation indicates whether or not the OASIS+ labor categories will apply. However, contractors are required to map all labor categories subject to task order reporting to these standardized labor categories when reporting task order awarded rates and prices paid in the Sales Reporting Portal.