

Guide to the 2014-2018 EEO Custom Tabulation Federal Aggregate Occupation Code List

Last Updated: 2/22/2021

Group Definitions:

A. Codes and titles for the nine EEO-1 Job Categories, as used in the EEO-1 Survey:

- 1 Officials and Managers, including (a) Executive/Senior Level Officials and Managers and (b) First/Mid Level Officials and Managers
- 2 Professionals
- 3 Technicians
- 4 Sales Workers
- 5 Administrative Support Workers
- 6 Craft Workers
- 7 Operatives
- 8 Laborers and Helpers
- 9 Service Workers

B. Codes and titles for the fourteen EEO Occupational Groups, which are collapsible into the nine EEO-1 Job Categories:

- 1 Management, Business and Financial Workers (EEO-1 code 1)
- 2 Science, Engineering and Computer Professionals (EEO-1 code 2)
- 3 Healthcare Practitioner Professionals (EEO-1 code 2)
- 4 Other Professional Workers (EEO-1 code 2)
- 5 Technicians (EEO-1 code 3)
- 6 Sales Workers (EEO-1 code 4)
- 7 Administrative Support Workers (EEO-1 code 5)
- 8 Construction and Extractive Craft Workers (EEO-1 code 6)
- 9 Installation, Maintenance and Repair Craft Workers (EEO-1 code 6)
- 10 Production Operative Workers (EEO-1 code 7)
- 11 Transportation and Material Moving Operative Workers (EEO-1 code 7)
- 12 Laborers and Helpers (EEO-1 code 8)
- 13 Protective Service Workers (EEO-1 code 9)
- 14 Service Workers, except Protective (EEO-1 code 9)

C. Codes and titles for the eight State and Local Government Job Groups, which are similar to the job categories used in the EEO-4 Survey.

- 1 Officials and Administrators
- 2 Professionals
- 3 Technicians
- 4 Protective Service Workers: Sworn
- 5 Protective Service Workers: Non-sworn
- 6 Administrative Support Workers
- 7 Skilled Craft Workers
- 8 Service and Maintenance Workers

D. Codes and titles for the nine Federal Sector Job Groups, as used in EEOC Management Directive 715:

- 1 Officials and Managers, including (a) Executives, (b) Managers, and (c) Supervisors
- 2 Professional Workers
- 3 Technicians
- 4 Sales Workers
- 5 Administrative Support Workers
- 6 Craft Workers
- 7 Operatives
- 8 Laborers and Helpers
- 9 Service Workers