

(b)(6)

U.S. Department of Homeland Security  
U.S. Citizenship and Immigration Services  
Administrative Appeals Office (AAO)  
20 Massachusetts Ave., N.W., MS 2090  
Washington, DC 20529-2090



U.S. Citizenship  
and Immigration  
Services

DATE: OFFICE: NEBRASKA SERVICE CENTER FILE:

DEC 05 2013

IN RE: Petitioner:  
Beneficiary:

PETITION: Immigrant Petition for Alien Worker as a Skilled Worker Pursuant to Section pursuant to Section 203(b)(3) of the Immigration and Nationality Act, 8 U.S.C. § 1153(b)(3)

ON BEHALF OF PETITIONER:

INSTRUCTIONS:

Enclosed please find the decision of the Administrative Appeals Office (AAO) in your case.

This is a non-precedent decision. The AAO does not announce new constructions of law nor establish agency policy through non-precedent decisions. If you believe the AAO incorrectly applied current law or policy to your case or if you seek to present new facts for consideration, you may file a motion to reconsider or a motion to reopen, respectively. Any motion must be filed on a Notice of Appeal or Motion (Form I-290B) within 33 days of the date of this decision. **Please review the Form I-290B instructions at <http://www.uscis.gov/forms> for the latest information on fee, filing location, and other requirements. See also 8 C.F.R. § 103.5. Do not file a motion directly with the AAO.**

Thank you,

*Elizabeth McCormack*

Ron Rosenberg  
Chief, Administrative Appeals Office

**DISCUSSION:** The Director, Nebraska Service Center (director), denied the immigrant visa petition. The matter is now before the Administrative Appeals Office (AAO) on appeal. The appeal will be dismissed.

The petitioner describes itself as a sheep and cattle operation. It seeks to employ the beneficiary permanently in the United States as a shepherd pursuant to section 203(b)(3)(A)(i) of the Immigration and Nationality Act (the Act), 8 U.S.C. § 1153(b)(3)(A)(i).<sup>1</sup> As required by 20 C.F.R. § 656.16, the petition is accompanied by an Application for Permanent Employment Certification, Form ETA 9089, filed directly with the U.S. Department of Homeland Security (DHS). The director denied the petition on August 31, 2011, finding that the occupation of shepherd did not require a skilled worker and that the petitioner had failed to submit a properly filed labor certification.

The AAO conducts appellate review on a *de novo* basis. See *Soltane v. DOJ*, 381 F.3d 143, 145 (3d Cir. 2004). The AAO considers all pertinent evidence in the record, including new evidence properly submitted upon appeal.<sup>2</sup>

The record shows that the appeal is properly filed, timely and makes a specific allegation of error in law or fact. The procedural history in this case is documented by the record and incorporated into the decision. Further elaboration of the procedural history will be made only as necessary.

The petitioner has applied for a labor certification for the beneficiary to work as a shepherd. The regulation at 20 C.F.R. § 656.10 provides that an employer seeking a labor certification for a shepherd may file under 20 C.F.R. § 656.16 or § 656.17. The petitioner in this case chose to file the labor certification application directly with DHS under 20 C.F.R. § 656.16, which provides, in part:

(a) Filing requirements and required documentation.

- (1) An employer may apply for a labor certification to employ an alien (who has been employed legally as a nonimmigrant shepherd in the United States for at least 33 of the preceding 36 months) as a shepherd by filing an Application for

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<sup>1</sup> Section 203(b)(3)(A)(i) of the Immigration and Nationality Act (the Act), 8 U.S.C. § 1153(b)(3)(A)(i), provides for the granting of preference classification to qualified immigrants who are capable, at the time of petitioning for classification under this paragraph, of performing skilled labor (requiring at least 2 years of training or experience), not of a temporary or seasonal nature, for which qualified workers are not available in the United States.

<sup>2</sup> The submission of additional evidence on appeal is allowed by the instructions to the Form I-290B, which are incorporated into the regulations by the regulation at 8 C.F.R. § 103.2(a)(1). The record in the instant case provides no reason to preclude consideration of any of the documents submitted on appeal. See *Matter of Soriano*, 19 I&N Dec. 764 (BIA 1988).

Permanent Employment Certification form directly with DHS, not with an office of DOL.

(2) A signed letter or letters from each U.S. employer who has employed the alien as a shepherd during the immediately preceding 36 months, attesting the alien has been employed in the United States lawfully and continuously as a shepherd for at least 33 of the immediately preceding 36 months, must be filed with the application.

(b) Determination. An Immigration Officer reviews the application and the letters attesting to the alien's previous employment as a shepherd in the United States, and determines whether or not the alien and the employer(s) have met the requirements of this section.

(c) Alternative filing. If an application for a shepherd does not meet the requirements of this section, the application may be filed under § 656.17.

Pursuant to DOL regulation, a filing for a shepherd must include evidence of prearranged employment for the alien beneficiary. This requirement is met by an employer's completion of the job offer description on the labor certification application and evidence that it has provided appropriate notice of its filing of the labor certification application to the bargaining representative or to its employees as set forth in 20 C.F.R. § 656.10(d). The employer must also obtain a prevailing wage determination (PWD) in compliance with 20 C.F.R. § 656.40.

The regulation at 20 C.F.R. § 656.10(d)(1) provides:

In applications filed under § 656.15 (Schedule A), § 656.16 (Shepherders), § 656.17 (Basic Process); § 656.18 (College and University Teachers), and § 656.21 (Supervised Recruitment), the employer must give notice of the filing of the Application for Permanent Employment Certification and be able to document that notice was provided, if requested by the certifying officer as follows:

(ii) If there is no such bargaining representative, by posted notice to the employer's employees at the facility or location of the employment. The notice must be posted for at least 10 consecutive business days. The notice must be clearly visible and unobstructed while posted and must be posted in conspicuous places where the employer's U.S. workers can readily read the posted notice on their way to or from their place of employment . . . In addition, the

employer must publish the notice in any and all in-house media, whether electronic or printed, in accordance with the normal procedures used for the recruitment of similar positions in the employer's organization.

Further, the regulation at 20 C.F.R. § 656.10(d)(3)(iv) states:

The notice of the filing of an Application for Permanent Employment Certification must:

- (i) State the notice is being provided as a result of the filing of an application for permanent alien labor certification for the relevant job opportunity;
- (ii) State any person may provide documentary evidence bearing on the application to the Certifying Officer of the Department of Labor;
- (iii) Provide the address of the appropriate Certifying Officer; and
- (iv) Be provided between 30 and 180 days before filing the application [the petition].

With regard to the PWD, the regulation at 20 C.F. R. § 656.40 provides the following:

(a) Application process. The employer must request a PWD from the NPC, on a form or in a manner prescribed by OFLC [Office of Foreign Labor Certification]. . . . The NPC will provide the employer with an appropriate prevailing wage rate.

....

(b) Validity Period. The National Processing Center must specify the validity period of the prevailing wage, which in no event may be less than 90 days or more than 1 year from the determination date. To use a prevailing wage rate provided by the NPC, employers must file their applications . . . within the validity period specified by the NPC.

The regulation at 20 C.F.R. § 656.15(b) further requires that in filing for shortage occupations, where no recruitment is conducted, an employer must submit:

- (1) An Application for Permanent Employment Certification, form, which includes a prevailing wage determination in accordance with § 656.40 . . . .

- (2) Evidence that notice of filing the Application for Permanent Employment Certification was provided to the bargaining representative or the employer's employees as prescribed in § 656.10(d).

Here, the labor certification underlying the visa petition was filed without the posting notice or the PWD. Although, on appeal, counsel incorrectly asserts that DOL regulations do not require the submission of this documentation, he, nevertheless, submits the petitioner's posting notice for the offered position and the PWD issued by the NPC, valid from October 28, 2011 until June 30, 2012, which are found to satisfy the above regulatory requirements. However, even though the petitioner is found to have complied with the requirements for the filing of the labor certification application, the visa petition may not be approved as the offered position of shepherd is not employment involving skilled labor, i.e., requiring at least two years of training or experience. See section 203(b)(3)(A)(i) of the Act.

On appeal, counsel acknowledges that the occupational title assigned by DOL to the offered position does not normally require two years of experience. He contends, however, that in the present case, the position requires an experienced shepherd and that the regulation at 20 C.F.R. § 656.17(h)(1) allows an employer's requirements to exceed those normally required for an occupation if the employer can "demonstrate that the job duties and requirements bear a reasonable relationship to the occupation in the context of the employer's business and are essential to perform the job in a reasonable manner." In support of counsel's assertion, the petitioner submits a letter, dated September 13, 2011, from its owner, who states that "complex skills" are required for the offered position and that such skills are a "business necessity." The owner indicates that the duties listed in the labor certification require the beneficiary to possess the following skills:

- **Culling Ewes:** Requires the handler to identify the age of teeth, body confirmation and udder condition.
- **Treating Foot Rot:** Requires the handler to know how to trim a sheep's feet, and how to medicate a sheep with foot rot to avoid its spread to the entire herd.
- **Sick Animals:** Requires the handler to identify types of sickness and to have the experience necessary to know what type of medicine to administer and in what quantity.
- **Fly Strike:** Requires the handler to have the experience necessary to identify and treat a fly strike, which if undetected can kill the sheep or an entire herd.
- **Pulling Lambs:** Requires the handler to have the experience necessary to deliver a lamb stuck in the birth canal.

The petitioner's owner also indicates that the beneficiary would be required to oversee the work of temporary workers. He states that he runs a year-round operation and that, without an experienced shepherd who understands ranching operations, temporary workers would not know how to proceed with their work.

In considering the petitioner's claim that at least two years of experience are required for the performance of the offered employment, the AAO has reviewed the information provided by O\*Net OnLine regarding Farmworkers, Farm, Ranch, and Aquacultural Animals (SOC/O\*Net Code 45-2093.00), the occupation identified by the petitioner on the labor certification. See <http://www.onetonline.org/link/summary/45-2093.00> (accessed November 22, 2013). It has also considered the job descriptions of Sheep Herder (Code: 410.687-022); Farmworker, Livestock (agriculture) (Code: 410.664-010); and Lamber (agriculture) (Code: 410.364-010) found in DOL's Dictionary of Occupational Titles (DOT) at <http://www.occupationalinfo.org> (accessed November 22 and 26, 2013). Copies of these materials have been incorporated into the record.

While the AAO acknowledges the claims made by the petitioner's owner regarding the complex skills required for the offered position, it finds that the duties listed by the petitioner in the labor certification are essentially those that DOL indicates are routinely performed by workers in these occupations, including herding and protecting sheep; guarding them from predatory animals and the ingestion of poisonous plants; castration; docking; lambing; shearing; the detection of disease; and the administration of medicine, vaccines and insecticides. Moreover, it notes that the Specific Vocational Preparation (SVP) designations assigned to these occupations do not exceed SVP 4, the designation given jobs that require more than three months of preparation but do not need more than six months.

In light of the training and supervisory duties that the petitioner asserts will be performed by the beneficiary, the AAO has also reviewed the DOT job description for Supervisor, Stock Ranch (Code 410.131-022), a copy of which is provided. The DOT reports that an individual employed in this capacity would "[supervise and coordinate] activities of workers engaged in breeding, feeding, herding, marking and segregating livestock and in construction and repair of fences, pens, and buildings: Inspects stock, buildings, fences, fields, pasturage and feed supply, notes tasks to be done and assigns them to crews or individual workers." The DOT assigns an SVP of 7 to this occupation, indicating that its performance requires over two and up to and including four years of experience. The petitioner, however, has failed to indicate the specific duties that would be performed by the beneficiary in training and supervising its less experienced and temporary workers, and, therefore, that these duties would impose the level or range of responsibilities reflected in the DOT's description of a stock ranch supervisor. Accordingly, the record does not demonstrate that the offered position is comparable to that of a stock ranch supervisor.<sup>3</sup>

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<sup>3</sup> If the petition were filed for a manager/supervisor position requiring at least two years of work experience, it would not qualify for special handling under the shepherd regulations at 20 C.F.R. §§ 3656.10 and 656.16. As noted above, the occupational code for a Supervisor, Stock Ranch is different than that for a shepherd. An employer filing for a stock ranch supervisor

Based on the record before it, the AAO finds the offered position to be that of a farmworker and to fall within the SOC/O\*Net Code: 45-2093.00 indicated by the petitioner on the labor certification, to which DOL has assigned an SVP below 4.0, i.e., requiring no more than three months of experience. As the performance of the offered position's duties do not require at least two years of experience, it does not qualify as skilled labor and the petitioner may not fill the position by filing a Form I-140 petition for a skilled worker under section 203(b)(30(A)(i) of the Act. Accordingly, the appeal will be dismissed.

Beyond the decision of the director, the AAO finds that the petition would not be approvable even if the offered position were found to require at least two years of experience as the record does not establish that the beneficiary has the required two years of experience as a shepherd.

The labor certification at H.6-A., states that the offered position requires two years of experience as a shepherd and at K-a, the beneficiary indicates that he worked for the [REDACTED] in Mexico as a shepherd from August 1, 2001 until January 30, 2008. Pursuant to the regulation at 8 C.F.R. § 204.5(l)(3),<sup>4</sup> the petitioner has submitted a letter in support of the beneficiary's claim, dated November 5, 2010 and signed by [REDACTED] "Gerente General" of the Cooperative. The letter, however, is not accompanied by the certified English-language translation required by the regulation at 8 C.F.R. § 103.2(b)(3) and will, therefore, not be considered in this proceeding. Accordingly, the record does not establish that the beneficiary has the two years of experience required by the labor certification.<sup>5</sup> For this reason, as well, the AAO will dismiss the appeal.

The appeal will be dismissed for the above stated reasons, with each considered as an independent and alternate basis for the decision. In visa petition proceedings, it is the petitioner's burden to establish eligibility for the immigration benefit sought. Section 291 of the Act,

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would file a labor certification application under the basis process set forth at 20 C.F.R. § 656.17.

<sup>4</sup> The regulation at 8 C.F.R. § 204.5(l)(3)(ii)(A) states, "Any requirements of training or experience for skilled workers, professionals, or other workers must be supported by letters from trainers or employers giving the name, address, and title of the trainer or employer, and a description of the training received or the experience of the alien."

<sup>5</sup> Although the labor certification indicates that the beneficiary has worked as a shepherd for the petitioner from April 1, 2008 until the present, DOL regulations at 20 C.F.R. § 656.17 stipulate that a beneficiary may not qualify for an offered position based on employment experience gained with a petitioner unless it is established that the work performed by that beneficiary was not "substantially comparable" to the job offered. Here, the duties listed in the description of the beneficiary's employment with the petitioner are identical to those of the offered position and, therefore, do not allow his experience with the petitioner to be used to establish his eligibility for the offered position.

8 U.S.C. § 1361; *Matter of Otiende*, 26 I&N Dec. 127, 128 (BIA 2013). Here, that burden has not been met.

**ORDER:** The appeal is dismissed.

Attachments



## O\*NET OnLine

Updated 2010

### Summary Report for:

#### 45-2093.00 - Farmworkers, Farm, Ranch, and Aquacultural Animals

Attend to live farm, ranch, or aquacultural animals that may include cattle, sheep, swine, goats, horses and other equines, poultry, finfish, shellfish, and bees. Attend to animals produced for animal products, such as meat, fur, skins, feathers, eggs, milk, and honey. Duties may include feeding, watering, herding, grazing, castrating, branding, de-beaking, weighing, catching, and loading animals. May maintain records on animals; examine animals to detect diseases and injuries; assist in birth deliveries; and administer medications, vaccinations, or insecticides as appropriate. May clean and maintain animal housing areas. Includes workers who shear wool from sheep, and collect eggs in hatcheries.

**Sample of reported job titles:** Livestock Handler, Cowboy, Farm Hand, Ranch Hand, Farrowing Worker, Herdsman, Milking Worker, Vaccinator, Breeding Technician, Egg Gatherer

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](#) | [Job Openings](#)

### Tasks

- Feed and water livestock and monitor food and water supplies.
- Drive trucks, tractors, and other equipment to distribute feed to animals.
- Examine animals to detect illness, injury, or disease, and to check physical characteristics, such as rate of weight gain.
- Provide medical treatment, such as administering medications and vaccinations, or arrange for veterinarians to provide more extensive treatment.
- Mix feed, additives, and medicines in prescribed portions.
- Inspect, maintain, and repair equipment, machinery, buildings, pens, yards, and fences.
- Move equipment, poultry, or livestock from one location to another, manually or using trucks or carts.
- Clean stalls, pens, and equipment, using disinfectant solutions, brushes, shovels, water hoses, or pumps.
- Mark livestock to identify ownership and grade, using brands, tags, paint, or tattoos.
- Herd livestock to pastures for grazing or to scales, trucks, or other enclosures.

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### Tools & Technology

Tools used in this occupation:

**Animal husbandry equipment** — Cattle chutes; Dehorner; Feed trailers; Milking equipment sterilizers

**Animal shearing or clipping equipment** — Animal hair clippers; Animal hair trimmers

**Egg inspection or collecting equipment** — Egg candlers; Egg grading machines; Egg washing machines

**Hand sprayers** — Disinfectant sprayers; Insecticide sprayers

**Snowplow attachments** — Snowplows

**Veterinary injection or suction units or accessories** — Animal vaccination syringes; Balling guns; Insemination syringes; Veterinary intravenous IV sets

**Veterinary nail trimmers or cutters** — Hoof trimmers; Nail trimmers

**Technology** used in this occupation:

**Data base user interface and query software** — BCL Landview Systems WinCrop; Farm Works Software Trac

**Internet browser software** — Web browser software

**Spreadsheet software**

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## Knowledge

**Administration and Management** — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

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## Skills

**Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

**Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

**Coordination** — Adjusting actions in relation to others' actions.

**Operation and Control** — Controlling operations of equipment or systems.

**Operation Monitoring** — Watching gauges, dials, or other indicators to make sure a machine is working properly.

**Complex Problem Solving** — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

**Speaking** — Talking to others to convey information effectively.

**Equipment Selection** — Determining the kind of tools and equipment needed to do a job.

**Judgment and Decision Making** — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

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## Abilities

**Arm-Hand Steadiness** — The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.

**Control Precision** — The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.

**Problem Sensitivity** — The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.

**Oral Comprehension** — The ability to listen to and understand information and ideas presented through spoken words and sentences.

**Deductive Reasoning** — The ability to apply general rules to specific problems to produce answers that make sense.

**Multilimb Coordination** — The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion.

**Near Vision** — The ability to see details at close range (within a few feet of the observer).

**Oral Expression** — The ability to communicate information and ideas in speaking so others will understand.

**Static Strength** — The ability to exert maximum muscle force to lift, push, pull, or carry objects.

**Information Ordering** — The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).

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## Work Activities

**Handling and Moving Objects** — Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.

**Performing General Physical Activities** — Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.

**Inspecting Equipment, Structures, or Material** — Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.

**Identifying Objects, Actions, and Events** — Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

**Making Decisions and Solving Problems** — Analyzing information and evaluating results to choose the best solution and solve problems.

**Operating Vehicles, Mechanized Devices, or Equipment** — Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.

**Communicating with Supervisors, Peers, or Subordinates** — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.

**Controlling Machines and Processes** — Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).

**Monitor Processes, Materials, or Surroundings** — Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.

**Processing Information** — Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying

information or data.

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## Work Context

**Face-to-Face Discussions** — How often do you have to have face-to-face discussions with individuals or teams in this job?

**Exposed to Contaminants** — How often does this job require working exposed to contaminants (such as pollutants, gases, dust or odors)?

**Outdoors, Exposed to Weather** — How often does this job require working outdoors, exposed to all weather conditions?

**Very Hot or Cold Temperatures** — How often does this job require working in very hot (above 90 F degrees) or very cold (below 32 F degrees) temperatures?

**Structured versus Unstructured Work** — To what extent is this job structured for the worker, rather than allowing the worker to determine tasks, priorities, and goals?

**Freedom to Make Decisions** — How much decision making freedom, without supervision, does the job offer?

**Wear Common Protective or Safety Equipment such as Safety Shoes, Glasses, Gloves, Hearing Protection, Hard Hats, or Life Jackets** — How much does this job require wearing common protective or safety equipment such as safety shoes, glasses, gloves, hard hats or life jackets?

**Spend Time Walking and Running** — How much does this job require walking and running?

**Time Pressure** — How often does this job require the worker to meet strict deadlines?

**Work With Work Group or Team** — How important is it to work with others in a group or team in this job?

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## Job Zone

**Title** Job Zone One: Little or No Preparation Needed

**Education** Some of these occupations may require a high school diploma or GED certificate.

**Related Experience** Little or no previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a waiter or waitress even if he/she has never worked before.

**Job Training** Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

**Job Zone Examples** These occupations involve following instructions and helping others. Examples include taxi drivers, amusement and recreation attendants, counter and rental clerks, construction laborers, continuous mining machine operators, and waiters/waitresses.

**SVP Range** (Below 4.0)

**There is 1 recognized apprenticeable specialty associated with this occupation:**

Fish Hatchery Worker

To learn about specific apprenticeship opportunities, please consult the U.S. Department of Labor [State Apprenticeship Information](#) website.

For general information about apprenticeships, training, and partnerships with business, visit the U.S. Department of Labor [Office of Apprenticeship](#) website.

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## Education

Percentage of Respondents	Education Level Required
Not available	Less than high school diploma
Not available	High school diploma or equivalent
Not available	Some college, no degree

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## Interests

Interest code: R

**Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

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## Work Styles

**Dependability** — Job requires being reliable, responsible, and dependable, and fulfilling obligations.

**Integrity** — Job requires being honest and ethical.

**Attention to Detail** — Job requires being careful about detail and thorough in completing work tasks.

**Cooperation** — Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.

**Independence** — Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.

**Self Control** — Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.

**Adaptability/Flexibility** — Job requires being open to change (positive or negative) and to considerable variety in the workplace.

**Initiative** — Job requires a willingness to take on responsibilities and challenges.

**Leadership** — Job requires a willingness to lead, take charge, and offer opinions and direction.

**Concern for Others** — Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.

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## Work Values

**Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.

**Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

**Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

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## Related Occupations

- 37-3011.00 [Landscaping and Groundskeeping Workers](#)  **Bright Outlook**
- 45-2092.01 [Nursery Workers](#)
- 45-3011.00 [Fishers and Related Fishing Workers](#)
- 45-4022.00 [Logging Equipment Operators](#)
- 47-3011.00 [Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters](#) 
- 47-4061.00 [Rail-Track Laying and Maintenance Equipment Operators](#)  **Green**
- 47-4071.00 [Septic Tank Servicers and Sewer Pipe Cleaners](#)
- 47-5071.00 [Roustabouts, Oil and Gas](#)
- 49-3093.00 [Tire Repairers and Changers](#)
- 51-9022.00 [Grinding and Polishing Workers, Hand](#)

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## Wages & Employment Trends

### National

Employment data collected from [Miscellaneous Agricultural Workers](#).  
Industry data collected from [Miscellaneous Agricultural Workers](#).

**Median wages (2012)** \$10.61 hourly, \$22,060 annual

**Employment (2010)** 746,000 employees

**Projected growth (2010-2020)**  Decline slowly or moderately (-3% to -9%)

**Projected job openings (2010-2020)** 227,400

**Top industries (2010)** [Agriculture, Forestry, Fishing, and Hunting](#)

### State & National

Select a State 



Source: Bureau of Labor Statistics [2012 wage data](#)  and [2010-2020 employment projections](#) . "Projected growth" represents the estimated change in total employment over the projections period (2010-2020). "Projected job openings" represent openings due to growth and replacement.



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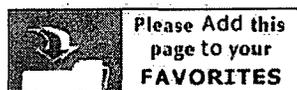
 


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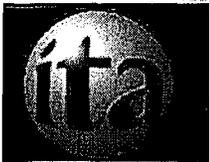
Attends to ewes during lambing: Observes ewes to determine delivery time and assists ewes during delivery. Places ewes and lambs in pens or erects canvas tents and places lambs and ewes inside to protect from elements. Assists weak lambs in suckling. Administers artificial respiration or stimulants as needed. Skins dead lambs and ties skins over live lambs to induce ewes to adopt rejected or orphaned lambs. Feeds orphaned lambs from bottle. Feeds and waters ewes while in enclosures. Docks lambs. May castrate lambs.

**GOE: 03.04.01 STRENGTH: L GED: R3 M1 L2 SVP: 3 DLU: 77**

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**CODE: 410.664-010**      **Buy the DOT:Download/CD-ROM**  
**TITLE(s): FARMWORKER, LIVESTOCK (agriculture) alternate titles: laborer, livestock; ranch hand,**

livestock Performs any combination of following tasks to attend livestock, such as cattle, sheep, swine, and goats on farm or ranch: Mixes feed and additives, fills feed troughs with feed, and waters livestock. Herds livestock to pasture for grazing. Examines animals to detect diseases and injuries. Vaccinates animals by placing vaccine in drinking water or feed or using syringes and hypodermic needles. Applies medications to cuts and bruises, sprays livestock with insecticide, and herds them into insecticide bath. Confines livestock in stalls, washes and clips them to prepare them for calving, and assists VETERINARIAN (medical ser.) 073.101-010 in delivery of offspring. Binds or clamps testes or surgically removes testes to castrate livestock. Clips identifying notches or symbols on animal or brands animal, using branding iron, to indicate ownership. Clamps metal rings into nostrils of livestock to permit easier handling and prevent rooting. Docks lambs, using hand snips. Cleans livestock stalls and sheds, using disinfectant solutions, brushes, and shovels. Grooms, clips, and trims animals for exhibition. May maintain ranch buildings and equipment. May plant, cultivate, and harvest feed grain for stock. May maintain breeding, feeding, and cost records. May shear sheep.

**GOE: 03.04.01 STRENGTH: H GED: R3 M3 L3 SVP: 4 DLU: 81**

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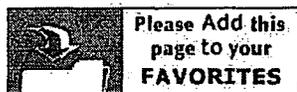

CODE: 410.687-022 Buy the DOT: [Download/CD-ROM](#)  
 TITLE(s): SHEEP HERDER (agriculture) alternate titles: herder; mutton puncher; shepherd

Attends sheep flock grazing on range: Herds sheep and rounds up strays using trained dogs. Beds down sheep near evening campsite. Guards flock from predatory animals and from eating poisonous plants. Drenches sheep. May assist in lambing, docking, and shearing. May feed sheep supplementary feed.

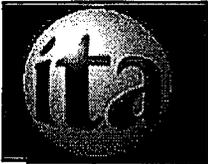
GOE: 03.04.01 STRENGTH: M GED: R2 M1 L1 SVP: 3 DLU: 77

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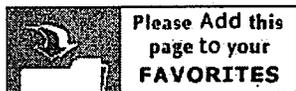
 


CODE: **410.131-022** Buy the DOT: **Download/CD-ROM**  
 TITLE(s): **SUPERVISOR, STOCK RANCH (agriculture)**

Supervises and coordinates activities of workers engaged in breeding, feeding, herding, marking, and segregating livestock and in construction and repair of fences, pens, and buildings: Inspects stock, buildings, fences, fields, pasturage and feed supply, notes tasks to be done, and assigns them to crews or individual workers. Performs other duties as described under SUPERVISOR (any industry) Master Title. May be designated according to type of stock raised.

GOE: 03.02.01 STRENGTH: M GED: R4 M3 L3 SVP: 7 DLU: 77

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