

VERIFICATION OF MILITARY EXPERIENCE AND TRAINING		
1. LAST NAME - FIRST NAME - MIDDLE NAME	2. PAY GRADE	3. YEAR(S) IN SERVICE
SCHOFER JOEL M	O-6	23
4. MILITARY SERVICE COMPONENT		5. DATE OF INFORMATION
NAVY, ACTIVE		2024 AUG 01
6. EXPERIENCE AND TRAINING HISTORY (In reverse chronological order) AND RELATED INFORMATION		

EXPERIENCE HISTORY

OCCUPATION: 9421, Commander/Commanding Officer, Shore Activity

NAVY OFFICER BILLET CLASSIFICATION (NOBC):

NAVY, ACTIVE:

JUN 2024 - AUG 2024 (2 Months)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 9421

(Description dates JAN 1900 - AUG 2024)

Commands, as a Commander, Commanding Officer, or other appropriate title, a shore activity or major component thereof in accordance with law, regulations and customs of the service. Develops organizational plan to fulfill assigned mission. Establishes policies and procedures for operation and functioning of activity. Inspects to ensure efficient operation and initiates corrective action. Exercises military control and provides technical guidance for command.

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OCCUPATION: 16P1, Title not available.

SECONDARY OCCUPATION:

NAVY, ACTIVE:

JAN 2020 - AUG 2024 (4 Years, 7 Months)

Description not available.

OCCUPATION: 210, Medical Corps Officer

NAVY DESIGNATOR:

NAVY, ACTIVE:

JAN 2020 - AUG 2024 (4 Years, 7 Months)

SEP 2019 - DEC 2019 (3 Months), 2100

SEP 2013 - SEP 2019 (6 Years), 2100

JAN 2007 - SEP 2013 (6 Years, 8 Months), 2100

MAY 2006 - JAN 2007 (8 Months), 2100

JUN 2001 - MAY 2006 (4 Years, 11 Months), 2105

DESIGNATOR DESCRIPTION FROM SERVICE FILE FOR: 210

(Description dates SEP 1975 - AUG 2024)

The diverse options available following the initial operational or utilization (OP/UT) tour in the Medical Corps can be summarized in five "tracks". These tracks distinguish differences in job experience categories: (1) Administrative; (2) Clinical; (3) Operational; (4) Education/Academic; and (5) Research. A successful career includes assignment to positions from multiple tracks and serves to broaden experiences. After the initial utilization assignment, or an operational assignment as a surface forces MO, FMF, MO, an undersea MO, or flight surgeon, many pursue specialization through clinical residency training. Specialization is the opportunity to focus one's primary activity on a more circumscribed area and to develop a high level of expertise and confidence there. The residency training period and the specialty utilization tour following it provide two advantages; (1) familiarity with the realities of hospital operation, and (2) the opportunity to establish an enduring reputation in clinical medicine and a credible record of competence and professionalism judges in comparison with one's peers.

OCCUPATION: 9436, Executive Officer, Shore Activity

NAVY OFFICER BILLET CLASSIFICATION (NOBC):

NAVY, ACTIVE:

FEB 2022 - MAY 2024 (2 Years, 3 Months)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 9436

(Description dates JAN 1900 - AUG 2024)

Represents the commanding officer in maintaining military, professional, and general efficiency of a shore activity. Enforces activity's rules, regulations and policies as determined by commanding officer. Coordinates activities of department heads. Plans procedures for training and discipline. Directs emergency and routine fire, battle, air-raid and other drills. Establishes security, safety and police regulations. Supervises assignment of personnel.

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RELATED CIVILIAN OCCUPATIONS FOR: 9436

Academic Dean (DOT 090.117-010)

Alumni Secretary (DOT 090.117-014)

Dean of Students (DOT 090.117-018)

Director, Educational Program (DOT 099.117-010)

Education Supervisor, Correctional Institution (DOT 099.117-014)

Principal (DOT 099.117-018)

Superintendent, Schools (DOT 099.117-022)

OCCUPATION: 0002, Medical Department Staff Officer

NAVY OFFICER BILLET CLASSIFICATION (NOBC):

NAVY, ACTIVE:

SEP 2019 - DEC 2021 (2 Years, 3 Months)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 0002

(Description dates JUN 1988 - AUG 2024)

Advises commander on all Medical Department units, personnel and material. Provides professional and administrative support to Medical Department officers. Acts as liaison between commands.

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OCCUPATION: 0109, Emergency Medical Specialist

NAVY OFFICER BILLET CLASSIFICATION (NOBC):

NAVY, ACTIVE:

SEP 2016 - SEP 2019 (3 Years)

SEP 2013 - JUN 2014 (9 Months)

JAN 2007 - SEP 2013 (6 Years, 8 Months)

AUG 2006 - JAN 2007 (5 Months)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 0109

(Description dates NOV 1988 - AUG 2024)

Administers programs, directs and supervises personnel, and maintains continual surveillance of specialized equipment in the medical/surgical emergency room. Organizes and directs programs for on-the-job training of personnel and supervises their performance. Maintains liaison with other departments within the medical facility to assure available consultation and to arrange for appropriate transfer of patients with minimum time delay and maximum continued quality of medical care.

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RELATED CIVILIAN OCCUPATIONS FOR: 0109

Emergency Medical Services Coordinator (DOT 079.117-010)

Medicine And Health Services Managers (OES 15008)

OCCUPATION: 3126, Personnel Distribution Officer (Officer)**NAVY OFFICER BILLET CLASSIFICATION (NOBC):**

NAVY, ACTIVE:

JUN 2014 - SEP 2016 (2 Years, 3 Months)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 3126

(Description dates JAN 1900 - AUG 2024)

Administers distribution of officer and enlisted naval personnel. Maintains availability records based on school quotas, enlistment, officer procurement, and transfer statistics, receiving requests from fleet and shore commands. Assigns officers to billets. Assigns enlisted personnel to commands for detailing to billets. Implements sea and shore rotation policy. Transfers naval personnel between commands. Acts on officer requests for change of duty. Oversees assignment and utilization of ratings and special classifications of enlisted personnel.

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RELATED CIVILIAN OCCUPATIONS FOR: 3126

Manager, Personnel (DOT 166.117-018)

OCCUPATION: 0106, Health Services Resident**NAVY OFFICER BILLET CLASSIFICATION (NOBC):**

NAVY, ACTIVE:

JUL 2003 - AUG 2006 (3 Years, 1 Month)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 0106

(Description dates OCT 1987 - AUG 2024)

Participates full time as a resident or fellow in program of practical instruction, under supervision, to achieve certification and/or academic degree.

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RELATED CIVILIAN OCCUPATIONS FOR: 0106

Internist (DOT 070.101-042)

Physicians And Surgeons (OES 32102)

OCCUPATION: 0102, General Practice Medical Officer**NAVY OFFICER BILLET CLASSIFICATION (NOBC):**

NAVY, ACTIVE:

DEC 2002 - JUL 2003 (7 Months)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 0102

(Description dates NOV 1988 - AUG 2024)

Performs routine medical duties of general practitioner. Maintains medical welfare of personnel within command. Diagnoses and treats patients suffering from diseases and disorders. Conducts routine medical examinations. Examines personnel for organic and functional diseases and abnormalities using standard tests and procedures. Supervises technical personnel in conducting routine laboratory procedures and tests. Conducts routine medical inspections of unit. Trains enlisted personnel in first aid and sanitation, and establishes first aid stations for emergency treatment.

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RELATED CIVILIAN OCCUPATIONS FOR: 0102

Family Practitioner (DOT 070.101-026)

General Practitioner (DOT 070.101-022)

Physicians And Surgeons (OES 32102)

OCCUPATION: 0104, Intern**NAVY OFFICER BILLET CLASSIFICATION (NOBC):**

NAVY, ACTIVE:

DEC 2001 - DEC 2002 (1 Year)

SEP 2001 - OCT 2001 (1 Month)

JUN 2001 - AUG 2001 (2 Months)

NOBC DESCRIPTION FROM SERVICE FILE FOR: 0104

(Description dates NOV 1988 - AUG 2024)

Performs postgraduate general clinical duties under direct supervision while serving in a fixed medical department facility in order to qualify for the practice of a Medical Department specialty.

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RELATED CIVILIAN OCCUPATIONS FOR: 0104

Intern (DOT 070.101-038)

Internist (DOT 070.101-042)

Physicians And Surgeons (OES 32102)

ADDITIONAL QUALIFICATION(S)

NAVY

ADDITIONAL QUALIFICATION DESIGNATIONS:

6OW - Health Care Services, Contingency/Operational, Trauma Team Trained Officer (TTTO)

SEP 2019 - AUG 2024, JAN 2017 - SEP 2019, SEP 2013 - APR 2016, JUN 2010 - SEP 2013

6PG - Health Care Services, Emergency Medicine, Emergency Ultrasound

SEP 2019 - AUG 2024, OCT 2016 - SEP 2019

J5M - Joint Specialty, Joint Task Force, Medical

SEP 2019 - AUG 2024, MAR 2016 - SEP 2019

JS7 - Joint, Joint Qualification, JPME Phase I Graduate

SEP 2019 - AUG 2024, SEP 2017 - SEP 2019

U6O - Intra Service Specialty, Other, Operations

APR 2016 - SEP 2017

6ZC - Health Care Services, Educational/Ethics, Associate Professor

MAY 2014 - MAR 2016

6ZF - Health Care Services, Educational/Ethics, Researcher

MAY 2014 - JUN 2015

67A - Health Care Services, Executive Medicine Staff, Executive Medicine

SEP 2013 - MAY 2014, FEB 2011 - SEP 2013

J6M - Joint Specialty, Other, Medical

SEP 2013 - MAY 2014, DEC 2010 - SEP 2013

SUBSPECIALTIES:

16P1J - Emergency Medicine, Subspecialty,

SEP 2019 - AUG 2024, JUN 2014 - SEP 2019, SEP 2013 - APR 2014, AUG 2013 - SEP 2013, DEC 2010 - MAR 2013,

SEP 2010 - OCT 2010

16P1 - Emergency Medicine, Subspecialty

APR 2014 - JUN 2014, MAR 2013 - AUG 2013, JUN 2009 - SEP 2010

16P1T - Emergency Medicine, Subspecialty,

OCT 2010 - DEC 2010

16P0 - Emergency Medicine, General

JAN 2007 - JUN 2009, SEP 2006 - JAN 2007, NOV 2003 - JAN 2004

15F0 - General Medicine

JAN 2004 - SEP 2006, DEC 2001 - NOV 2003, JUN 2001 - OCT 2001

**** Note: Experience history data not available prior to FY 75 ****

TRAINING HISTORY: COURSES SUCCESSFULLY COMPLETED

**** Note: Description, Length, or Credit Recommendation will not be displayed for a course if that information is not available.**

NAVY COURSE: S-5F-0011, SLLC

MILITARY TRAINING: FEB 2022 - FEB 2022

LENGTH: 3 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates SEP 1955 - AUG 2024)

The Senior Leader Legal Course is a three-day course designed to prepare O-5 and O-6 commanding officers, executive officers, and senior enlisted leaders/advisors (SEL/SEA) for the legal issues they will likely face as a command triad and team. Previously, the SLLC was called the Senior Officer Course (SOC). NJS has integrated the SOC with the Senior Enlisted Legal Course (SELC) to form the SLLC. The SELC will no longer be offered. Senior enlisted should register for the SLLC to obtain legal training when detailed to a SEL/SEA billet. The topics covered include: investigations, 31b rights, non-punitive measures, nonjudicial punishment, administrative separations, officer misconduct, government ethics, gifts, fundraising, military justice, sexual harassment, sexual assault, legal assistance, overseas legal issues, freedom of expression, political activities, religious accommodation, grievances/FOIA, civilian personnel law, and reserve personnel law. For Navy students, if you do not include an email address in the registration notes on CeTARS, your quota will be denied. You will receive a welcome email for the course 4-6 weeks prior to its start date.

NAVY COURSE: P-1B-0005, XO LEADERSHIP

MILITARY TRAINING: JAN 2022 - FEB 2022

LENGTH: 2 Weeks, 2 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates AUG 1996 - AUG 2024)

To enhance the leadership skills of officers enroute to a designated Executive Officer tour.

NAVY COURSE: B-6A-1000, CATF SURGEON

MILITARY TRAINING: MAR 2021 - MAR 2021

LENGTH: 2 Weeks, 2 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates DEC 1995 - AUG 2024)

Upon graduation, the student will be prepared to serve as a Senior Medical Advisor to an Amphibious Task Force Commander and placed on a list of eligible candidates for assignment as a CATF Surgeon. Satisfies MAP requirements for Echelon III Command and Control.

ARMY COURSE: J3STUS010, DEFENSE SUPPORT OF CIVIL AUTHORITIES CRS

MILITARY TRAINING: OCT 2014 - SEP 2015

LENGTH: Unknown.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates MAR 2007 - AUG 2024)

COURSE DESCRIPTION

NAVY COURSE: B-7D-0003, TFMEP

MILITARY TRAINING: JUL 2015 - JUL 2015

LENGTH: 3 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates FEB 2002 - AUG 2024)

This is a two-day course that attendees are provided opportunities to develop and sharpen the skills necessary to succeed as executives within the Navy Medical Department. The course includes didactic and some case studies and does not duplicate any pre-existing course content, i.e., no repetition of content currently presented in clinical management course, management development course, health resources management, etc.

ARMY COURSE: DMRTIUS002, JOINT MED OPS COURSE (JMOC) - RESIDENT

MILITARY TRAINING: MAY 2015 - MAY 2015

LENGTH: 1 Week.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates JAN 2015 - AUG 2024)

COURSE DESCRIPTION

ARMY COURSE: J3OPUS258, EMER PREP RESP (EPRC) - CLINICIAN COURSE

MILITARY TRAINING: OCT 2011 - AUG 2012

LENGTH: Unknown.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates JAN 2009 - AUG 2024)

COURSE DESCRIPTION

NAVY COURSE: B-6I-2330, AROC

MILITARY TRAINING: JUN 2011 - JUN 2011

LENGTH: 2 Weeks, 2 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates MAR 2005 - AUG 2024)

Prepare Navy Medical Department officers for increased responsibilities as senior officers / leaders to understand the

"practice and the business" of Navy Medicine in operational and mission specific command settings.

NAVY COURSE: A-495-0018, SHIPBOARD FIREFIGHTING

MILITARY TRAINING: APR 2010 - APR 2010

LENGTH: 1 Day.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates JAN 2008 - AUG 2024)

This course is to provide instruction to Officers and Enlisted personnel in fire fighting tactics so that they may integrate into shipboard fire fighting teams. Students will be expected to comprehend and apply fire fighting principles, rules, and concepts. Live fires will be fought with standard U.S. Navy fire fighting equipment. This course satisfies Level III of Shipboard Survivability Training Level Requirements IAW OPNAVINST 3541.1F.

NAVY COURSE: B-6A-1013, NTTC

MILITARY TRAINING: APR 2010 - APR 2010

LENGTH: 1 Month, 1 Week, 2 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates SEP 2002 - AUG 2024)

To enhance combat trauma skills and medical readiness for Fleet Surgical Teams (FST), Forward Resuscitation Surgery Systems (FRSS), Shock Trauma Platoons (STP) and others deployed to treat trauma casualties. In addition, operational combat casualty care and team building are emphasized in order to prepare the member for deployment. Experience is gained from training at LAC-USC Medical Center, one of the nation's finest level 1 trauma treatment centers.

ARMY COURSE: 6HF261, Medical Management Chemical/Biological Casualties / MED MGT OF CHEM & BIOL CASUALTIES

MILITARY TRAINING: NOV 2002 - NOV 2002

LENGTH: 3 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates OCT 1992 - AUG 2024)

Phase 1 of the 6H-F26 course provides a general orientation on the threat of biological warfare, a review of potential threat agents and defensive strategies, and familiarization with patient evacuation and management procedures under containment conditions. Instruction continues with Phase 2 (4 days) at the U.S. Army Medical Research Institute for Chemical Defense, Aberdeen Proving Ground, MD (SC 879). / 2 This 6 1/2-day course is taught at two separate sites, simultaneously, to two separate groups of students. The biological portion (Phase 1) is taught at the United States Army Medical Research Institute of Infectious Diseases (USAMRIID) at Fort Detrick, Maryland. The chemical portion (Phase 2), which includes a field exercise, is taught at the United States Army Medical Research Institute of Chemical Defense (USAMRICD) at the Edgewood area of Aberdeen Proving Ground (APG-EA), Maryland. Phase 1 and Phase

2 are conducted at the same time. The order in which students receive Phase 1 and Phase 2 instruction is unimportant, but each student must be registered for both phases and must complete both phases. / COURSE DESCRIPTION

NAVY COURSE: B-300-0038, MMCBC

MILITARY TRAINING: NOV 2002 - NOV 2002

LENGTH: 1 Week, 4 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates NOV 1980 - AUG 2024)

Provides selected Medical Corps, Nurse Corps, Dental Corps, and Medical Service Corps officers familiarization with the principles, management, and treatment of acute chemical/biological warfare injuries in the operational environment. This course is clinically intensive.

NAVY COURSE: B-6A-0014, FMS OFFICER TRNG

MILITARY TRAINING: JUL 2002 - JUL 2002

LENGTH: 2 Weeks, 2 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates OCT 1981 - AUG 2024)

To provide Navy Medical Department officers instruction in the knowledge and skills required for combat survival, field medical practice, medical support planning for amphibious operations, tactical and defensive techniques required to care for the medical needs of U.S. Marine Corps personnel in the field.

NAVY COURSE: B-6H-0001, C-4

MILITARY TRAINING: NOV 2001 - NOV 2001

LENGTH: 1 Week, 4 Days.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates OCT 1981 - AUG 2024)

The practical goal is to develop skills whereby students function as military staff officer who are provided opportunities for command and control and to successfully assess, manage, and evacuate casualties at 1st and 2nd phases (levels/echelons) of medical care. Professional courses such as Advanced Trauma Life Support (ATLS), Trauma Nurse Core Course (TNCC), Pre-Hospital Trauma Life Support (PHTLS) are provided as appropriate for members of each corps.

NAVY COURSE: P-7C-0039, Basic Officer Leadership

MILITARY TRAINING: JUL 1997 - JUL 1997

LENGTH: 2 weeks (75-76 hours)

COURSE DESCRIPTION FROM AMERICAN COUNCIL ON EDUCATION:

(NV-1717-0031, Exhibit dates SEP 1996 - AUG 2008)

Upon completion of the course, the student will be able to identify basic principles of leadership, including the use oral and written communication, in professional relationships; the role of motivation, empowerment, and counseling in subordinate development; ways to manage human resources, teams, and stress to create a quality organizational climate.

Lecture, discussion, exercises, interrogatories and questionnaires, and case studies and responses are used to cover the material.

CREDIT RECOMMENDATION FROM AMERICAN COUNCIL ON EDUCATION

(NV-1717-0031, Exhibit dates SEP 1996 - AUG 2008)

In the lower-division baccalaureate/associate degree category, 2 semester hours in personnel supervision or 1 in leadership and 1 in business communications (1/98)(1/98).

NAVY COURSE: P-9E-4302, Officer Indoctrination Basic

MILITARY TRAINING: JUN 1997 - JUL 1997

LENGTH: 6 weeks (245 hours)

COURSE DESCRIPTION FROM AMERICAN COUNCIL ON EDUCATION:

(NV-1717-0035, Exhibit dates APR 1997 - OCT 2008)

Upon completion of the course, the student will be able to determine the manager's role within a command; stress ethical standards; use the skills of planning, delegation, empowerment, leading and motivation, evaluation, communication, and decision making; and supervise employees on an individual basis and as a group.

Methods of instruction include lectures, discussions, group-paced performance exercises, and media presentations in naval orientation, administration, career development; military law; pride, professionalism, and personal excellence; physical fitness; drills and military appearance; and leadership continuum. Evaluation is by objective testing and performance assessment.

CREDIT RECOMMENDATION FROM AMERICAN COUNCIL ON EDUCATION

(NV-1717-0035, Exhibit dates APR 1997 - OCT 2008)

In the lower-division baccalaureate/associate degree category, 3 semester hours in principles of supervision and 1 in word processing (7/98)(7/98).

NAVY COURSE: P-00-4302, Officer Indoctrination Basic

MILITARY TRAINING: JUN 1997 - JUL 1997

LENGTH: 6 Weeks. 00000

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates JAN 1975 - AUG 2024)

Officer Indoctrination School prepares newly Commissioned Officers, of various staff corps and selected nuclear power specialties, to carry out the duties and responsibilities of a Naval Officer. The six week experience is tightly structured and planned around academic, military, physical readiness and team building objectives. Basic instruction

encompasses such subjects as naval orientation, administration and career development, leadership management education and training, human resources management, military law, close order drill, and physical readiness training. Additional information is provided appropriate to the role of respective corps in relation to other communities in the Department of the Navy.

NAVY COURSE: V-9B-0003, BUTTERCUP

MILITARY TRAINING: JUN 1997 - JUN 1997

LENGTH: 1 Day.

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates SEP 1981 - AUG 2024)

This course is designed to teach basic damage control knowledge and procedures in a wet environment. This course is only taught at Officer Training Command Newport to support officer accession students, U.S. Navy and U.S. Coast Guard fleet personnel, and U.S. Navy Reserves

NAVY COURSE: P-00-1318, Special Brief Training NETC NPT Buttercup

MILITARY TRAINING: JUN 1997 - JUN 1997

LENGTH: 2 Days. 00000

COURSE DESCRIPTION FROM SERVICE FILE:

(Description dates SEP 1981 - AUG 2024)

Familiarize student with shipboard flooding dewatering environment. One hour classroom training. Two hours hands-on training in shoring, plugging, patching and dewatering.

INFORMATION NOT AVAILABLE FOR THE FOLLOWING COURSES:

ARMY COURSE: DMRTI-US010

MILITARY TRAINING: MAY 2015 - MAY 2015

ARMY COURSE: DMRTI-US002

MILITARY TRAINING: MAY 2015 - MAY 2015

ARMY COURSE: DMRTIUS010

MILITARY TRAINING: MAY 2015 - MAY 2015

NAVY COURSE: NOTFOUND

MILITARY TRAINING: JUN 2011 - JUN 2011

NAVY COURSE: 6H-F26

MILITARY TRAINING: NOV 2002 - NOV 2002

NAVY COURSE: B-300-0014

MILITARY TRAINING: JUL 2002 - JUL 2002

**** Note: Limited training history is available prior to FY 84 (ARMY); FY 78 (NAVY); FY 70 (AIR FORCE); FY 67 (MARINE CORPS)****LANGUAGE PROFICIENCIES****Spanish-American**LISTENING: *Elementary Proficiency*READING: *Elementary Proficiency*SPEAKING: *Elementary Proficiency***Unknown**LISTENING: *Unknown*READING: *Unknown*SPEAKING: *Unknown***Loma**LISTENING: *Unknown*READING: *Unknown*SPEAKING: *Unknown***END OF AUTOMATED MILITARY EXPERIENCE AND TRAINING HISTORY DATA****** Note: This history includes only the centrally automated experience and training information that the services maintained on your military record ****

LEGEND CODE:

DOT Dictionary of Occupational Titles published by the Department of Labor

OES Occupational Employment Statistics published by the Office of Personnel Management

ONET Occupational Information Network