

Military and State Job Classifications: Crosswalk Job Aid

The O*NET Program...

is the nation's primary source of occupational information. Central to the project is the O*NET database, containing information on hundreds of standardized and occupation-specific descriptors. The database, which is available to the public at no cost, is continually updated by surveying a broad range of workers from each occupation. Information from this database forms the heart of O*NET OnLine, an interactive application for exploring and searching occupations. The database also provides the basis for our Career Exploration Tools, a set of valuable assessment instruments for workers and students looking to find or change careers.

The Occupational Information Network (O*NET) is being developed under the sponsorship of the **US Department of Labor/Employment and Training Administration (USDOL/ETA)** through a grant to the North Carolina Department of Commerce. [Learn more about the O*NET project partners.](#)

1. Launch the [O*NET OnLine](#)

The screenshot shows the O*NET OnLine homepage. At the top, there's a navigation bar with links: Help, Find Occupations, Advanced Search, Crosswalks, Share, and O*NET Sites. A search bar is located in the top right corner. The main banner features a construction crane and the text "Build your future with O*NET OnLine." Below the banner, there's a "Welcome" message and a "What is O*NET?" button. The page is divided into several sections: "Occupation Search" with a keyword or O*NET-SOC Code search bar; "Find Occupations" with a "Browse by Outlook" button; "Advanced Search" with a "Browse by O*NET Data" button; and "Crosswalks" with an "Apprenticeship" button. There are also several promotional boxes on the right side: "What's New?" with a "Learn More" button; "I want to be a..." with a "Find It Now" button; "ATTN: VETERANS" with a "Get Started" button; and "The Green Economy" with "Learn More" and "Search" buttons.

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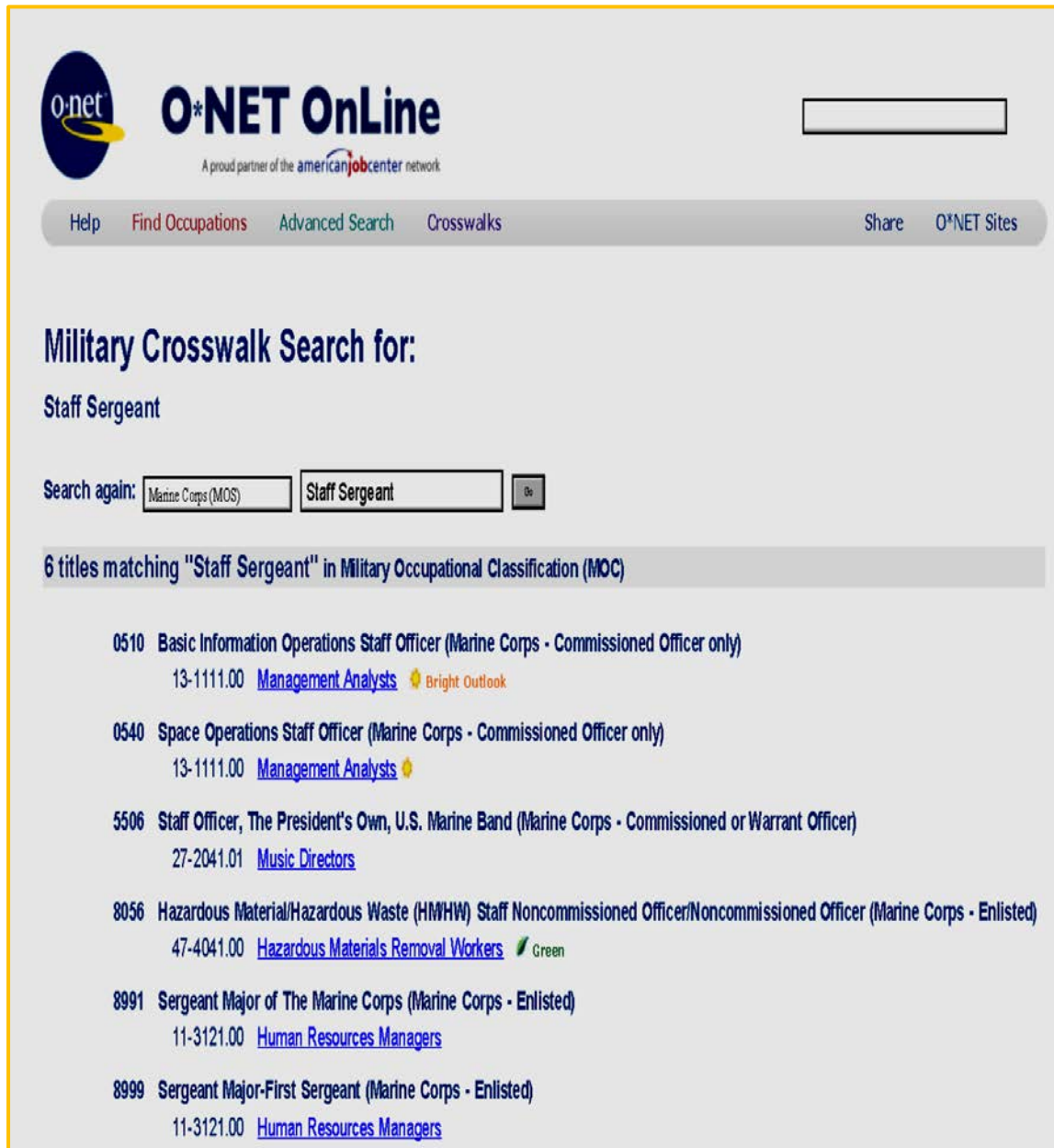
Military Crosswalk Search

2. Military Crosswalk Search: Search codes or titles from the Military Occupational Classification (MOC): [Military Crosswalk Search](#)

The screenshot shows the O*NET OnLine website interface. At the top left is the O*NET logo and the text "O*NET OnLine" with the tagline "A proud partner of the americanjobcenter network". To the right is a search bar labeled "Occupation Quick Search:". Below the logo is a navigation bar with links: "Help", "Find Occupations", "Advanced Search", "Crosswalks", "Share", and "O*NET Sites". The main heading is "Military Crosswalk Search". Below this is the instruction "Search codes or titles from the Military Occupational Classification (MOC).". There is a "Select a branch:" dropdown menu, a text input field, and a "Go" button. An example is provided: "Example: 0963, radio chief". At the bottom, there is another navigation bar identical to the one above, and a footer with links: "Send comments or questions to O*NET Info", "Rate this Page", "Link to Us", "Privacy Statement", and "Disclaimer".

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3. Military Crosswalk Search for: **Staff Sergeant** – Marine Corp



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Help Find Occupations Advanced Search Crosswalks Share O*NET Sites

Military Crosswalk Search for:
Staff Sergeant


Search again: Marine Corps (MOS) Staff Sergeant Go

6 titles matching "Staff Sergeant" in Military Occupational Classification (MOC)


- 0510 Basic Information Operations Staff Officer (Marine Corps - Commissioned Officer only)
13-1111.00 [Management Analysts](#) Bright Outlook
- 0540 Space Operations Staff Officer (Marine Corps - Commissioned Officer only)
13-1111.00 [Management Analysts](#)
- 5506 Staff Officer, The President's Own, U.S. Marine Band (Marine Corps - Commissioned or Warrant Officer)
27-2041.01 [Music Directors](#)
- 8056 Hazardous Material/Hazardous Waste (HMHW) Staff Noncommissioned Officer/Noncommissioned Officer (Marine Corps - Enlisted)
47-4041.00 [Hazardous Materials Removal Workers](#) Green
- 8991 Sergeant Major of The Marine Corps (Marine Corps - Enlisted)
11-3121.00 [Human Resources Managers](#)
- 8999 Sergeant Major-First Sergeant (Marine Corps - Enlisted)
11-3121.00 [Human Resources Managers](#)

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4. Search results and Summary Report for: Management Analysts

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[Help](#) [Find Occupations](#) [Advanced Search](#) [Crosswalks](#) [Share](#) [O*NET Sites](#)

[Updated 2010](#)


Summary Report for:

13-1111.00 - Management Analysts

Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.

Sample of reported job titles: Management Analyst, Business Analyst, Administrative Analyst, Employment Programs Analyst, Program Management Analyst, Quality Control Analyst

[View report:](#) [Summary](#) [Details](#) [Custom](#)

[Tasks](#) | [Tools & Technology](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Additional Information](#)

Tasks

- Gather and organize information on problems or procedures.
- Analyze data gathered and develop solutions or alternative methods of proceeding.
- Confer with personnel concerned to ensure successful functioning of newly implemented systems or procedures.
- Develop and implement records management program for filing, protection, and retrieval of records, and assure compliance with program.
- Review forms and reports and confer with management and users about format, distribution, and purpose, and to identify problems and improvements.
- Interview personnel and conduct on-site observation to ascertain unit functions, work performed, and methods, equipment, and personnel used.
- Document findings of study and prepare recommendations for implementation of new systems, procedures, or organizational changes.
- Prepare manuals and train workers in use of new forms, reports, procedures or equipment, according to organizational policy.
- Design, evaluate, recommend, and approve changes of forms and reports.
- Plan study of work problems and procedures, such as organizational change, communications, information flow, integrated production methods, inventory control, or cost analysis.

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The Summary Report: provides the manager with a powerful tool that covers the following areas:

- Tasks
- Tools & Technology
- Knowledge
- Skills
- Abilities
- Work Activities
- Work Context
- Job Zone
- Education
- Interests
- Work Styles
- Work Values
- Related Occupations
- Wages & Employment
- Additional Information

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For Your Information: Please be aware that each branch of the military has its own job classification and/or definition.

To give you a better idea the following are the results of the Military Occupational Classification for the **Equal Opportunity Specialist** for each branch of the Armed Forces.

Air Force

The screenshot shows the O*NET OnLine website interface. At the top, there is a logo for o-net and the text "O*NET OnLine" with the tagline "A proud partner of the americanjobcenter network". To the right is a search bar labeled "Occupation Quick Search:". Below the header is a navigation bar with links: "Help", "Find Occupations", "Advanced Search", "Crosswalks", "Share", and "O*NET Sites". The main content area is titled "Military Crosswalk Search for: Air Force" and "Equal Opportunity Specialist". Below this, there is a search bar with "Air Force (AFSC)" and "Equal Opportunity Specialist" entered, and a "Go" button. The results section is titled "296 titles matching 'Equal Opportunity Specialist' in Military Occupational Classification (MOC)". The results are listed in a table format:

3S100	Equal Opportunity Manager (Air Force - Enlisted)	13-1041.03	Equal Opportunity Representatives and Officers
3S111	Equal Opportunity Helper (Air Force - Enlisted)	13-1041.03	Equal Opportunity Representatives and Officers
3S131	Equal Opportunity Journeyman (Air Force - Enlisted)	13-1041.03	Equal Opportunity Representatives and Officers
3S171	Equal Opportunity Craftsman (Air Force - Enlisted)	13-1041.03	Equal Opportunity Representatives and Officers
3S191	Equal Opportunity Superintendent (Air Force - Enlisted)	13-1041.03	Equal Opportunity Representatives and Officers
13A1B	Astronaut, Mission Specialist (Air Force - Commissioned Officer only)	53-2011.00	Airline Pilots, Copilots, and Flight Engineers
13A3B	Astronaut, Mission Specialist (Air Force - Commissioned Officer only)	53-2011.00	Airline Pilots, Copilots, and Flight Engineers

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Army

The screenshot shows the O*NET OnLine website interface. At the top, the O*NET OnLine logo is displayed with the tagline "A proud partner of the americanjobcenter network". Below the logo is a navigation bar with links: Help, Find Occupations, Advanced Search, and Crosswalks. The main heading reads "Military Crosswalk Search for: Army Equal Opportunity Specialist". Below this, a search bar shows "Search again: Army (MOS) Equal Opportunity Specialist". A results summary states "68 titles matching 'Equal Opportunity Specialist' in Military Occupational Classification (MOC)". The results are listed in a table format with columns for MOS code, title, and description. The titles are: 12G Quarrying Specialist (RC) (Army - Enlisted), 12P Prime Power Production Specialist (Army - Enlisted), 12Q Powerline Distribution Specialist (RC) (Army - Enlisted), 12W Carpentry and Masonry Specialist (Army - Enlisted), and 13C Tactical Automated Fire Control Systems Specialist (Army - Enlisted). Each title is followed by its MOS code and a list of related civilian occupations with their own MOS codes. Some results include a "Bright Outlook" icon (a yellow star) or a "Green" icon (a green checkmark).

MOS	Job Title	Related Occupations
12G	Quarrying Specialist (RC) (Army - Enlisted)	47-5051.00 Rock Splitters, Quarry
12P	Prime Power Production Specialist (Army - Enlisted)	51-8021.00 Stationary Engineers and Boiler Operators
12Q	Powerline Distribution Specialist (RC) (Army - Enlisted)	49-9051.00 Electrical Power-Line Installers and Repairers
12W	Carpentry and Masonry Specialist (Army - Enlisted)	47-2031.01 Construction Carpenters
13C	Tactical Automated Fire Control Systems Specialist (Army - Enlisted)	11-9161.00 Emergency Management Directors 15-1141.00 Database Administrators 15-1142.00 Network and Computer Systems Administrators 15-1143.00 Computer Network Architects 15-1152.00 Computer Network Support Specialists 17-3023.01 Electronics Engineering Technicians 27-4013.00 Radio Operators 43-2099.00 Communications Equipment Operators, All Other 43-9011.00 Computer Operators 49-1011.00 First-Line Supervisors of Mechanics, Installers, and Repairers 49-2021.01 Radio Mechanics 49-2022.00 Telecommunications Equipment Installers and Repairers, Except Line Installers

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Coast Guard

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HelpFind OccupationsAdvanced SearchCrosswalks

Military Crosswalk Search for: Coast Guard

Equal Opportunity Specialist

Search again:

8 titles matching "Equal Opportunity Specialist" in Military Occupational Classification (MOC)

035	Marine Safety Specialist (Coast Guard - Warrant Officer only)
11-3071.01	Transportation Managers 
29-9011.00	Occupational Health and Safety Specialists 
040	Operations Systems Specialist (Coast Guard - Warrant Officer only)
55-1015.00	Command and Control Center Officers
340	Public Affairs Specialist (Coast Guard - Enlisted)
27-3031.00	Public Relations Specialists  Bright Outlook 
500	Food Service Specialist (Coast Guard - Enlisted)
35-2012.00	Cooks, Institution and Cafeteria 
35-2021.00	Food Preparation Workers 
741	Port Security Specialist (Coast Guard - Enlisted)
33-3051.01	Police Patrol Officers 
205	Operations Specialists (Coast Guard - Enlisted)
55-3015.00	Command and Control Center Specialists
08	Special Aides/Assistants/Liaison (Coast Guard - Commissioned Officer only)
11-3011.00	Administrative Services Managers
67	Air Liaison and Special Staff (Coast Guard - Commissioned Officer only)
55-1015.00	Command and Control Center Officers

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Marine Corps

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0147 Equal Opportunity Advisor (EOA) (Marine Corps - Enlisted)
13-1041.03 [Equal Opportunity Representatives and Officers](#)

0111 Administrative Specialist (Marine Corps - Enlisted)
43-9022.00 [Word Processors and Typists](#)
43-9061.00 [Office Clerks, General](#) ★ **Bright Outlook**

0149 Substance Abuse Control Specialist (Marine Corps - Enlisted)
21-1023.00 [Mental Health and Substance Abuse Social Workers](#) ★

0211 Counterintelligence/Human Source Intelligence CI/HUMINT Specialist (Marine Corps - Enlisted)
55-3019.00 [Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members](#)

0212 Technical Surveillance Countermeasures (TSCM) Specialist (Marine Corps - Enlisted)
55-3019.00 [Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members](#)


0231 Intelligence Specialist (Marine Corps - Enlisted)
55-3019.00 [Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members](#)

0241 Imagery Analysis Specialist (Marine Corps - Enlisted)
17-1021.00 [Cartographers and Photogrammetrists](#)
17-3031.02 [Mapping Technicians](#)

0261 Geographic Intelligence Specialist (Marine Corps - Enlisted)
17-1021.00 [Cartographers and Photogrammetrists](#)
17-1022.00 [Surveyors](#)
17-3031.02 [Mapping Technicians](#)

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Navy

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HelpFind OccupationsAdvanced SearchCrosswalks

Military Crosswalk Search for: Navy

Equal Opportunity Specialist

Search again:

104 titles matching "Equal Opportunity Specialist" in Military Occupational Classification (MOC)

3330	Equal Opportunity Program Officer (Navy - Commissioned or Warrant Officer)	11-3121.00	Human Resources Managers
9515	Equal Opportunity Advisor (Navy - Enlisted)	13-1041.03	Equal Opportunity Representatives and Officers
0109	Emergency Medical Specialist (Navy - Commissioned or Warrant Officer)	11-9111.00	Medical and Health Services Managers  Bright Outlook
0140	Nuclear Medicine Specialist (Navy - Commissioned or Warrant Officer)	29-1069.05	Nuclear Medicine Physicians 
0326	Operations Systems Specialist (Navy - Enlisted)	55-3015.00	Command and Control Center Specialists
0399	Operations Specialist Basic (Navy - Enlisted)	55-3015.00	Command and Control Center Specialists
0416	Acoustic Intelligence Specialist (Navy - Enlisted)	55-3017.00	Radar and Sonar Technicians
0417	ASW Specialist (Navy - Enlisted)	55-3017.00	Radar and Sonar Technicians

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There are five Military branches:

- ❖ **Air Force**
- ❖ **Army**
- ❖ **Coast Guard**
- ❖ **Marine Corps**
- ❖ **Navy**

What are the different functions of the five branches of the military?

Air Force:

- Is the youngest military service, created in 1947 under the National Security Act of 1947.
- The primary mission of the Air Force is to defend the US (and its interests) through exploitation of air and space.
- To accomplish this mission, the Air Force operates fighter aircraft, tanker aircraft, light and heavy bomber aircraft, transport aircraft, and helicopters (which are used mainly for rescue of downed-aircrew, and special operations missions).
- The Air Force is also responsible for all military satellites, and controls all of our Nation's strategic nuclear ballistic missiles.
- There are about **69,000 commissioned officers** on active duty in the Air Force, and about **288,000 enlisted members**.
- Like the Army, the active duty Air Force is supplemented by the Air Force Reserves, and the Air National Guard.

Army:

- the US Army is the main ground-force of the US
- it's main function is to protect and defend the US (and its interests) by way of ground troops, armor (tanks), artillery, attack helicopters, tactical nuclear weapons, etc.
- The Army is the oldest U.S. Military service, officially established by the *Continental Congress on June 14, 1775*.
- The **Army** is also the largest U.S. Military Service, with approximately **76,000 officers** and **401,000 enlisted members** in the active duty.
- The **Army** is supported by two Reserve Forces which can be tapped for trained personnel and equipment during times of need,
 - The **Army Reserves:** are "owned" and managed by the federal government
 - **Army National Guard**, and each state "owns" it's own National Guard.
 - However, the President of the United States or the Secretary of Defense can "activate" state National Guard members into Federal military service during times of need.

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Coast Guard:

- the Coast Guard was originally established as the Revenue Cutter Service in 1790
- legislation passed in 2002 transferred the Coast Guard to the Department of Homeland Security.
- In peacetime, the Coast Guard is primarily concerned with law enforcement, boating safety, sea rescue, and illegal immigration control.
- the President of the US can transfer part or all of the Coast Guard to the Department of the Navy in times of conflict.
- The Coast Guard consists of ships, boats, aircraft and shore stations that conduct a variety of missions.
- Is the smallest military service, with about **7,000 officers and 29,000 enlisted on active duty**.
- The Coast Guard is also supported by the Coast Guard Reserves, and a volunteer "Coast Guard Auxiliary" in times of need.

Marine Corps:

- the Marines are often referred to as the "Infantry of the Navy."
- Marines specialize in amphibious operations. In other words, their primary specialty is to assault, capture, and control "beach heads," which then provide a route to attack the enemy from almost any direction.
- The Marines were officially established on 10 November 1775 by the Continental Congress, to act as a landing force for the United States Navy.
- While amphibious operations are their primary specialty, in recent years, the Marines have expanded other ground-combat operations, as well.
- The Marines are generally a "lighter" force when compared to the Army, so they can generally be deployed fast (although the Army has been making great strides in "rapid deployment" in the past few years).
- With the exception of the Coast Guard, the Marines are also the smallest service.
- There are approximately **18,000 officers and 153,000 enlisted personnel on active duty** in the Marines.
- Like the Navy, there is no Marine Corps National Guard, but Marines are supported in times of need by the Marine Corps Reserves.

Navy:

- Like the Army, the Navy was officially established by the *Continental Congress in 1775*
- It's primary mission is to maintain the freedom of the seas.
- The Navy makes it possible for the US to use the seas where and when our national interests require it.
- In times of conflict, the Navy helps to supplement Air Force air power. Navy aircraft carriers can often deploy to areas where fixed runways are impossible.
 - An aircraft carrier usually carries about 80 aircraft.

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- Additionally, Navy ships can attack land targets from miles away (with very heavy guns), and cruise missiles.
- Navy submarines (fast attack and ballistic missile subs) allow stealth attacks on our enemies from right off their shores.
- The Navy is also primarily responsible for transporting Marines to areas of conflict.
- The active duty Navy has about **54,000 officers, and 324,000 enlisted personnel**.
- The Navy is supported in times of need by the Naval Reserves.
- There is no Naval National Guard (although a few states have established "Naval Militias.")

Organization/Chain of Command:

Each of the services have their own unique organization.

The Air Force is organized in:

- Flights
- Squadrons
- Groups
- Wings
- Numbered Air Forces
- Major Commands

The Army is organized in:

- Squads
- Platoons
- Companies
- Battalions
- Brigades
- Divisions
- Corps

The Marine Corps is organized in

- Teams
- Squads
- Platoons
- Companies
- Regiments
- Divisions

The Navy has a somewhat complicated organizational structure:

- Rank/Rate
- Enlisted personnel
- Warrant Officers
- Commissioned Officers

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There are three general categories of rank/rate (Note: The Navy/Coast Guard calls it "rate," the other services refer to it as "rank")

Enlisted personnel:

Enlisted members are the "backbone" of the military. They perform the primary jobs that need to be done they are the "specialists." They are trained to perform specific specialties in the military. As enlisted personnel progress up the ranks (there are nine enlisted ranks), they assume more responsibility, and provide direct supervision to their subordinates.

Enlisted personnel in certain grades have special status;

- in the **Army, Air Force, and Marine Corps**, this status is known as
 - Noncommissioned Officer status or NCO
- in the **Navy and Coast Guard**, enlisted are known as
 - Petty Officers
- In the Marine Corps
 - NCO status begins at the grade of E-4 (Corporal)
- In the **Army and Air Force**:
 - enlisted personnel in the grades of E-5 through E-9 are NCOs

However, some Army E-4s are laterally promoted to "corporal," and are considered NCOs.

Army and Air Force:

- personnel in the grades of E-7 to E-9 are known as
 - Senior NCOs

Marine Corps:

- those in the grades of E-6 through E-9 are known as
 - Staff NCOs

Navy/Coast Guard

- Those in the grades of E-4 through E-9 are
 - Petty Officers
- Those in the grades of E-7 to E-9 are known as
 - Chief Petty Officers

To join the military today, and become an enlisted member, requires a high school diploma (although a very few -- less than 10 percent each year, are accepted with "alternative credentials," such as a GED).

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However, a majority of enlisted members on active duty today have some college. Many have associates and bachelor degrees. Some even have higher-level degrees, such as masters and doctorates.

Warrant Officers:

- Warrant Officers are very highly-trained specialists.
- This is where they differ from commissioned officers. Unlike commissioned officers, warrant officers remain in their primary specialty to provide:
 - specialized knowledge
 - instruction, and leadership
 - to enlisted members and commissioned officers alike.
- With few exceptions, one must be an:
 - enlisted member with several years of experience,
 - recommended by their commander,
 - and pass a selection board to become a warrant officer.
- The Air Force is the only service which does not have warrant officers.
- The Air Force eliminated their warrant officer positions when Congress created the grades of E-8 and E-9 in the late 60s.
- The other services elected to retain the warrant ranks
 - and shifted the emphasis from a promotion process
 - for E-7s to a highly selective system for highly-skilled technicians
 - There are five separate warrant ranks
 - Warrant Officers outrank all enlisted members.
- Warrant officers are not required to have college degrees (they are selected primarily based upon technical skills and experience), but many of them do.

Commissioned Officers:

- Commissioned Officers are the "top brass."
- Their primary function is to provide overall management & leadership in their area of responsibility.
- Unlike enlisted members and warrant officers, commissioned officers do not specialize as much with certain exceptions such as pilots, doctors, nurses, and lawyers.

Let's take for example, an infantry officer. An enlisted member in the Infantry Branch will have a specific infantry specialty, such as infantryman (MOS 11B), or indirect fire infantryman (11C). Unless that enlisted member retrain, he will remain an 11B or 11C for his career.

The officer, however, is designated to the "Infantry Branch." He can start his career in charge of a light infantry platoon, then may move on to be in charge of a mortar platoon, then later in his career he may move on to become a company commander, commanding various types of infantry troops. As he moves up the ranks, he gets more and more experience in the different areas of his branch, and is responsible for commanding more and more troops. All of this has the primary purpose of (ultimately) generating an experienced officer who can command an entire infantry battalion or division.

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Commissioned Officers must have a minimum of a four-year bachelor's degree. As they move up the ranks, if they want to get promoted, they will have to earn a masters degree.

Commissioned Officers are commissioned

- through specific commissioning programs, such as one of the military academies:
 - West Point
 - Naval Academy
 - Air Force Academy
 - Coast Guard Academy
 - ROTC (Reserve Officer Training Corps)
 - OCS (Officer Candidate School)
 - OTS (Officer Training School) for the Air Force

There are ten commissioned officer grades, ranging from:

- The 2nd Lieutenant or Ensign for the Navy/Coast Guard
- to the four-star general or Admiral in the Navy/Coast Guard
- Commissioned officers outrank all warrant officers and enlisted personnel.

The differences between the ranks:

Think of the enlisted member as the worker in a civilian company. The enlisted are the ones who hands-on perform the job. Within the "worker group":

- Noncommissioned Officers (Army, Air Force & Marines) and
- Petty Officers (Navy & Coast Guard) are:
 - Foremen and line-supervisors
 - Performed the job & provide direct supervision
- Senior Noncommissioned Officers (Army, Air Force & Marines) &
- Chief Petty Officers (Navy & Coast Guard) are:
 - assistant managers who came up through the ranks of the corporation.
 - Are valuable as managers because of their many years of experience.
- Commissioned officers are:
 - the managers of the company
 - They have broad areas of responsibility;
 - management, organization, and efficiency of various departments of the corporation.
- Senior commissioned officers (generals and admirals) are:
 - the board of directors
- Warrant Officers are:
 - the experienced technical specialists hired to perform highly-specialized functions.

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Air Force – Enlisted Ranks

Grade	Ranks
E-1	Airman Basic
E-2	Airman
E-3	Airman 1 st Class
E-4	Senior Airman
E-5	Staff Sergeant
E-6	Technical Sergeant
E-7	Master Sergeant
E-8	Master Sergeant 1 st Sergeant
E-8	First Sergeant
E-9	Chief Master Sergeant 1 st Sergeant
E-10	Chief Master Sergeant of the Air Force
E-10	Sergeant Major of the Army

Air Force – Officer Ranks

Grade	Ranks
O-1	Second Lieutenant
O-2	First Lieutenant
O-3	Captain
O-4	Major
O-5	Lieutenant Colonel
O-6	Colonel
O-7	Brigadier General
O-8	Major General
O-9	Lieutenant General
O-10	General
O-10	General of the Air Force (Wartime)

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Army – Enlisted Ranks

Grade	Ranks
E-1	Private
E-2	Private
E-3	Private 1 st Class
E-4	Specialist
E-5	Sergeant
E-6	Staff Sergeant
E-7	Sergeant 1 st Class
E-8	Master Sergeant
E-8	First Sergeant
E-9	Sergeant Major
E-9	Command Sergeant Major
E-10	Sergeant Major of the Army

Army-Warrant Officers

Grade	Rank or Rate
W-1	Warrant Officer 1
W-2	Chief Warrant Officer 2
W-3	Chief Warrant Officer 3
W-4	Chief Warrant Officer 4
W-5	Master Warrant Officer 5

Army- Officer Ranks

Grade	Rank or Rate
O-1	Second Lieutenant
O-2	First Lieutenant
O-3	Captain
O-4	Major
O-5	Lieutenant Colonel
O-6	Colonel
O-7	Brigadier General
O-8	Major General
O-9	Lieutenant General
O-10	General
O-10	General of the Army (wartime rank)

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Coast Guard – Enlisted Rate

Grade	Rate
E-1	Seaman Recruit
E-2	Seaman Apprentice
E-3	Seaman
E-4	Petty Officer 3 rd Class
E-5	Petty Officer 2 nd Class
E-6	Petty Officer 1 st Class
E-7	Chief Petty Officer
E-8	Senior Chief Petty Officer
E-9	Master Chief Petty Officer
E-10	Master Chief Petty Officer Coast Guard

Coast Guard – Officer Rate

Grade	Rate
O-1	Ensign
O-2	Lieutenant Junior Grade
O-3	Lieutenant
O-4	Lieutenant Commander
O-5	Commander
O-6	Captain
O-7	Rear Admiral (Lower Half)
O-8	Rear Admiral (Upper Half)
O-9	Vice Admiral
O-10	Admiral

Coast Guard – Warrant Officer Rate

Grade	Rank or Rate
W-2	Chief Warrant Officer 2
W-3	Chief Warrant Officer 3
W-4	Chief Warrant Officer 4

Military and State Job Classifications:

Crosswalk Job Aid

Marines - Enlisted Ranks

Grade	Ranks
E-1	Private
E-2	Private 1 st Class
E-3	Lance Corporal
E-4	Corporal
E-5	Sergeant
E-6	Staff Sergeant
E-7	Gunnery Sergeant
E-8	Master Sergeant
E-8	First Sergeant
E-9	Master Gunnery Sergeant
E-9	Sergeant Major
E-10	Sergeant Major Marine Corps

Marines - Officer Ranks

Grade	Ranks
O-1	2 nd Lieutenant
O-2	1 st Lieutenant
O-3	Captain
O-4	Major
O-5	Lieutenant Colonel
O-6	Colonel
O-7	Brigadier General
O-8	Major General
O-8	Lieutenant General
O-10	General

Marines - Warrant Officers Ranks

Grade	Rank or Rate
W-1	Warrant Officer
W-2	Chief Warrant Officer 2
W-3	Chief Warrant Officer 3
W-4	Chief Warrant Officer 4
W-5	Chief Warrant Officer 5

Military and State Job Classifications:

Crosswalk Job Aid

Navy – Enlisted Rate

Grade	Rate
E-1	Seaman Recruit
E-2	Seaman Apprentice
E-3	Seaman
E-4	Petty Officer 3 rd Class
E-5	Petty Officer 2 nd Class
E-6	Petty Officer 1 st Class
E-7	Chief Petty Officer
E-8	Senior Chief Petty Officer
E-9	Master Chief Petty Officer
E-10	Master Chief Petty Officer Navy

Navy – Warrant Officer Rate

Grade	Rank or Rate
W-1	Warrant Officer
W-2	Chief Warrant Officer 2
W-3	Chief Warrant Officer 3
W-4	Chief Warrant Officer 4

Navy – Officers Rate

Grade	Rate
O-1	Ensign
O-2	Lieutenant Junior Grade
O-3	Lieutenant
O-4	Lieutenant Commander
O-5	Commander
O-6	Captain
O-7	Rear Admiral (Lower Half)
O-8	Rear Admiral (Upper Half)
O-9	Vice Admiral
O-10	Admiral
O-10	Fleet Admiral (War time Rate)

Military and State Job Classifications:

Crosswalk Job Aid

Clerical/Administrative:

MILITARY	STATE
Administrative Chief	Administrator or Fiscal Officer Program Manager
Administrative Clerk	Office Support Specialist Clerk – Series I- VI
Administrative Officer	Program Manager IV-VI Fiscal Officer
Administrative Specialist	Administrative Assistant - Series I-II
Legal Services Specialist	Office Support Specialist
Paralegal Specialist	Paralegal Specialist
Special Security Assistant	Security Specialist
Staff Administration Officer	Director of Administrative Services

Fiscal/Supply Clerks/Procurement:

MILITARY	STATE
Administrative Contracting Officer	Fiscal Officer / State Purchasing Agent Deputy State Purchasing Agent
Contingency Contract Specialist	Procurement Analysts Procurement Officers
Disbursing Afloat Automated Systems Specialist	Inventory Control Clerk – Series I-II
Equipment Records and Parts Specialist	Property, Equipment & Inventory Control Supervisor II Inventory Control Coordinator: Series I–II Procurement Manager
Logistics Specialist Basic	Inventory Control Clerk – Series I-II
Material Control and Accounting Specialist	Accountants: Series Budget Examiner: Series I-III Inventory Control Coordinator: Series I -II Management Analyst: Series I-III
Supply and Accounting Technical Specialist	Buyer: Series I - IV Contract Specialist: Series I-III

Military and State Job Classifications:

Crosswalk Job Aid

Personnel/Human Resources:

MILITARY	STATE
Career Retention Specialist	Personnel Officer: Series I-II
Enlisted Personnel Administrator	Personnel Officer: Series I-II
Equal Opportunity Specialist	Diversity/Civil Rights Officer: M1-M4 or M5-M8
Human Resources Information Systems Management Specialist	EDP System Analyst: M1-M4
Human Resources Officer Personnel Administration	Personnel Officer: Series I- II
Personnel Administration Specialist	Personnel Analyst: Series I- III
Personnel Chief	Personnel Administrator: M9 - M12
Personnel Management Specialist	Personnel Officer: Series I- II
Personnel Services Specialist	Personnel Analyst: Series I- III
Personnel Specialist Basic	Personnel Officer: Series I- II
Personnel Specialist Operations	Personnel Analyst: Series I- III

Finance/Accounting:

Military	State
Accounting Specialist	Accountant: Series I - V
Finance Specialist	Accountants, Bureau of Accts, DOR I - V
Financial Management Specialist	Senior Accountant
Relational Supply Force Technical Specialist	Contract Specialist: Series I - III
Relational Supply Unit Technical Specialist	Contract/Prequal Administrator
Supply and Accounting Technical Specialist	Buyer: Series I – IV Procurement Analysts
Supply and Accounting Advanced Technical Specialist	Accountant: Series I - V

Military and State Job Classifications:

Crosswalk Job Aid

Information Technology:

Military	State
Application Administrator/Analyst	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Computer Security Specialist	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Database Administrator	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Data Systems Analyst	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Electronics Standards Specialist	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Information Computer Security Specialist	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Information Systems Technician	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Information Systems Administrator	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Information Technology Specialist	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'
Small Computer Systems Specialist	IT positions (EDP and TPL) can be found under the occupational category 'Information Technology'

Military and State Job Classifications:

Crosswalk Job Aid

Police/Corrections/Security:

Military	State
Afloat Corrections Specialist	Correctional Officer: Series I – III Correctional Program Officer: Series A-D
Basic Military Police and Corrections Marine	State Police Captain State Police Sergeant State Police Trooper State Police Trooper, 1 st Class Correctional Officer
Internment/Resettlement Specialist	Correctional Case Management Specialist Correctional Officer: Series I – III Correctional Program Officer: Series A-D
Military Police	Natural Resources Police Police Officer Police Officer Military
Police Officer Investigator	Lt. Colonel Lieutenant Deputy Superintendent Detective Captain Detective Lieutenant Natural Resources Police Police Officer Police Officer Military
Military Police Officer	Natural Resources Police Police Officer Police Officer Military
Physical Security Specialist	Campus Police Chief Campus Police Officer: Series I-II Correctional Officer Security Attendant
Port Security Specialist	Correctional Officer Security Attendant
Protective Security Specialist	Field Investigator: Series I-III Field Parole Officer: Series A-D Firearms Specialist Institution Security Officer: Series I-IV Parole Officer: Series A-D Ranger: Series I-III

Military and State Job Classifications:

Crosswalk Job Aid

Health/Medicine/Psychology:

Military	State
Aerospace Medicine Specialist	Physician Specialist Physicians Assistant Podiatrist
Dental Specialist	Dental Assistant Dental Hygienist: Series I–II Dental Technician: Series I–II Dentist
Emergency Services Physician	Physician: Series I–III Physician Specialist
Family Practice Specialist	Physician Specialist Physicians Assistant
Medical Specialist	Physician Specialist Physicians Assistant Podiatrist
Nursing Administrator	Registered Nurse: Series I–VI Nursing Assistant: Series I–IV Nursing Instructor Program Administrator
Occupational Medicine	Occupational Therapist: Series I–III Occupational Therapist Assistant Occupational Therapist Aide Physical Therapist: Series I–III Physical Therapy Assistant Physical Therapist Aide
Preventative Medical Specialist	Physician Specialist Physicians Assistant Podiatrist
Military Psychologist	Psychologist: Series I - V Psych Pharmacologist Psychology Assistant: Series I–IV
Psychological Operations Specialist	Psychiatrist: Series I–III Psychiatrist Specialist Mental Health Worker: Series I–IV
Substance Abuse Control Specialist	Mental Health Worker: Series I–IV Mental Health Coordinator (A/B)

Military and State Job Classifications:

Crosswalk Job Aid

Maintenance/Mechanical:

Military	State
Carpentry and Masonry Specialist	Bridge Carpenter Roofer Painter – Series I-II
Maintenance Management Specialist	Armorer: Series I-II Bridge Maintenance Foreman – Series I-II Building Inspector: Series I-III Building Maintenance Supervisor – Series I-II Elevator Inspector: Series I - II Facility Service Worker – Series I – IV Institution Maintenance Foreman Janitor –Series I- IV
Prime Power Production Specialist	1 st Class Power Plant Engineer – CoGen 1 st Class Power Plant Engineer 2 nd Class Power Plant Engineer – CoGen 2 nd Class Power Plant Engineer 3 rd Class Power Plant Engineer – CoGen 3 rd Class Power Plant Engineer Power Plant Supervisor 2 nd Class Diesel Power Plant Operator – Series I-IV Electrical Engineer – Series –VI Electrician – Series I-II Electronics Technician: Hospital-Clinics – Series I-II Utility Plant Operator Wastewater Treatment Plant Operator – Series II-IV
Special Vehicle Maintenance Series	Chief Maintenance Mechanic Motor Vehicle District Office Supervisor Motor Equipment Mechanic: Series I – IV Motor Truck Driver Motor Vehicle Dispatcher
Vehicle Operations Series	Transportation Officer, DYS Chauffeur

Military and State Job Classifications:

Crosswalk Job Aid

Science:

Military	State
Biologist, Special Operations	Conservation Biologist – Series I-IV Natural Resources Specialist
Chemist, Special Operations	Chemist - Series I - III
Scientist, Special Operations	Apiary Inspector: Series I-II Aquatic Biologist – Series I-IV Bacteriologist – Series I-III Environmental Analyst – Series I-VI Environmental Engineer – Series I-VI Fish & Game Management Specialist Fish Culturist Assistant Fish Culturist – Series I-III Fisheries Supervisor Forester – Series I - III Game Biologist – Series I-IV Game Culturist – Series I-II Tree Climber Tree Surgeon Veterinary Health Officer: Series I - II Wild Life Technician: Series I - II Zoo Attendant – Series I -II Zoo Keeper – Series I-II

Food Services/Cooks/Nutrition:

Military	State
Culinary Specialist Basic	Cook: Series I - III Correctional Officer/Chef
Food Service Specialist	Baker: Series I - III Director of Food Services- Chelsea Food Service Supervisor: Series I –II Food & Drug Inspector: Series I – III Supervisor of Cafeteria, DYS
Mess Management Specialist	Cook: Series I - III Correctional Officer/Chef Supervisor of Cafeteria, DYS
Nutrition Care Specialist	Dietitian: Series I -II

Military and State Job Classifications: Crosswalk Job Aid

Education/Training:

Military	State
Academic Program Manager	Head Teacher Educational Specialist C Program Coordinator in Training Unit Teacher D
Education/Training Planning and Program Officer	Training Technician I or II Coordinator of Training (depending upon size of the agency/budget)
Training Commander	Director of Training or M4 - M6
Training Planning and Programs Officer	Educational Services Supervisor Head Teacher Principal

Public Affairs/Communications/Emergency Management:

Military	State
Civil Affairs Specialist	Public Information Officer
Mass Communications Specialist	Communications Manager
Public Affairs Specialist	Telecommunications Analyst
Public Quarters Enlisted Aide Specialist	Telecommunications Specialist
Telecommunications Specialist	Communications Coordinator Communications Dispatcher: Series I-II Law Enforcement Dispatcher: Series I-IV State Police Dispatchers: Series I-III

Military and State Job Classifications: Crosswalk Job Aid

Resources:

<http://www.massvetsadvisor.org/>

<http://www.onetonline.org>

About.com/military101

Maryland.gov

[Employ Florida Vets](http://EmployFloridaVets)

Special Thanks to:

Maria D. Gonzalez

Maria.d.gonzalez@state.ma.us

Office of Access & Opportunity

Frederick Goode, III

Frederick.Goode@MassMail.State.MA.US

Office of Diversity and Equal Opportunity

Michael Howard

Michael.Howard@MassMail.State.MA.US

Massachusetts State Police

Ms. Lennie D. Smith

Lennie.D.Smith@MassMail.State.MA.US

Executive Office of Health and Human Services

Sarah Unsworth

Sarah.Unsworth@MassMail.State.MA.US

Human Resources Division

Ellen Wright

Ellen.Wright@MassMail.State.MA.US

Information Technology Division

Angel Zayas

zayasa@dor.state.ma.us

Department of Revenue