

OASYS NAVIGATION AT A GLANCE (Seeker Functions)

This is the OASYS Counselor Workstation opening screen. To get here click on **Start** at the bottom left of your screen, then click on **Programs** and then click on **VERTEK** then click on **OASYS for Windows**. You also might have an OASYS for Windows icon on your desktop screen.

To find an existing client record, type the first letter(s) of last name and all related records will appear. To enter a new record, click on **Record** and then **New**, or the Blank Paper icon.

Follow the logical flow of entering a Client data or by clicking on these tabs.

DOT Browser (very useful)

SSN can be set to show just 4 numbers

You can store several paragraphs of comments for each Seeker. Do not enter highly confidential information.

The screenshot shows the OASYS - Editing Seeker window. The title bar reads "OASYS - Editing Seeker - [SABIN, ELEANOR T.]". The menu bar includes "File", "Edit", "View", "Record", and "Help". The toolbar contains icons for "Record", "New", "Print", "Find", "Home", "Back", "Forward", "Help", and "Quit". The main window has tabs for "Job Seeker", "Details", "Work History", "Ability Profile", "Search", "Match", and "Comparison". The "Job Seeker" tab is active, showing a list of seekers on the left and a detailed form for Eleanor T. Sabin on the right. The list of seekers includes: SABIN, ELEANOR T..... DEMO O., SACRISON, JACK M..... DEMO, SADDLER, RONALD L..... DEMO, SAMPLE, JACK L..... DEMO, SAMPLE, JOE, SATLER, MAX R..... DEMO, SILMON, MARJORIE F..... DEMO, SIZZLER, PETER L..... DEMO, SKILLING, BARBARA L..... DEMO, SMALLEY, DORIS P..... DEMO, SMELTZER, FRANCES M..... DEMO, SOONER, HIRAM, Steppe, Vitale, Steppe, Vito, Steppe, Vivian, and STRUCTURE, INEED. The form for Eleanor T. Sabin includes fields for Last Name (SABIN), First (ELEANOR T.), M.I. (O), Address (1546 First Avenue, Unit 109), City (Gotham City), ST./ZIP (US, 98105), Phone 1 ((999) 555-4661), Phone 2 (() - ()), SSN (238-23-7641), and Comments (Cannot drive a car. On busline. Types 90+ WPM. Experience with Microsoft Word and Word Perfect. Counselor is not sure whether current training is adequate for career goal.). The form also has fields for Job-Ready (04/01/97) and Hired (/ /).

Don't worry about entering all the information that can be stored on the Seeker and Details Tabs – just name and perhaps SSN might be all you need, unless you want to use OASYS for its case management functions. If there are no fields that you will be using on the following Details tab, just skip to Work History tab, described on page 3.

Entering Details (smaller organizations often skip this screen entirely and go to Work History)

The screenshot shows the OASYS - Editing Seeker - [Paycheck, Anita] window. The 'Details' tab is selected. The 'Case Details' section includes fields for 'Opened' (03/03/2002), 'Updated' (12/07/2004), 'Closed' (/ /), 'Reg/Case', 'Source' (Self-ref), 'Funding' (Ticket), and 'Program' (Competitive Emp). The 'Counselor' section includes 'Name' (John Reeves), 'Phone' ((841) 472-1342), 'Placement Specialist' (Sally Foth), and another 'Phone' ((222) 222-2222). The 'Seeker Details' section includes 'Job Goal', 'Salary' (0), 'Hours/Week' (0), 'Shift' (Day), 'Overline', 'Weekends', 'Transport' (None), and 'License'. The 'User Defined Fields' section includes 'Sk1' (Assessment Grant Non-English Speakers), 'Sk2', and 'Sk3'. Red arrows point to the 'Placement Specialist' and 'Program' fields, and to the 'Job Goal', 'Salary', 'Hours/Week', 'Shift', 'Overline', and 'Weekends' fields. Callout boxes provide instructions on creating drop-down lists for consistency and ensuring fields are searchable.

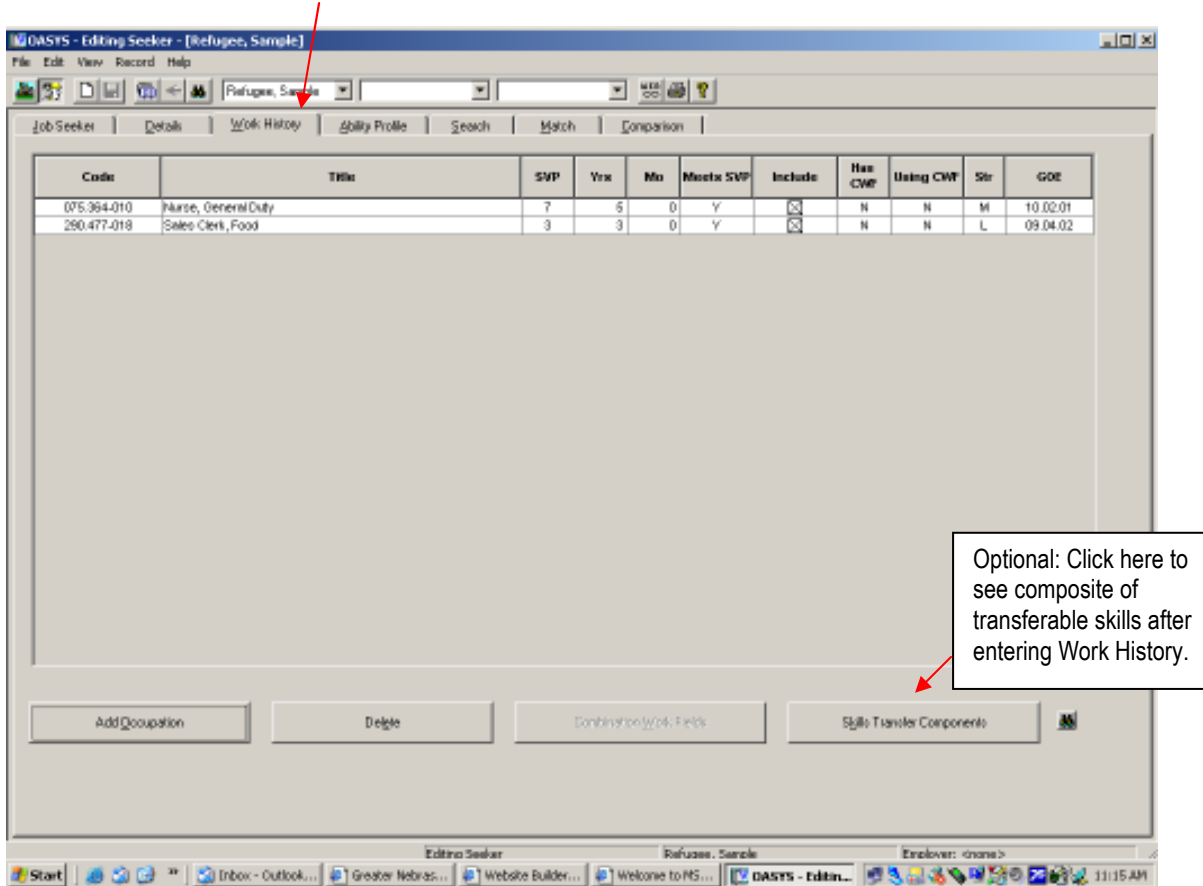
The fields with "drop down" arrows will create a list of options as they are filled in. Ideally, these lists should be created ahead of time to ensure data consistency. See instructions below.

These fields are not searched upon by OASYS. They are not absolutely necessary, except to record client information that might be useful in finding them a job.

These fields are also not searched upon by OASYS. You can create lists of other information that you wish to track in OASYS and you can change the field names.

If used, the "drop down" fields above should be used consistently. If a Placement Specialist enters their name as John S. one time, and then as J. Smith another time, you will not be able to select all of the clients working with John Smith in the reports. To create a standard list for any of the fields that have a drop-down list capability, someone in an administrator role for OASYS can click Start/All Programs/VERTEK/OASYS Administration Utility. (Or call us and we can talk you through it over the phone.) Once in the "Vadmin" utility, click Tools and then the first option: Edit Drop Down List. If you enter not only the name of Placement Specialists, Job Developers, etc., but also their phone and email address, these items will automatically appear in OASYS when just the name is selected. Again, if this information is not relevant to how you use OASYS – you can skip this entire page!

Entering D.O.T. Work History in OASYS



The Work History screen allows you to enter a job seeker's work history – this is done by finding “DOT-equivalent” job titles. By entering one or more jobs in work history, OASYS will automatically calculate all related transferable skills and abilities associated with their work history.

Adding a work history is as simple as clicking on ‘Add Occupation’. You are immediately offered a variety of choices to identify the most appropriate job title. Most of the time, searching by key word in job title will work. Use a unique word in the title, rather than general word (for example, searching on “counselor” might get over 50 on a list, whereas searching on “employment” gets about 10 – and it is easier to see Employment Counselor on the shorter list).

Keep in mind that the DOT is a database of over 12,000 job descriptions, and a single description listing 100% of the activities required on a specific job might be difficult to find. When appropriate, you might list more than one DOT job if this more accurately identifies a person's job tasks at one of their former jobs. For example, a Receptionist might also do general bookkeeping (but not accounts payable or receivable), in which case you could also add General Ledger Bookkeeper, DOT # 210-382-046, to the work history.

To find out more about a job you have listed on Work History screen, highlight a job on the list and right click on the mouse.

Understanding SVP, Work History and Transferable Skills

Why does “Meets SVP” say “N” for no? Answer: They only did this SVP 6 job for six months – OASYS would not automatically include these skills unless they did the job over one year (see SVP table below).

When should the “include” box be checked? Answer: If you, or their employment counselor, decide they have the skills – perhaps through school – but OASYS did not automatically award them the skills.

These are the DOT-equivalent jobs you enter in the person’s work history by clicking on the Add Occupation button.

After entering their Work History, if you click the **Skills Transfer Components** button, you will see that OASYS has automatically determined their skills from their work history.

Code	Title	SVP	Yrs	Mo	Meets SVP	Include	Has CWF
075.364.010	Nurse, General Duty	7	5	0	Y	<input checked="" type="checkbox"/>	N
290.477.019	Sales Clerk, Food	3	3	0	Y	<input checked="" type="checkbox"/>	N
079.374.022	Surgical Orderly	6		6	N	<input type="checkbox"/>	N

WORK FIELDS	SVP(s)
294 Health Caring-Medical	7
292 Merchandising-Sales	3
COMPONENTS OF COMBINATION WORK FIELDS	SVP(s)
None	
MPSMS	SVP(s)
924 Nutrition, Dietetic, and Therapeutic Services	7
881 Retail Trade	3

In the above work history example, if the Surgical Orderly job had been performed for over one year (instead of six months), the **Meets SVP** column would automatically say Y (for yes), because the definition for SVP 6 is: Over 1 Year to 2 Years. In the above case, if they were fully trained in this field or since they were also a skilled nurse – you could probably click on the “Include” box to override the OASYS system’s rule.

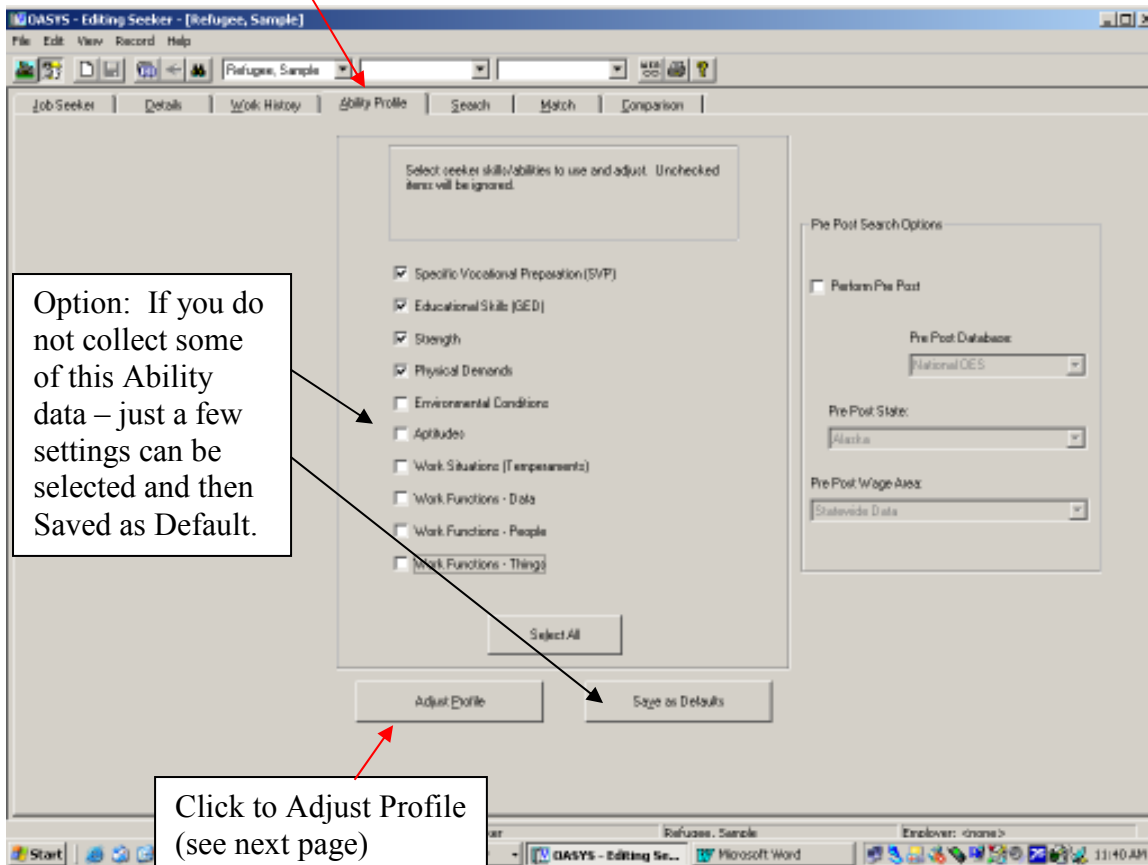
Occasionally you will get the Combination Work Fields screen for an occupation, you would only select certain work skills if the job seeker was there to help you choose. Otherwise, ignore.

SVP Definitions:

Specific Vocational Preparation is: The amount of time requires to learn the techniques, acquire the information, and development the facility to perform the job.

- Level 1: Short Demonstration Only
- Level 2: Beyond Short Demo to 1 Month
- Level 3: Over 1 Month to 3 Months
- Level 4: Over 3 Months to 6 Months
- Level 5: Over 6 Months to 1 Year
- Level 6: Over 1 Year to 2 Years
- Level 7: Over 2 Years to 4 Years
- Level 8: Over 4 Years to 10 Years
- Level 9: Over 10 Years

Ability Profile Screen



In addition to creating a composite list of transferable skills from the job seeker's work history, OASYS creates an Ability Profile.

The Ability Profile reflects the highest ability levels associated with the seeker's various work history jobs. One job, like Warehouseman, might cause the Strength ability to be high, whereas another job, like Bookkeeper, might cause the Math GED level to be high.

OASYS is not saying the person actually has these abilities. OASYS is saying they have held jobs for the length of time associated with the SVP, and that the jobs have been rated as requiring these abilities. Therefore OASYS assumes they have these abilities. If you have other data sources such as Math and Language assessment results, a physician's statement, etc., these assumptions can be over-ridden with a mouse click or two when you go into Adjust Profile. This is a primary use of OASYS – determining skills and abilities from past jobs and then adjusting the abilities to reflect current assessment results and/or functional capacities.

Adjusting the Ability Profile Screen

The screenshot shows the 'Ability Profile' window with the 'GED' tab selected. The window title is 'Ability Profile'. Below the tabs, there is a description: 'GED includes those aspects of education which contribute to the worker's reasoning development, language and mathematical skills.' The main area contains a table with columns for 'Grades 1-3', 'Grades 4-5', 'Grades 7-8', 'Grades 9-12', 'Grades 13-14', and 'Grades 15-19+'. The rows are 'Reasoning', 'Mathematics', and 'Language'. The 'Language' row for 'Grades 4-5' is highlighted in red, and the 'Language' row for 'Grades 13-14' is highlighted in yellow. A legend below the table indicates: 'Current Level' (teal), 'Current Selection' (red), and 'History Level' (yellow). A callout box points to the yellow box with the text: 'The yellow boxes show the **History Level**, or highest levels of General Educational Development associated with their past jobs.' Another callout box points to the red box with the text: 'But if, for instance, this person is a nurse from another country, and their English skills are low, you might adjust their language skills to reflect their English test results as a grade level – just click on the new level.' The window has 'OK', 'Cancel', and 'Help' buttons at the bottom. The taskbar at the bottom shows 'Start', 'Inbox - Outlook Express', 'Internet Explorer', 'OASYS - Editing Se...', and 'Microsoft Word'.

To change an ability rating, simply click on the level. Caution: don't be too zealous in adjusting the abilities downward without good reason – usually based on valid assessment results or in the case of physical limitations; a medical professional's report. Adjusting many abilities downward can quickly lead to zero search results. If the report will be used for a high stakes decision such as awarding disability benefits, you need to be sure your Ability Profile adjustments in OASYS are defensible.

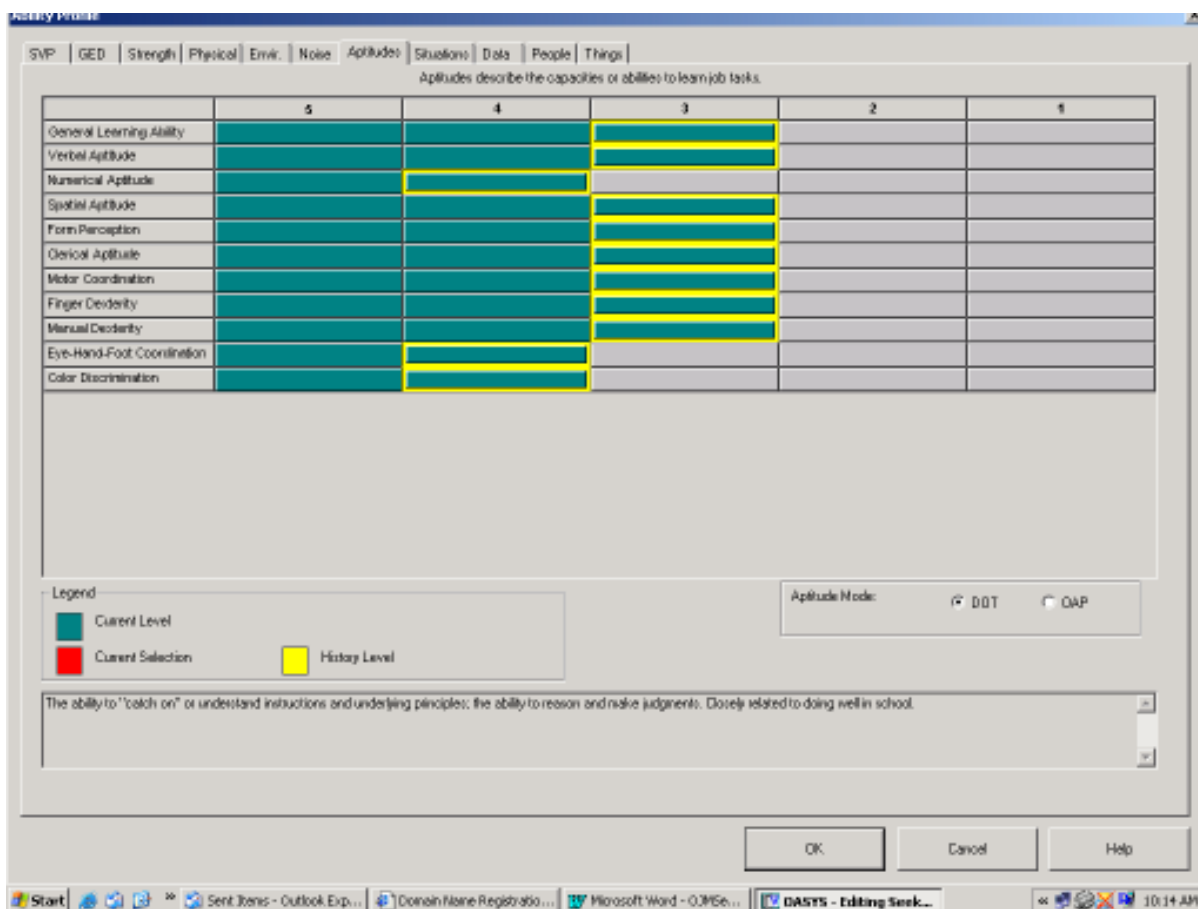
SVP sets the level (both Min and Max) that you wish to search the DOT or the Job Bank.

GED tab allows you to override the work history's Math and Language levels with test results from ABLE, or other assessment. HINT: If you are not seeing the GED Tab as Grade Levels: click Cancel, then File (in upper left of the OASYS screen), then Preferences, then Select GED variables as grade levels on the General tab.

Strength and Physical tabs allow you to override the work history's highest job requirements of Strength and Physical ability to reflect what the seeker's current strength and ability level is.

Aptitude tab can be adjusted only with the results as a valid and reliable "timed" aptitude test, such as the G.A.T.B. from U.S. D.O.L. or CareerScope from the Vocational Research Institute.

Adjusting Aptitude Scores in the OASYS Ability Profile



CareerScope users can convert the aptitude Percentile scores directly to either DOT or OAP aptitudes. OAP is more precise since each of the five aptitude levels above are cut into thirds. To find the conversion from Percentile to OAP, click the OASYS Help/Contents/Handbook of Definitions (under References) and use the “drop down” arrow to select Aptitudes. Click on any aptitude and you will see both the DOT and OAP aptitude cut-off chart, which you can print.

Please be careful about adjusting aptitude scores “downward”. The initial aptitude scores are based on the highest scores related to the Seeker’s composite work history. If you adjust the scores downward, based on their actual assessment results, you are using an aptitude test to say that a person can’t do one or more jobs in their work history! This is not very defensible.

For workforce development purposes, it might be wiser to only adjust the aptitudes upward, if they assess higher than their work history would indicate.

Perhaps only a vocational rehabilitation evaluator would be interested in aptitude scores that test lower than those associated with work history – this would be useful perhaps in the case of a head injury or other debilitating condition.

Search Tab

Selecting Closest Match might get few, if any, results.

Selecting Fair or Potential Match might get 100's of DOT's, but it does not meet the generally-accepted definition of TSA

Search **DOT** will help a person to see the general DOT occupations they have skills and abilities for based on their work history. Only after searching the DOT can you search OPEN JOBS to see if those jobs exist on the internet – perhaps even in another state.

Generally, start the search with Good Match selected. This reflects the Social Security Administration's definition of Transferable Skills Analysis in the Code of Federal Regulations. "Transferability is most probable and meaningful among jobs in which—

(i) *The same or a lesser degree of skill is required;*

(ii) *The same or similar tools and machines are used; and*

(iii) *The same or similar raw materials, products, processes, or services are involved."*

You can read the SSA's entire **CFR 404.1568** at http://www.ssa.gov/OP_Home/cfr20/404/404-1568.htm

For career counseling, if Good Match results in too many matches, try Closest. If there are too few matches, try Fair Matches and Potential Matches. You can also use the Filter functions so that search results only show occupations with higher wage and/or outlook, and/or are in line with the client's interests and/or aptitudes.

Seeker Match

Review: To get here, a Job Seeker file was created, Work History was entered (which created initial skills and abilities Search criteria), the Ability Profile was Adjusted, and a Search was performed using the transferable skills components and the adjusted ability levels.

The screenshot shows the OASYS software interface with the 'Match' tab selected. The search parameters are as follows:

- Occupations Examined: 1138
- Last Search Date: 11/19/2009
- Search Type: Fair
- Target Occupations: 16
- Aptitude Mode: DOT
- Pairs: Mixed

Code	Occupation	Industry	SVP	Str	O'NET	Level	Print
290.477-018	Sales Clerk, Food	Retail Trade	3	L	41-2021.00	Closest	<input type="checkbox"/>
299.677-010	Sales Attendant	Retail Trade	2	L	41-2031.00	Closest	<input checked="" type="checkbox"/>
341.464-010	Skate-Shop Attendant	Amusement and Recreation	3	L	39-3091.00	Fair (5)	<input type="checkbox"/>
349.367-010	kennel Manager, Dog Track	Amusement and Recreation	6	L	27-2023.00	Fair (6)	<input type="checkbox"/>
343.467-010	Cardroom Attendant I	Amusement and Recreation	4	L	39-3012.00	Fair (6)	<input type="checkbox"/>
311.477-034	Waiter/Waitress, Room Service	Hotel and Restaurant	3	L	35-3041.00	Fair (6)	<input type="checkbox"/>
311.477-038	Waiter/Waitress, Take Out	Hotel and Restaurant	3	L	35-3022.00	Fair (6)	<input type="checkbox"/>
311.674-010	Canteen Operator	Any Industry	3	L	35-3022.00	Fair (6)	<input type="checkbox"/>
319.677-010	Caterer Helper	Personal Service	3	L	35-2021.00	Fair (6)	<input type="checkbox"/>

Buttons at the bottom of the table include: Examine, Open Jobs, Matrix, and Clear Print.

If you searched DOT, you can print the above list. If there are occupations that you don't want on the list (and there are some DOT occupations that are long gone in our current economy), you can de-select the Print box on the far right column.

You can highlight any occupation on the list and click the Examine button to see Browser information such as description, outlook, wages.

You can click the Open Jobs button to see if there are any related job openings advertised on the internet – assuming you are connected to the internet. The web crawlers will find jobs that are listed in state workforce development systems, on-line job banks, classified ads, company web sites, recruiters, etc.. Caution: the same job might be listed at several sites.

You can click Matrix to see a summary of how the various occupations on the list were selected using Same or Similar Work Fields (WF) and Materials Products Subject Matter and Services (MPSMS)

The last tab of the main OASYS tabs, Comparison, allows you to compare your clients' skills/abilities to the requirements of any 12,761 occupations in the DOT. Use this option to see the fit with a client's other job possibilities or interests.

*Use **Comparison** Tab to Determine: "Why?" when you get No Search Results: If you have entered Work History, adjusted the Ability Profile (usually downward in several areas), and find that there are zero occupations in the resulting Match – you can enter a job from the client's work history and see what the "unqualified" factors were that eliminated even their past jobs.

Comparison Tab

DOT Title: Physical Therapy Aide DOT Code: 395.364-010

Details Select Job

Variables Analyzed	Seeker	Occupation	Comment
Work Field	MPSMG		
Same	Same	SVP Level 4	Qualified
Same	Similar	SVP Level 6	Exceeds Demand
Similar	Same	SVP Level 4	Qualified
Similar	Similar	SVP Level 6	Exceeds Demand
Same	Different	SVP Level 6	Exceeds Demand
Similar	Different	SVP Level 6	Exceeds Demand
Different	Same	SVP Level 4	Qualified
Different	Similar	SVP Level 6	Exceeds Demand

This table shows at which level(s) Transferability of Skills occurs between the seeker's SVP, Work Fields & MPSMG and the occupational requirements. Each Level of Transferability contains different infirmities concerning:

- a. The amount of training required to perform the Job Goal.
- b. The suitability of the Job Goal for the person.

Levels 1-4 are Skills Transfer levels per the definition.
Levels 5-6 do not reflect the operational definition of Transferability.

Transferability is further qualified by the analysis of each worker trait as follows:

One use of the Comparison tab is to quickly find out why no search results appeared by comparing the Seekers skills and abilities to a job from their Work History – did you adjust one or more of their Abilities too far downward?

It can also be used to compare skills and abilities to the requirements of any occupation in the DOT. In the above example a person with a work history of Nurse Assistant and Nurse, Licensed Practical (LPN) is compared to Physical Therapy Aide. The slider bar to the right reveals a wealth of information with comments in the right column on the comparison between the person and the job. Many of the “Underqualified” or “Not Qualified” can be addressed by accommodations or training – and it is possible that the jobs in their work history simply did not require certain skills so they were not considered capable. OASYS is based on the DOT, which does not track certification or licensing requirements, so obviously this person would need to return to school in order to work as a Physical They Aide – but they would almost certainly be successful.

The following report was created by simply clicking on the printer icon while the desired comparison was being viewed (in this case it was exported to a word processor file and then pasted below). Basically, in a few clicks, you can create a sort of resume that compares the skills and abilities of the Seeker to any job or occupation. Employers will think you spent hours on this – and yet it is a very objective analysis of your client and their job.

Placement Goal Comparison

Name: Paycheck, Anita
 DOT Title: Physical Therapy Aide

The only reason OASYS did not list this occupation in the search results was because Physical Therapy Aide has a higher rating for Persuading than LPN or Nurse Assistant. It can be assumed that, since this person will also need additional training; the training will remedy the situation.

SSN: / / - / - / 444
 DOT Code: 355.354-010

Variables Analyzed	Seeker	Occupation	Comment	
Work Field	MPSMS			
Same	Same	SVP Level 4	SVP Level 4	Qualified
Same	Similar	SVP Level 6	SVP Level 4	Exceeds Demand
Similar	Same	SVP Level 4	SVP Level 4	Qualified
Similar	Similar	SVP Level 6	SVP Level 4	Exceeds Demand
Same	Different	SVP Level 6	SVP Level 4	Exceeds Demand
Similar	Different	SVP Level 6	SVP Level 4	Exceeds Demand
Different	Same	SVP Level 4	SVP Level 4	Qualified
Different	Similar	SVP Level 6	SVP Level 4	Exceeds Demand

This table shows at which level(s) Transferability of Skills occurs between the seeker's SVP, Work Fields & MPSMS and the occupational requirements. Each Level of Transferability contains different inferences concerning:

--- a. The amount of training required to perform the Job Goal.

--- b. The suitability of the Job Goal for the person.

Levels 1-4 are Skills Transfer levels per the definition.

Levels 5-8 do not reflect the operational definition of Transferability.

Transferability is further qualified by the analysis of each worker trait as follows:

Specific Vocational Preparation

Seeker Minimum	Level 1	Level 4
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General Education

Reasoning	Level 4	Level 3	Exceeds Demand
Mathematics	Level 3	Level 2	Exceeds Demand
Language	Level 4	Level 3	Exceeds Demand

Strength

Lift, Carry, Push, Pull	Medium Work	Medium Work
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Physical Demands

Climbing	Never	Never	
Balancing	Never	Never	
Stooping	Frequently	Occasionally	Exceeds Demand
Kneeling	Occasionally	Occasionally	
Crouching	Occasionally	Occasionally	
Crawling	Never	Never	
Reaching	Frequently	Frequently	
Handling	Frequently	Frequently	
Fingering	Frequently	Occasionally	Exceeds Demand
Feeling	Frequently	Never	Exceeds Demand
Talking	Frequently	Frequently	
Hearing	Frequently	Frequently	
Tasting/Smelling	Never	Never	
Near Acuity	Frequently	Frequently	
Far Acuity	Never	Never	
Depth Perception	Never	Never	
Accommodation	Never	Never	
Color Vision	Occasionally	Occasionally	
Field of Vision	Never	Never	

Environmental Conditions

Exposure to Weather	Never	Never	
Nonweather Extreme Cold	Never	Never	
Nonweather Extreme Heat	Never	Never	
Wet-Humid	Never	Never	
Vibration	Never	Never	
Atmospheric Conditions	Never	Never	
Moving Mechanical Parts	Never	Never	
Electrical Shock	Never	Never	
High, Exposed Places	Never	Never	
Radiant Energy	Never	Never	
Explosives	Never	Never	
Toxic/Caustic Chemicals	Never	Never	
Other Hazards	Occasionally	Never	Exceeds Demand
Noise	Moderate	Moderate	

DOT Aptitudes

General Learning Ability	3 (34 - 67 Percentile)	3 (34 - 67 Percentile)	
Verbal Aptitude	3 (34 - 67 Percentile)	3 (34 - 67 Percentile)	
Numerical Aptitude	4 (11 - 33 Percentile)	4 (11 - 33 Percentile)	
Spatial Aptitude	3 (34 - 67 Percentile)	4 (11 - 33 Percentile)	Exceeds Demand
Form Perception	3 (34 - 67 Percentile)	4 (11 - 33 Percentile)	Exceeds Demand
Clerical Aptitude	3 (34 - 67 Percentile)	4 (11 - 33 Percentile)	Exceeds Demand
Motor Coordination	3 (34 - 67 Percentile)	3 (34 - 67 Percentile)	
Finger Dexterity	3 (34 - 67 Percentile)	3 (34 - 67 Percentile)	
Manual Dexterity	3 (34 - 67 Percentile)	3 (34 - 67 Percentile)	
Eye-Hand-Foot Coordination	4 (11 - 33 Percentile)	4 (11 - 33 Percentile)	
Color Discrimination	4 (11 - 33 Percentile)	4 (11 - 33 Percentile)	

Work Situations (Temperaments)

Direct/Control/Plan	No Experience	Not Required	
Repetitive/Short Cycle Work	No Experience	Not Required	
Influencing People	No Experience	Not Required	
Variety of Duties	Demonstrated	Not Required	Exceeds Demand
Expressing Feelings	No Experience	Not Required	
Working Alone or Apart	No Experience	Not Required	
Performing Under Stress	Demonstrated	Not Required	Exceeds Demand
Attain Limits/Tolerances	Demonstrated	Required	
Work Under Specific Instr.	No Experience	Not Required	
Dealing With People	Demonstrated	Required	
Making Judgments/Decisions	No Experience	Not Required	

Work Functions (Data)

Synthesizing	No Experience	Not Required	
Coordinating	No Experience	Not Required	
Analyzing	No Experience	Not Required	
Compiling	Demonstrated	Required	
Computing	Unsure	Not Required	Exceeds Demand?
Copying	Unsure	Not Required	Exceeds Demand?
Comparing	Demonstrated	Not Required	Exceeds Demand

Work Functions (People)

Mentoring	No Experience	Not Required	
Negotiating	No Experience	Not Required	
Instructing	No Experience	Not Required	
Supervising	No Experience	Not Required	
Diverting	No Experience	Not Required	
Persuading	No Experience	Required	Not Qualified
Speaking-Signaling	No Experience	Not Required	
Serving	Demonstrated	Not Required	Exceeds Demand
Taking Instructions-Helping	Unsure	Not Required	Exceeds Demand?

Work Functions (Things)

Setting Up	No Experience	Not Required	
Precision Working	No Experience	Not Required	
Operating-Controlling	No Experience	Not Required	
Driving-Operating	No Experience	Not Required	
Manipulating	Demonstrated	Required	
Tending	Unsure	Not Required	Exceeds Demand?
Feeding-Offbearing	Unsure	Not Required	Exceeds Demand?
Handling	Unsure	Not Required	Exceeds Demand?

Job Components**WORK FIELDS**

294 Health Caring-Medical

MPSMS

926 Medical Assistant, Aide, Attendant Services

SVP: 4**Seeker Components****WORK FIELDS**

294 Health Caring-Medical

SVP(s)

6 4

Same as Job

COMPONENTS OF COMBINATION WORK FIELDS

None

SVP(s)**MPSMS**

926 Medical Assistant, Aide, Attendant Services

SVP(s)

4

Same as Job

924 Nursing, Dietetic, and Therapeutic Services

6

Similar to Job