Assigning standard occupation codes using Public Licensing Agency data

The Indiana Business Research Center (IBRC) incorporated public licensing data from Indiana into the Workforce Data Quality Initiative (WDQI) Occupation Assignment project. The Indiana Department of Workforce Development made the de-identified data from 2005 – present available, and provided a randomly generated universal ID field that allowed these data to be matched to their wage records, unemployment insurance claims, and public higher education records from the Indiana Research and Analysis Warehouse data system.

IBRC incorporated these data to develop an approach that allowed the active license(s) of an individual to serve as a proxy for their occupation. To acknowledge that a license holder may be employed in an occupation not related to their license or certification, we developed procedures to check an individual’s salary and industry of employment against the occupation(s) associated with each active license.

## Public licensing data

The Indiana Professional Licensing Agency (PLA) maintains a public database and online portal of individuals that have been granted a license or certificate required for an occupation within the state of Indiana. The public is allowed to access the following information for each license:

* Name
* License number
* Address
* Issue date
* Expiration date
* License status (Active, Cancelled, Expired, Pending, Probation, Superseded, Suspended, etc.)
* Date the license status was updated

Currently, records from more than 50 licensing boards are compiled in the PLA database:

* Accountancy Board
* Acupuncture Committee
* Alcoholic Beverage
* Appraiser Board
* Architect Board
* Asbestos
* Athletic Division
* Athletic Trainer Board
* Auctioneer Commission
* Behavioral Health Board
* Chiropractic Board
* Cosmetology & Barber Board
* Dentistry Board
* Dietician Certification Board
* Drinking Water
* Engineer Board
* Environmental Health Board
* Funeral Board
* Gaming
* Health Facility Administration Board
* Hearing Aid Dealer Committee
* Home Inspectors Board
* Hypnotist Committee
* Interior Design Registry
* Land Surveyor Board
* Landfill
* Lead
* Librarian
* Manufactured Home Installers
* Massage Therapy Board
* Medical Licensing Board
* Nurse Aides
* Nursery
* Nursing Board
* Occupational Therapy Committee
* Optometry Board
* Pharmacy Board
* Physical Therapy Committee
* Physician Assistant Committee
* Plumbing Commission
* Podiatric Medicine Board
* Private Investigation & Security Guard Board
* Psychology Board
* Radioactive Material
* Radiology
* Radon
* Real Estate Commission
* Speech Language Pathology & Audio Board
* Timber
* Tobacco
* Veterinary Board
* Wastewater

Two notable absences from the PLA database are records of licensed attorneys and records of licensed educators.

## Methodology

### Determining the dates a license is active

The process to use an individual’s license as a proxy for their occupation began with cleaning the PLA database. Many licensing boards that supply data to PLA have their own license status categories, therefore we developed a condensed and standard list of license status values based upon information available from the licensing boards. The standard list of status values was ranked in order of importance to indicate which license should be given priority in the occupation assignment process if there were several licenses held by the same individual. For example, the priority ranking will consider a Home Inspector License with an active status rank to be of a higher priority than a Real Estate Agent License with an expired status rank from the same individual.

|  |  |  |
| --- | --- | --- |
| Standardized License Status | Priority Rank | Non-Standard Status Values Assigned to Category |
| Active | 1 | Active |
| Conditionally Active | 2 | Conditional, Probation, Probation/Referral, Valid to Practice While Reviewed |
| Superseded | 3 | Superseded |
| Not Practicing | 4 | Current/Not Practicing, Retired |
| Expired | 5 | Dead, Expired, Expired/Holding Application, Expired/Non-renewable, Inactive, Inactive/Expired, Inactive/Probation, Null and Void, Probation/Expired, Referral/Expired, Registry History, Storage, Unassigned/Expired, Voluntary Surrender |
| Suspended | 6 | Emergency Suspension, Suspended |
| Revoked | 7 | Finding, Rescinded, Revoked |
| Not Awarded | 8 | Abandoned Application, Application Denied, Cancelled, Deleted Application, Failed Exam, Renewal Denied, Withdrawn Application |
| Pending Application | 9 | Pending Application, Reinstatement Pending |
| Unassigned | 99 | Unassigned |

For each license, we tabulated the number of months it was active each quarter of each year. Conditionally active licenses are considered to be active until the status is updated in the database. Not practicing, expired, suspended, and revoked licenses are considered to be active until the date at which the license status was updated to its current status. Not awarded and pending application licenses are considered null and inactive. Superseded licenses are considered active until their expiration date. However, these licenses are typically temporary in nature and are therefore given a lower priority in the occupation assignment process than their more stable, active counterparts. For example, an individual may have a pharmacy technician in training license that expires on December 1, 2016. On September 1, 2016, the in training license was superseded by an active pharmacy technician license. The training license will still be considered active until December 1, 2016, but it will be given a lower priority than the active pharmacy technician license from September 1 to December 1 of 2016.

### Linking licenses, occupations, and industries of employment

The Indiana Department of Workforce Development supplied IBRC with a crosswalk that listed the standard occupation codes (SOC) associated with each type of license or certificate that is tracked in the PLA database. This crosswalk was then joined to the Occupation Employment Statistics (OES) program annual staffing patterns data for Indiana, which list the possible industries of employment for each standard occupation code. The join resulted in a crosswalk for each year that contained one record per license and SOC combination with the full list of possible industries of employment for each record. The staffing patterns were used for the most detailed level of NAICS industry codes available for the year in question. For data prior to 2010, the License to SOC crosswalk was changed to use 2000 SOC codes rather than 2010 SOC codes.

Next, we returned to the PLA database and dropped all licenses that were not active for the year in question. We performed a pairwise join to merge the license-SOC-NAICS crosswalk with the active licenses for the year. These data were joined to the wage records for the year using a one (wage record) to many (license-SOC-NAICS combinations) merge. Non-matched records were dropped, since we are only interested in individuals with one or more active licenses and a valid wage record for the year.

### Assigning a Standard Occupation Code

Every firm in Indiana that pays Unemployment Insurance (UI) on behalf of its employees is required to submit quarterly wage records for each UI-covered employee. The wage records list the 6-digit NAICS industry of employment and the wage per individual and quarter in a calendar year. Records of up to three employers per quarter are maintained in the database, and the model attempts to assign a SOC code for each available simultaneous job in the database of wage records.

The SOC assignment was conducted on a quarterly basis to account for licenses that were not active for an entire calendar year. If a license was active for at least one month in a quarter, all of the possible NAICS industries of employment for each license and SOC combination are evaluated to determine whether there is a match to the dominant NAICS from the individual’s wage record. The number of NAICS matches for each individual and active license-SOC combination were counted quarterly. If an individual only had one NAICS match for a quarter, they were assigned the 6-digit SOC code from the license and SOC combination associated with the matching NAICS industry. If there were multiple matches, a person had multiple active licenses for the quarter in question, and the highest priority license had a single NAICS match, then the SOC code associated with that match was used. Individuals with only a single possible SOC assignment due to one NAICS match were given an assignment description as 6-digit direct.

When a 6-digit direct assignment was not possible, and there were multiple potential SOC codes based upon NAICS matches, less detailed SOC codes were used when possible. For example, an individual with an active Physician License will have a list of seven potential SOC codes associated with that license:

* 29-1061 Anesthesiologists
* 29-1062 Family and General Practitioners
* 29-1063 Internists, General
* 29-1064 Obstetricians and Gynecologists
* 29-1065 Pediatricians, General
* 29-1066 Psychiatrists
* 29-1069 Physicians and Surgeons, All Other

If that same individual works in the General Medical and Surgical Hospitals Industry, they will have a NAICS match to all seven of the potential SOC codes. While it is not possible to assign this individual a 6-digit SOC code, it is possible to assign them a less detailed 5-digit SOC code (29-1060: Physicians and Surgeons) that includes all of the potential 6-digit SOC codes. This assignment would be given a description of 5-digit direct. 4-digit direct and 3-digit direct are also valid assignment descriptions. We considered a 2-digit assignment to be too generic for a license assignment, therefore it was not used.

For the remaining unassigned license holders, we incorporated annualized wage data to eliminate occupations with non-likely wages. National OES staffing patterns with wage data for industry and occupation combinations was joined to the wage/license/SOC/NAICS data. We chose to use national data for industry-specific occupation wages rather than state data because the state data does not have industry-specific wage ranges by occupation. Potential occupations associated with each license and industry of employment were checked to see whether the annualize wage from the wage record fell within the 10th-90th percentile for the occupation and industry combination. If the annualized wage of the individual fell within the percentile ranges of the national salary range for only one of the possible occupations, then that SOC code was assigned to the individual. If not, then the occupations with wage matches were counted and the process began for determining whether all the potential matches fell into the same 5-digit, 4-digit, or 3-digit, less detailed SOC code. These assignments were given a description of 10-90 wage match.

If there were still multiple potential SOC matches for an individual based upon their active licenses and industry of employment, then the wage match range was narrowed to the 25th- 75th percentile of the national salary for the occupation and industry in question. The occupations with wage matches within the narrower range were then evaluated to determine whether the matches resulted in a possible 6-digit, 5-digit, 4-digit, or 3-digit SOC assignment. These assignments were given a description of 25-50 wage match.

After following all of these procedures, we were still left with many unassigned license holders, the vast majority of which were individuals with Alcoholic Beverage licenses. For those individuals, the SOC code closest to the median quarterly wage of the person was assigned.

Engineer Board license-holders also required additional measures to assign SOC codes. For potential engineering SOC codes, the median wage for the national industry and occupation combination was compared to the annualized wage of the individual license holder. The potential occupations were ranked by how closely the annualized wage was to the national median. If the Engineering Manager Occupation was ranked first, then we assigned that SOC code to the individual. If the Engineering Manager Occupation was ranked last, then that SOC code was dropped as a potential match. A 6-digit, 5-digit, 4-digit, or 3-digit SOC code was assigned as appropriate and these records were given the description of engineering wage tie break. This method produced an issue with Engineers being over assigned the 17-2171: Petroleum Engineer occupation due to its high salary range, which is similar to the salary range of 11-9041: Architectural and Engineering Managers. Individuals holding Professional Engineering licenses with salaries that match the ranges associated with both Petroleum Engineers and Architectural and Engineering Managers, will be assigned the Architectural and Engineering Managers occupation code unless they work in one of the following industries:

* NAICS 211110: Oil and Gas Extraction
* NAICS 213112: Support Activities for Oil and Gas Operations
* NAICS 486000: Pipeline Transportation
* NAICS 221200: Natural Gas Distribution
* NAICS 324000: Petroleum and Coal Products Manufacturing

There were also a group of unassigned individuals with active asbestos workers licenses. If any of these individuals were employed in the remediation or other waste management services industry, then they were assigned the hazardous materials removal workers SOC code, and the assignment description was listed as asbestos tiebreak.

For the remaining unassigned records, the model identified individuals that held multiple licenses, but one or more of the licenses were not active for all three months in the quarter. Occupations related to a license that was active for less than the full quarter were suppressed, and the model assigned a SOC code based upon the other active license(s) for the quarter in question.

Indiana does not have a specific license for Nurse Practitioners, but does have two prescriptive authority licenses that indicate a nurse is more likely to be a nurse practitioner than a registered nurse. Therefore, if an individual held an active prescriptive authority license and an active registered nurse license, the nurse practitioner license was given priority and assigned to the individual as long as they were employed by a firm in an expected industry.

## Public license module results

|  |  |
| --- | --- |
|  | 2013 |
| Individuals with an active license for at least one month during the year | 461,109 |
| Percent of individuals with more than one active license during the year | 26.7% |
| Licensed individuals on an Indiana payroll for at least one quarter | 373,614 |
| Licensed individuals on an Indiana payroll and working in an industry associated with their license for at least one quarter | 308,130 |
| Licensed individuals with a SOC assignment for a least one quarter | 307,079 |
|  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  | Q2 2013 SOC Assignment Counts | | |
|  | SOC Code Assignment | SOC Title | Highest paying job for the quarter | 2nd Highest paying job | 3rd Highest paying job |
| **Management Occupations** | | |  |  |  |
|  | 11-9000 | Other Management Occupations | 24 | 2 |  |
|  | 11-9021 | Construction Managers | 2 | 1 |  |
|  | 11-9041 | Architectural and Engineering Managers | 270 |  |  |
|  | 11-9051 | Food Service Managers | 2,841 | 16 |  |
|  | 11-9061 | Funeral Service Managers | 436 | 21 |  |
|  | 11-9111 | Medical and Health Services Managers | 677 | 36 | 2 |
| **Business and Financial Operations Occupations** | | |  |  |  |
|  | 13-2000 | Financial Specialists | 1 |  |  |
|  | 13-2011 | Accountants and Auditors | 4,204 | 309 | 21 |
|  | 13-2021 | Appraisers and Assessors of Real Estate | 197 | 4 |  |
| **Architecture and Engineering Occupations** | | |  |  |  |
|  | 17-1000 | Architects, Surveyors, and Cartographers | 3 |  |  |
|  | 17-1010 | Architects, Except Naval | 2 |  |  |
|  | 17-1011 | Architects, Except Landscape and Naval | 325 | 10 | 2 |
|  | 17-1012 | Landscape Architects | 81 | 2 |  |
|  | 17-1022 | Surveyors | 222 | 13 |  |
|  | 17-2000 | Engineers | 4,141 | 133 | 4 |
|  | 17-2011 | Aerospace Engineers | 18 | 4 | 1 |
|  | 17-2021 | Agricultural Engineers | 4 |  |  |
|  | 17-2041 | Chemical Engineers | 14 |  |  |
|  | 17-2051 | Civil Engineers | 25 | 1 |  |
|  | 17-2061 | Computer Hardware Engineers | 7 |  |  |
|  | 17-2071 | Electrical Engineers | 32 | 2 |  |
|  | 17-2072 | Electronics Engineers, Except Computer | 22 |  |  |
|  | 17-2111 | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors | 15 |  | 1 |
|  | 17-2112 | Industrial Engineers | 52 | 6 |  |
|  | 17-2131 | Materials Engineers | 12 |  |  |
|  | 17-2141 | Mechanical Engineers | 23 | 2 |  |
|  | 17-2151 | Mining and Geological Engineers, Including Mining Safety Engineers | 9 |  |  |
|  | 17-2161 | Nuclear Engineers | 4 |  |  |
|  | 17-2171 | Petroleum Engineers | 12 |  |  |
|  | 17-2199 | Engineers, All Other | 52 | 5 |  |
| **Life, Physical, and Social Science Occupations** | | |  |  |  |
|  | 19-1032 | Foresters | 125 | 6 |  |
|  | 19-3030 | Psychologists | 412 | 64 | 2 |
|  | 19-3031 | Clinical, Counseling, and School Psychologists | 18 | 6 | 1 |
|  | 19-3032 | Industrial-Organizational Psychologists | 1 |  |  |
|  | 19-4091 | Environmental Science and Protection Technicians, Including Health | 6 | 1 |  |
| **Community and Social Service Occupations** | | |  |  |  |
|  | 21-1000 | Counselors, Social Workers, and Other Community and Social Service Specialists | 605 | 94 | 8 |
|  | 21-1010 | Counselors | 854 | 120 | 5 |
|  | 21-1011 | Substance Abuse and Behavioral Disorder Counselors | 266 | 33 | 3 |
|  | 21-1013 | Marriage and Family Therapists | 158 | 15 | 4 |
|  | 21-1014 | Mental Health Counselors | 6 |  |  |
|  | 21-1015 | Rehabilitation Counselors | 3 | 1 |  |
|  | 21-1020 | Social Workers | 2,940 | 332 | 32 |
|  | 21-1021 | Child, Family, and School Social Workers | 5 | 7 | 1 |
|  | 21-1022 | Healthcare Social Workers | 6 | 4 |  |
| **Education, Training, and Library Occupations** | | |  |  |  |
|  | 25-1071 | Health Specialties Teachers, Postsecondary | 3 |  |  |
|  | 25-1194 | Vocational Education Teachers, Postsecondary | 156 | 30 | 1 |
|  | 25-4021 | Librarians | 6 |  |  |
| **Arts, Design, Entertainment, Sports, and Media Occupations** | | | |  |  |
|  | 27-1025 | Interior Designers | 104 | 6 |  |
| **Healthcare Practitioners and Technical Occupations** | | |  |  |  |
|  | 29-1000 | Health Diagnosing and Treating Practitioners | 97 | 9 | 1 |
|  | 29-1011 | Chiropractors | 215 | 6 | 1 |
|  | 29-1020 | Dentists | 964 | 25 | 1 |
|  | 29-1021 | Dentists, General | 61 | 47 | 1 |
|  | 29-1031 | Dietitians and Nutritionists | 693 | 97 | 15 |
|  | 29-1041 | Optometrists | 383 | 18 |  |
|  | 29-1051 | Pharmacists | 3,328 | 327 | 21 |
|  | 29-1060 | Physicians and Surgeons | 6,608 | 1,028 | 30 |
|  | 29-1065 | Pediatricians, General | 1 |  |  |
|  | 29-1066 | Psychiatrists | 4 | 2 |  |
|  | 29-1067 | Surgeons | 1 |  |  |
|  | 29-1069 | Physicians and Surgeons, All Other | 584 | 61 | 2 |
|  | 29-1071 | Physician Assistants | 674 | 64 | 1 |
|  | 29-1081 | Podiatrists | 93 | 7 |  |
|  | 29-1000 | Health Diagnosing and Treating Practitioners | 103 | 9 | 1 |
|  | 29-1120 | Therapists | 4 | 1 |  |
|  | 29-1122 | Occupational Therapists | 3,148 | 680 | 91 |
|  | 29-1123 | Physical Therapists | 3,047 | 596 | 87 |
|  | 29-1124 | Radiation Therapists | 299 | 18 | 1 |
|  | 29-1126 | Respiratory Therapists | 3,029 | 302 | 23 |
|  | 29-1127 | Speech-Language Pathologists | 1,974 | 414 | 55 |
|  | 29-1131 | Veterinarians | 749 | 19 |  |
|  | 29-1141 | Registered Nurses | 53,586 | 5,326 | 367 |
|  | 29-1171 | Nurse Practitioners | 2,938 | 656 | 82 |
|  | 29-1181 | Audiologists | 255 | 18 | 1 |
|  | 29-1190 | Miscellaneous Health Diagnosing and Treating Practitioners | 1 |  |  |
|  | 29-1199 | Health Diagnosing and Treating Practitioners, All Other | 14 | 3 |  |
|  | 29-2000 | Health Technologists and Technicians | 75 | 21 | 3 |
|  | 29-2021 | Dental Hygienists | 2,907 | 206 | 14 |
|  | 29-2030 | Diagnostic Related Technologists and Technicians | 20 | 2 |  |
|  | 29-2031 | Cardiovascular Technologists and Technicians | 65 | 3 |  |
|  | 29-2033 | Nuclear Medicine Technologists | 311 | 24 | 1 |
|  | 29-2034 | Radiologic Technologists | 2,362 | 254 | 20 |
|  | 29-2050 | Health Practitioner Support Technologists and Technicians | 1 | 2 |  |
|  | 29-2052 | Pharmacy Technicians | 8,280 | 961 | 64 |
|  | 29-2056 | Veterinary Technologists and Technicians | 674 | 32 | 2 |
|  | 29-2061 | Licensed Practical and Licensed Vocational Nurses | 17,030 | 1,880 | 159 |
|  | 29-2092 | Hearing Aid Specialists | 26 | 5 |  |
|  | 29-9091 | Athletic Trainers | 638 | 136 | 18 |
|  | 29-9092 | Genetic Counselors | 26 | 1 |  |
| **Healthcare Support Occupations** | | |  |  |  |
|  | 31-1010 | Nursing, Psychiatric, and Home Health Aides | 6,962 | 1,950 | 279 |
|  | 31-1011 | Home Health Aides | 3,866 | 1,034 | 143 |
|  | 31-1014 | Nursing Assistants | 29,335 | 3,817 | 345 |
|  | 31-2021 | Physical Therapist Assistants | 1,883 | 354 | 41 |
|  | 31-9000 | Other Healthcare Support Occupations | 1 |  |  |
|  | 31-9010 | Massage Therapists | 1 |  |  |
|  | 31-9011 | Massage Therapists | 1,076 | 154 | 10 |
|  | 31-9091 | Dental Assistants | 1,995 | 86 | 8 |
| **Food Preparation and Serving Related Occupations** | | |  |  |  |
|  | 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 6,255 | 47 |  |
|  | 35-3011 | Bartenders | 38,329 | 11,705 | 1,224 |
| **Personal Care and Service Occupations** | | |  |  |  |
|  | 39-5000 | Personal Appearance Workers | 122 | 8 |  |
|  | 39-5010 | Barbers, Hairdressers, Hairstylists and Cosmetologists | 5 |  |  |
|  | 39-5011 | Barbers | 68 | 11 | 1 |
|  | 39-5012 | Hairdressers, Hairstylists, and Cosmetologists | 7,648 | 926 | 62 |
|  | 39-5090 | Miscellaneous Personal Appearance Workers | 25 | 4 |  |
|  | 39-5092 | Manicurists and Pedicurists | 234 | 33 | 3 |
|  | 39-5094 | Skincare Specialists | 504 | 93 | 4 |
| **Sales and Related Occupations** | | |  |  |  |
|  | 41-2031 | Retail Salespersons | 2,148 | 181 | 21 |
|  | 41-9000 | Other Sales and Related Workers | 40 | 2 |  |
|  | 41-9020 | Real Estate Brokers and Sales Agents | 162 | 11 |  |
|  | 41-9021 | Real Estate Brokers | 1,274 | 72 | 6 |
|  | 41-9022 | Real Estate Sales Agents | 1,768 | 167 | 17 |
|  | 41-9099 | Sales and Related Workers, All Other | 434 | 60 | 4 |
| **Construction and Extraction Occupations** | | |  |  |  |
|  | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 228 | 20 | 2 |
|  | 47-2130 | Insulation Workers | 43 | 6 | 3 |
|  | 47-2131 | Insulation Workers, Floor, Ceiling, and Wall | 35 | 2 |  |
|  | 47-2132 | Insulation Workers, Mechanical | 21 | 4 | 1 |
|  | 47-2152 | Plumbers, Pipefitters, and Steamfitters | 3,897 | 315 | 26 |
|  | 47-4000 | Other Construction and Related Workers | 10 |  |  |
|  | 47-4011 | Construction and Building Inspectors | 265 | 18 |  |
|  | 47-4040 | Hazardous Materials Removal Workers | 16 |  |  |
|  | 47-4041 | Hazardous Materials Removal Workers | 294 | 79 | 15 |
| **Installation, Maintenance, and Repair Occupations** | | |  |  |  |
|  | 49-9095 | Manufactured Building and Mobile Home Installers | 14 | 2 |  |
| **Production Occupations** | | |  |  |  |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators | 19 | 3 |  |
|  | **Total** |  | **243,646** | **35,719** | **3,368** |