



Prior SSA Work to Address the DOT Concerns

Inaugural Meeting

Occupational Information Development Advisory Panel

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What are SSA's Problems with the DOT?

- ▶ The DOT does not include the mental/cognitive demands of work.
- ▶ The DOT has not been substantially updated since 1977 (minor revisions were done in 1991), and no future updates are planned.
- ▶ The DOT does not include many modern jobs in fields like information technology or biotechnology.
- ▶ The DOT reflects an industrial economy but the US economy has become more service-oriented.





Exploring Solutions

- ▶ **What has SSA done in the past?**
- ▶ **Options considered**
- ▶ **What's next?**

What Has SSA Done About the DOT Problem So Far?

Evaluated the use of O*NET in the disability process

Began to contract research to investigate vital questions

Published RFI's regarding long/short term solutions; Prepared RFPs

1996

1997

1998

1999

2000

2001

2002

2003

2004

2005

2006

Disability Redesign: Considered "baseline of work" and function issues

Worked with Institute of Medicine to explore DOT/O*NET Issues

Began outreach and collaboration with DOL and Voc Rehab pros

Conducted Panels on the Use of Functional & Vocational Experts

Previous Options Considered:



✓ **Let's Get Help From the Department of Labor!**

Although the DOL created the DOT, they no longer support it

The DOL has replaced the DOT with O*NET

O*NET is not suitable for SSA's disability evaluation purposes

✓ **Can't SSA just update the DOT?**

DOT was not created for disability evaluation – it is not ideal for SSA

DOT does not contain the mental/cognitive demands of work

Continual updates to the DOT would be necessary



✓ **Can SSA abandon the DOT completely?**

The DOT is integrated into SSA's disability policy

SSA has to meet the burden of showing the existence of jobs

Most adult disability claims require vocational assessment

✓ **Can SSA create its own Occupational Information System?**



That's the direction we hope to head in – but it's complicated

Why can't SSA use the DOL's O*NET for its disability programs?

O*NET data aggregation is too high. The O*NET data are not specific enough for disability evaluation (12,000 DOT job titles are grouped into 900 occupational units), for example



O*NET Occupational Unit:

47-2031.01 - Construction Carpenters: Construct, erect, install, and repair structures and fixtures of wood, plywood, and wallboard, using carpenter's hand tools and power tools.

Jobs from the DOT that fall into this classification:

739.684-190	Casket Assembler (SVP 3, medium)	860.381-070	Tank Erector (SVP 7, very heavy)
764.684-022	Cooper (SVP 5, medium)	860.664-010	Carpenter I (SVP 4, medium)
764.684-026	Hogshead Cooper I (SVP 2, heavy)	860.681-010	Carpenter II (SVP 5, medium)
769.684-038	Repairer, Assembled Wood Products (SVP 5, medium)	860.684-010	Builder, Beam (SVP 3, medium)
806.281-058	Carpenter, Prototype (SVP 7, heavy)	860.684-014	Sider (SVP 3, heavy)
807.361-014	Boat Repairer (SVP 7, medium)	863.684-010	Composition-Weatherboard Applier (SVP 4, medium)
842.361-010	Lather (SVP 6, medium)	863.684-014	Sider (SVP 4, medium)
842.361-014	Lather Apprentice (SVP 6, medium)	869.381-010	House Repairer (SVP 7, medium)
860.281-010	Carpenter, Maintenance (SVP 7, medium)	869.381-014	Laboratory-Equipment Installer (SVP 7, very heavy)
860.281-014	Carpenter, Ship (SVP 7, medium)	869.684-018	Assembler, Subassembly (SVP 3, medium)
860.361-010	Boatbuilder, Wood (SVP 6, medium)	869.684-034	Lay-Out Worker (SVP 6, medium)
860.361-014	Boatbuilder Apprentice, Wood (SVP 6, medium)	869.684-038	Panel Installer (SVP 2, medium)
860.381-022	Carpenter (SVP 7, medium)	869.684-042	Roof Assembler I (SVP 3, medium)
860.381-026	Carpenter Apprentice (SVP 7, medium)	869.684-062	Stull Installer (SVP 2, medium)
860.381-034	Carpenter, Mold (SVP 7, medium)	869.684-066	Trimmer (SVP 2, medium)
860.381-038	Carpenter, Railcar (SVP 7, medium)	899.684-042	Window Repairer (SVP 4, medium)
860.381-050	Joiner (SVP 6, medium)	920.684-010	Crater (SVP 3, medium)
860.381-054	Joiner Apprentice (SVP 6, medium)	962.281-010	Prop Maker (SVP 7, medium)
860.381-058	Shipwright (SVP 8, medium)		
860.381-062	Shipwright Apprentice (SVP 8, medium)		
860.381-066	Tank Builder And Erector (SVP 7, medium)		

The DOT jobs that fall under this classification range in SVP from 2 to 8!

These two jobs fall into the same classification:

Trimmer 869.684-066 (**SVP 2, medium**)

Fabricates and installs molding and trim in manufactured buildings, using handtools and power tools.

Shipwright 860.381-058 (**SVP 8, medium**)

Constructs or repairs ships, following blueprints or ship's plans.



SSA's CONCERNS ABOUT O*NET

The ratings and descriptors for work and worker requirements are not tied to observable measures of human function such as what is found in medical evidence



47-2031.01 - Construction Carpenters

Level	Ability	Ability Description	Low Anchor	Low Anchor Description	Medium Anchor	Medium Anchor Description	High Anchor	High Anchor Description
64	Extent Flexibility	The ability to bend, stretch, twist, or reach with your body, arms, and/or legs.	28	Reach for a microphone in a patrol car	57	Reach for a box on a high warehouse shelf	85	Work under the dashboard of a car
57	Static Strength	The ability to exert maximum muscle force to lift, push, pull, or carry objects.	14	Push an empty shopping cart	57	Pull a 40-pound sack of fertilizer across the lawn	85	Lift 75-pound bags of cement onto a truck
55	Manual Dexterity	The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.	14	Screw a light bulb into a light socket	57	Pack oranges in crates as quickly as possible	100	Perform open heart surgery with surgical instruments
54	Control Precision	The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.	28	Adjust a room light with a dimmer switch	57	Adjust farm tractor controls	85	Drill a tooth
52	Trunk Strength	The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing.	28	Sit up in an office chair	57	Shovel snow for half an hour	85	Do 100 sit-ups