

Academic Program Proposal Resource for CIPs, SOC's, and KSAs
(Question Numbers correspond to the October 2026 Program Proposal)

Question 13: *Based on the program's service area, what is the employment outlook for occupations related to the program. An Excel version of the CIP to SOC crosswalk is also available from NCES, but additional SOC codes can be selected with rationale. For each SOC Code/Occupation listed below, please specify if this degree will allow students to go directly into the occupation or if additional education is required before entering the occupation. If data for the service area is not available, then use state- or national-level data.*

How to obtain the information for question 13:

O*NET can provide all the information you need to complete the table below.

- Use the O*NET Education Crosswalk Search to find the SOC Codes/Occupations.
<https://www.onetonline.org/crosswalk/CIP/> The SOC code you use should align with the education level of the degree.
- Use the applicable SOC codes to find Georgia's Wages & Employment Trends.
 - If your program will graduate students who will find employment across several related areas, you may need to search the SOC codes at the 2-digit Major Group, the 4-digit Minor Group, or the 5-digit Broad Occupation Group to accurately reflect the employment and projected growth.
 - If your program will graduate students who will find employment in a specialized field, you should search using the 6-digit Detailed Occupation Code.
- If you want more granular employment trends for your area, use [Qlik](#). Select Georgia Data: County Guide Labor, Occupation Projections for Georgia App and search by SOC code and Local Workforce Development Area (LWDA).
- Use the [MEDLI tool](#) for assistance with employment gaps within your service area.

Labor Market/Career Placement Outlook/Salary:

O*NET Education Crosswalk SOC codes	O*NET Outlook for Georgia	O*NET Employment Trends for Georgia		Georgia Wages Full Details from O*NET	
SOC Code & Occupation (should align with the program level)	Additional education required for entry level?	Current Employment	Annual Openings	% Growth over Ten Years	Average Salary (Use Annual Median \$)

Other Possible resources:

- U.S. Bureau of Labor Statistics Occupational Projections Data (National Data)
<https://data.bls.gov/projections/occupationProj>
- Click [here](#) for US and Georgia occupation projections (search by job title)
- For a custom Georgia geography – request a Jobs EQ report from [USG Academic Innovation](#)

Question 22: Using data from O*-Net, identify at least three technical skills and three Knowledge, Skills and Abilities (KSAs) associated with the primary SOC Code/Occupation. Choose ones that are more specific, appropriate, and important to the occupation (e.g., quality control analysis) and not general skills (e.g., reading comprehension). How will this program address those career skills? Specify courses and activities that will help students develop these career skills.

How to obtain the information for question 22:

- Option 1: Search O*NET by SOC Code(s) most related to the proposed degree level (see Question 13 Use the Custom Tab to build a report containing:
 - Technology Skills: Specific to the graduate's future employment
 - Knowledge: Choose a *Minimum Importance of 70*
 - Skills: Choose a *Minimum Importance of 70*
 - Abilities: Choose a *Minimum Importance of 70*
- Option 2: Use accepted industry or accreditation-related standards (please cite the source if using option 2).

Sources of Information

CIP

- National Center for Education Statistics
<https://nces.ed.gov/ipeds/cipcode/default.aspx?y=56>
- NCES Introduction to the Classification of Instructional Programs: 2020 Edition
https://nces.ed.gov/ipeds/cipcode/Files/2020_CIP_Introduction.pdf
- Department of Homeland Security List of STEM-related CIP Codes
<https://www.ice.gov/doclib/sevis/pdf/stemList2022.pdf>

SOC

- O*NET Education Crosswalk
<https://www.onetonline.org/crosswalk/CIP/>
- CIP-SOC Crosswalk
https://nces.ed.gov/ipeds/cipcode/Files/CIP2020_SOC2018_Crosswalk.xlsx
- SOC User Manual for SOC Descriptions
https://www.bls.gov/soc/2018/soc_2018_manual.pdf

KSA

- <https://www.onetonline.org/>

Qlik

- <http://dataviz.usg.edu/>

MEDLI Workforce Tool (Matching Employment Demand with Local Institutions)

- [USG MEDLI Dashboard](#)