

SOC2010 Revision: Review of Major Group 3 'Associate Professional and Technical Occupations'

SOC Revision Working Group Proposals

This document outlines the decisions made from the SOC Revision Working Group and in the majority relate to major group 3. These decisions are all preliminary. Please refer to the spreadsheet on the GSS website for the proposed new structure for major group 3.

Note that further research is being conducted on unit groups that are being considered for moving into major group 2. A report on the outcomes will be published at a later date and may affect some of the unit groups contained in this report.

Issue 1: Can a new unit group be created for complementary medicine?

Analysis of unit group 'Health associate professionals n.e.c.' (3219) found that complementary medicine occupations can be moved out of 3219 to form a new unit group.

Proposal: Create a new SOC2020 group for 'Complementary medicine associate professionals' (3215) to sit within minor group 321 'Health Associate Professionals'.

Issue 2: Can a new unit group be created for 'Teaching associate professionals'?

Analysis of the unit group 'Nursery nurses and assistants' (6121) found that early years practitioners and educators currently coding here have additional qualifications and responsibilities, and should therefore be moved to major group 3.

Research found that 'higher level teaching assistants' that currently code to 'Teaching assistants' (6125) also have additional qualifications and responsibilities, it's therefore proposed that they are moved to major group 3, and would sit with the early years practitioners to form a new minor group.

Proposal: Create a new minor group 323 'Teaching Associate Professionals' to contain:

- 3231 Higher level teaching assistants
- 3232 Early years education practitioners

As a result of this new minor group, the sub-major group heading will be amended to include 'teaching' in the title.

Issue 3: Should 'Police community support officers' (PCSOs) be moved out of major group 3 and 'Parking and civil enforcement occupations' out of major group 9?

PCSOs currently code to minor group 331 'Protective Service Occupations' with police, prison and fire service officers. Research into the role of PCSOs found that they have significantly lower levels of training and responsibility than police officers and should therefore be moved to major group 6.

Further research conducted found that 'Parking and civil enforcement occupations' (9242) have similar levels of responsibilities as PCSOs, and should therefore be moved out of major group 9.

Proposal: Create new sub-major group 63 'Enforcement Occupations' and new minor group 631 'Community and Civil Enforcement Occupations', to contain:

- 6311 Police community support officers
- 6312 Parking and civil enforcement occupations

Issue 4: Can new groups be identified within the unit group 'Business and related associate professionals n.e.c.' (3539)?

Analysis of the group found 'project support officers' and 'data analysts' have sufficient numbers to be viable unit groups. As there are no available codes in minor group 353 'Business, Finance and Related Associate Professionals', the working group propose that minor group 353 be split into two groups.

Proposal: Split SOC2010 minor group 353 into two new minor groups; to contain:

- 353 Finance Associate Professionals
 - 3531 Brokers
 - 3532 Insurance underwriters
 - 3533 Finance and investment analysts and advisers
 - 3534 Taxation experts
 - 3535 Financial and accounting technicians
 - 3536 Financial accounts managers

- 354 Business Associate Professionals
 - 3541 Estimators, valuers and assessors
 - 3542 Importers and exporters
 - 3543 Project support officers
 - 3544 Data analysts
 - 3549 Business associate professionals n.e.c.

Issue 5: Can any occupations be disaggregated from 'Vocational and industrial trainers and instructors' (3563)?

Analysis of this group identified that 'Information technology trainers' could be disaggregated from the group.

Proposal: The working group agreed that minor group 356 'Public Services and Other Associate Professionals' will be to split to form 3 minor groups, to contain:

- 356 Public Services Associate Professionals
 - 3560 Public services associate professionals

- 357 HR, Training and Other Vocational Guidance Associate Professionals
 - 3571 Human resources and industrial relations officers
 - 3572 Careers advisers and vocational guidance specialists
 - 3573 Information technology trainers
 - 3574 Other vocational and industrial trainers

- 358 Regulatory Associate Professionals
 - 3581 Inspectors of standards and regulations
 - 3582 Health and safety managers and officers

Issue 6: Are the job titles that code to 'Laboratory technicians' (3111) appropriately coded to major group 3?

A review was conducted of existing index entries for this group. The aim of the review was to ensure that all professional level technicians currently coding to 3111 be repositioned, leaving associate professional level technicians as the core of unit group 3111. A new unit group will be created in major group 2 for 'Laboratory professionals'.

Proposal:

- Create a new SOC2020 group 'Laboratory professionals' (2116), to sit in minor group 211 'Natural and Social Science Professionals'.
- Minor group 311 will be renamed 'Science, Engineering and Production Associate Professionals'. The unit groups within this minor group will be renamed as follows:
 - 3111 Laboratory associate professionals
 - 3112 Electrical and electronics associate professionals
 - 3113 Engineering associate professionals
 - 3114 Building and civil engineering associate professionals

- 3115 Quality assurance associate professionals
- 3116 Planning, process and production associate professionals
- 3119 Science, engineering and production associate professionals n.e.c.

Issue 7: Should ‘Pilates teachers’ that currently code to ‘Fitness Instructors’ (3443) be moved to minor group 221 ‘Health professionals’ or 222 ‘Therapy professionals’?

Research indicated the ‘Comprehensive Pilates teachers’ require further training in the full range of Pilates exercises. They are not required to be medically qualified and their skill level does not meet the criteria for these minor groups.

Proposal: New index entries will be added to the SOC index for ‘Comprehensive Pilates teacher’ and ‘Pilates teacher’ with an additional qualifier of ‘comprehensive’ coding to unit group ‘Health associate professionals n.e.c.’ (3219), as there are insufficient numbers to form their own unit group.

The existing entries for ‘Pilates teacher’ and ‘Pilates instructor’ will remain in the unit group for ‘Fitness instructors’ (3433).

Issue 8: Should dance teachers and instructors that currently code to ‘Dancers and choreographers’ (3414) be moved to major group 2?

With the exception of those that work in further education or schools (and are therefore coding to major group 2) dance teachers are coded to ‘Dancers and choreographer’ (3414). Research has found that dance teachers coded to 3414 usually work in dance studios, therefore the working group suggests that unit group 3414 is still appropriate for these occupations.

Proposal: No further action

Issue 9: Can further unit groups for ‘Human resources’ (HR) roles be introduced?

Stakeholder feedback has suggested that the emergence of roles such as HR business partners, HR analytic roles and new types of digital learning would need new unit groups for HR occupations. Research into HR and training roles found that the existing unit groups (SOC2010 groups: 1135 – ‘Human resource managers and directors’; 3562 – ‘Human resources and industrial relations officers’; 3563 – ‘Vocational and Industrial trainers and instructors’; and 4138 – ‘Human resources administrative occupations’) work and there is no further need for disaggregation, with the exception ‘IT trainers’ as reported in issue 5.

Proposal: No further action.

Issue 10: Can ‘Police officers (sergeants and below)’ (3312) be divided into sergeants, constables and transport police?

Analysis of the group found that numbers are not sufficient to disaggregate this group further.

Proposal: No further action

Issue 11: Can any new groups be identified from ‘Science engineering and production technicians n.e.c.’ (3119)?

Research found that no viable groups could be identified in 3119.

Proposal: No further action.

Issue 12: Can any new groups be identified from ‘Protective service associate n.e.c.’ (3319)?

Research found that no viable groups could be identified in 3319.

Proposal: No further action.

Issue 13: Can any new groups be identified from Welfare and housing professionals (3239)?

Research found that no viable groups could be identified in 3239 (SOC2020 3229).

Proposal: No further action.

Issue 14: Can contract occupations be combined into one unit group?

Analysis of contract managers and officers that code across various unit groups in SOC2010, suggests that these are appropriately coded and working well. Contract managers that code to 'Sales accounts and business development managers' (3545) are quite varied depending on the type of 'managing' and type of work they do, therefore it's not possible to separate these into their own unit group.

Proposal: No further action.

Issue 15: Can SOC be further disaggregated for 'IT/Telecoms sales specialists' and 'IT/Telecoms teachers and lecturers', to align to the International Standard Classification of Occupations 2008 (ISCO08)?

Research was conducted on survey data using the ISCO08 groups and job titles as a guide. These occupations can be identified, but the numbers are too small to make any new groups viable.

Proposal: No further action.

Issue 16: Should a new unit group be created for 'Clothing, fashion and accessories designers'?

- As previously reported 'Interior designers' are to be moved to SOC2020 group 3421.
- Research into 'Product, clothing and related designers' (3422) found that clothing, fashion and accessories designers could be disaggregated into a separate unit group.
- The 'Product, clothing and related designers' (3422) group will be renamed 'Design occupations not elsewhere classified' (SOC2020 3429). Note this group will also include make-up artists (moved from 6222) and visual merchandise designers/managers (moved from 7125 – see issue 17)

Proposal: The following groups will be included in minor group 342 Design Occupations:

- 3421 Interior designers
- 3422 Clothing, fashion and accessories designers
- 3429 Design occupations n.e.c

Issue 17: Should unit group 'Merchandisers and window dressers' (7125) be disaggregated?

Research found that unit group 7125 contained three distinct roles: 'merchandisers', 'visual merchandisers' and 'visual merchandise designers'

- 'merchandisers' calculate required future stock, demand and predicted sales of goods
- 'visual merchandisers' create window and in-store displays of goods for retail shops and department stores
- 'visual merchandise designers' are responsible for conceptualising, designing and implementing in-store displays

Analysis found there were sufficient numbers for 'merchandisers' and 'visual merchandisers' to be disaggregated from 7125; and that 'merchandisers' should be coded to SOC2020 minor group 355 'Sales, Marketing and Related Associate Professionals'.

There were not enough numbers for 'visual merchandise designers' to form their own group, these will now be coded to the SOC2020 group for 'Design occupations n.e.c' (3429).

Proposal:

- create two new unit groups:
 - 3553 Merchandisers
 - 7125 Visual merchandisers and related occupations
- visual merchandise designers to be coded to SOC2020 group for 'Design occupations n.e.c' (3429). Visual merchandise managers will also be moved to this group

Issue 18: Can the unit group 2133 'IT specialist managers' be disaggregated?

Research into the occupations coded as 2133 found that it was difficult to distinguish between 'functional' and 'specialist' IT managers. Therefore disaggregation is not recommended. Furthermore there is no evidence that the term 'specialist' is widely used in job titles.

Proposal: Change unit group name to 'IT managers'

Issue 19 – Can 'creative freelancers' and 'micro entrepreneurs' form their own units groups?

SOC is an occupational, not industrial classification and therefore these occupations would be coded according to their occupation, e.g. a 'Freelance journalist' would code to SOC2020 group 'Newspaper and periodical journalists and reporters'. There is very little evidence of the term 'entrepreneur' being used in the survey data.

Proposal: No further action

Issues 20 – Can 'Design and development engineers' (2126) be coded according to their industry?

Research found that mechanical, electronic, electrical and aerospace design and developments engineers were identifiable in the survey data and could be coded according to their industry.

Proposal:

- industry specific index entries will be coded to according to their industry to SOC2020 groups:
 - 2122 Mechanical engineers
 - 2123 Electrical engineers
 - 2124 Electronics engineers
 - 2126 Aerospace engineers
- non-specific industry index entries will coded to SOC2020 group 'Engineering professionals n.e.c.' (2129)
- SOC2010 group 'Design and development engineers' (2126) group will be removed

Issue 21: Should unit groups containing fewer than 5,000 cases in the 2011 Census be subsumed into other groups?

All unit groups with fewer than 5,000 cases in the 2011 Census were reviewed to determine whether they are still viable unit groups, or if they should be merged with another group. The Annual Population Survey (APS) was used to estimate the number of people coded to these unit groups and to determine whether they were increasing or decreasing in size.

Proposal: The following unit groups will be merged into other groups due to insufficient numbers:

- 2435 'Chartered architectural technologists' to move to SOC2020 group 3121 'Architectural and town planning technicians'
- 3511 'Air traffic controllers' to move to SOC2020 group 3512 'Aircraft pilots and flight engineers'
 - the group will be renamed 'Aircraft pilots and air traffic controllers'
- 5211 'Smiths and forge workers', 5212 'Moulders, core makers and die casters' and 5214 'Metal plate workers, and riveters' will all be merged into one unit group
 - the group will be renamed 'Metal plate workers, smith, moulders and related occupations'
- 5411 'Weavers and knitters' to move to SOC2020 group 5419 'Textiles, garments and related trades n.e.c.'
- 8112 'Glass and ceramics process operatives' and 8115 'Rubber process operatives' to move to SOC2020 group 8119 'Process operatives n.e.c.'
- 8118 'Electroplaters' to move to SOC2020 group 8117 'Metal making and treating process operatives'
- 8122 'Coal mine operatives' and 8123 'Quarry workers and related operatives' to be merged into one unit group
 - the group will be renamed 'Mining and quarry workers and related occupations'
- 8223 'Agricultural machinery drivers' to move to SOC2020 group 8229 'Mobile machine drivers and operatives n.e.c.'

Issue 22: Should a distinction be made between teaching support roles, and childcare roles?

Research into the occupations in minor group 612 'Teaching Support Occupations Childcare and Related Personal Services' found two distinct groups of occupations; teaching support occupations such as teaching assistants; and childcare occupations such as childminders and nannies.

As reported in issue 2, analysis of the unit group 'Nursery nurses and assistants' (6121) found that early years practitioners and educators currently coding here have additional qualifications and responsibilities, and should therefore be moved to major group 3.

Research found that 'Playworkers' (6123) includes two distinct roles: playgroup workers that provide early years education for children aged 3 to 5, and playworkers that provide care for children of various ages in settings such as playschemes and after school clubs.

In addition analysis of the unit group 'Childminders and related occupations' (6122) found distinct roles between childminders and nannies and au pairs.

Proposal: Split SOC2010 minor group 612 into two new minor groups; to contain:

Minor group 611 'Teaching Support Occupations' will include the following unit groups:

- 6111 Early years assistants (renamed from 'Nursery nurses and assistants')
- 6112 Teaching assistants
- 6113 Educational support assistants

Minor Group 612 'Childcare and Related Occupations' will include the following unit groups:

- 6121 Childminders
- 6122 Nannies and au pairs
- 6123 Playworkers

If you have any comments or evidence which supports or refutes any of these proposals, please send them to socrevision@ons.gov.uk by **Thursday 29 March 2018**. These will be considered before any final decisions are made.