UNCLASSIFIED

AD NUMBER

ADB951210

NEW LIMITATION CHANGE

TO

Approved for public release, distribution unlimited

FROM

Distribution authorized to U.S. Gov't. agencies and their contractors; Administrative/Operational Use; DEC 1958. Other requests shall be referred to the Department of the Army, Adjutant General's Office.

AUTHORITY

31 Dec 1970, Group-4, per document marking DoDD 5200.10

THIS PAGE IS UNCLASSIFIED

THIS REPORT HAS BEEN DELIMITED
AND CLEARED FOR PUBLIC RELEASE
UNDER DOD DIRECTIVE 5200.20 AND
NO RESTRICTIONS ARE IMPOSED UPON
ITS USE AND DISCLOSURE.

DISTRIBUTION STATEMENT A

APPROVED FOR PUBLIC RELEASE;
DISTRIBUTION UNLIMITED.

UNANNOUNCED

RESEARCH STUDY 58-6

Enlisted MOS Suitable for The Physically Handicapped

DDC
RECEIVED
DEC 26 1979
A

AD B951210

PERSONNEL RESEARCH BRANCH

PERSONNEL RESEARCH AND PROCEDURES DIVISION
THE ADJUTANT GENERAL'S OFFICE
DEPARTMENT OF THE ARMY

DDC FILE COPY

79 12 19 168 released 1/5/58

Army Project Number
29560000

Util. Women a-12

14 AGO-PRB-Research Study 58-6

6 ENLISTED MOS SUITABLE FOR THE PHYSICALLY HANDICAPPED

10 Jack Sternberg, Frank S. Greenberg

Submitted by: Edmund F. Fuchs, Chief, Research Group I

Approved by

Julius E. Uhlaner
Research Manager

Hubert E. Brogden
Director of Research

11 Dec[redacted]958

12 29

This Research Study series of publications is primarily for use by The Adjutant General, AGTL. Distribution is limited. Any content of lasting significance is eventually incorporated within Technical Research Reports or Technical Research Notes and through these media becomes available for general reference use.

003650

BRIEF

ENLISTED MOS SUITABLE FOR THE PHYSICALLY HANDICAPPED

Requirement:

In anticipation of possible manpower requirements in a future national military emergency, research has been undertaken to determine what new resources can be added to military manpower resources typically used in World War II. Utilization of physically handicapped men, presently excluded from service, may represent one fruitful means of helping to meet such requirements. For this approach, guidelines are needed for determining which categories of disabled men might be utilized in which jobs.

Procedure:

Starting with the physical handicap classification system used by the Civil Service Commission, an illustrative classification system applicable to the Army situation was developed to consist of 18 "workable" categories. On the basis of independent judgments, later confirmed by group judgment, the 18 handicaps were assigned to each MOS with the exception of combat MOS and MOS requiring flight duty, to indicate which MOS contain duty positions which might be satisfactorily performed by handicapped.

Findings:

Of a total of 401 MOS listed in AR 611-201, 250 MOS were identified with at least one duty position which could be performed satisfactorily by an individual with at least one type of those handicaps studied.

Utilization of Findings:

The system and illustrative tabulations developed in this study were to be given a review by personnel management and medical authorities from the point of view of feasibility of the approach and consistency with present personnel management and medical practices in the Army.

...on For
...&I
...nced
...ication
By
Distribution/
...ity Codes
...and/or

THE PHYSICALLY HANDICAPPED AS A MANPOWER SOURCE

ESTABLISHMENT OF A RESEARCH REQUIREMENT

During the latter months of World War II, the Army experienced some difficulty in obtaining enough physically sound men to meet the requirements of troop replacement and Army expansion (1, 3). Army manpower resources at that time consisted primarily of able-bodied men and a limited number of women utilized in a restricted range of assignments. The threatened shortage resulted in part from heavy initial induction of the physically fit throughout the first three years of the war and their assignment to many jobs which placed no premium upon physical capacity.

Since manpower requirements in a future national emergency might well exceed requirements experienced in the past, a program of personnel research was established in 1957 to determine what new resources can be added to military manpower resources typically called upon during World War II. The possibility of increasing resources by utilizing women more extensively has already been examined (4). As the structure of the military has become more and more complex, and development of new techniques and services has created many new types of non-combat jobs, potential placements for physically handicapped personnel have been increased. The present report deals with the initial phase of research on one of a number of possibilities of more extensive utilization of physically handicapped men.

RETENTION OF PHYSICALLY HANDICAPPED IN THE ARMY

Although the peacetime Army of today does not accept for service men with other than minor impairments, a program for the retention, in times of heavier mobilization, of men disabled while on active duty was implemented in 1946. AR 40-504, Standards of Fitness and Unfitness for Retention on Active Duty, 1955, indicates the extent to which disease, injuries, and infirmities acquired in the service may or may not render a man unfit for further duty. Under these provisions, a disability which would disqualify a man for original appointment or enlistment may not disqualify him for retention if the following conditions hold:

> The disability is of such nature and degree as not to affect adversely the performance of continued duty on any assignment commensurate with the individual's grade or rating, including assignments to positions which may be held by an individual regardless of his basic branch.
>
> The disability is not subject to complications or serious aggravation by reason of continued active duty.

Further, AR 616-41, Retention of Partially Disabled Personnel on Active Duty, 1956, states that an individual who is found unfit may be retained if he desires to remain on active duty and can be expected to perform satisfactory service based upon experience and/or potential qualifications of value to the service.

Army management has a continuing concern with the determination of physical requirements for enlisted MOS and duty positions. Revision of AR 611-201, Personnel Selection and Classification, Manual of Enlisted MOS, dated March 1955, is currently under consideration insofar as descriptions of physical demands is

concerned. Representatives of the Surgeon General's Office have expressed an interest in revising the methods of reporting physical capacities, and also in reevaluating minimum physical standards. Required are new devices for adequately matching physical qualifications with physical demands of the job. A study of possible revisions of methods of personnel reporting is needed to determine the limits of specificity that can be effectively utilized in the assignment of individuals on the basis of physical capacity.

SCOPE AND DIRECTION OF THE PRESENT STUDY

The present effort was exploratory only--to determine whether a system can be established for determining the amenability of range and type of MOS for given disabilities and to provide a tentative listing of MOS illustrative of such a system. Ultimately the problem of identifying jobs suitable for physically limited personnel must be subsumed under the larger objective of developing a system for dealing with the assignment and utilization of all personnel on the basis of physical capacity, as well as other capacities. Moreover, for the Surgeon General's Office to use such a system, it was recognized, would require an orientation on the part of medical officers which runs counter to present medical orientation of specifying physical activities which may not be performed, rather than relate residual physical capacity to the universe of occupational demands.

The provisions of AR 616-41 imply recognition of the satisfactory service that can be expected of personnel already qualified for military service but who have certain types and degrees of handicap. The construction of a systematized guide to the placing of selected handicapped personnel in certain MOS was recognized as possibly identifying a greater number of potential placements of handicapped men than provided for under past retention regulations (AR 40-504, Standards of Fitness and Unfitness for Retention on Active Duty, 1955). These placements would be designed to apply to recruits in a mobilization situation rather than to reenlistees only. To develop this guide, effort was directed toward identifying a portion of the draft registration population with physical handicaps which would clearly disqualify them by present standards but which nevertheless would permit them to perform satisfactory service in selected Army jobs. Such men would be expected to function in the normal Army situation except for execution of especially demanding duties such as guard and K. P.

DETERMINING THE APPROACH TO BE USED

The first step of the current effort was to decide upon a method for establishing a relationship between MOS and handicap so that a determination could be made as to which handicaps are allowable for each MOS and which MOS can be performed by personnel with given handicaps. Three different approaches to this problem were considered.

The Disability List Approach.

After determining the categories of impairments to be considered, jobs are analyzed in terms of their physical requirements. It is then determined whether or not an individual could perform specific jobs with any of the impairments. The resulting data may then be presented in one or both of the following ways:

As a list of jobs which can be performed by persons with given disabilities.

As a list of disabilities which do not disqualify persons for each given job.

Similarly, lists of jobs not performable for given disabilities or of disabilities disqualifying persons for given jobs can be made up.

The disability list has the advantages of being relatively easy to understand and of providing some degree of standardization for the placement of handicapped personnel. It may have the disadvantage of not giving enough consideration to how an individual adapts to his handicap.

The Check List Approach.

The check list approach usually starts with an analysis of jobs into their various physical components. With a corresponding list of physical capacities for each job applicant, it may be determined whether or not the applicants are suited for any of the available jobs. This method is well suited to individual job placement but, like the disability list approach, may not take into consideration adaptations to a job arising from high motivation of the worker.

The Rating Method.

Both the disability list and the check list characteristically deal with absolutes, e. g., "can manipulate - cannot manipulate." The third approach, the rating method, introduces various levels or degrees by which job requirements and physical capacities are classified. Instead of merely stating that a job requires lifting, the rating method might indicate that the job requires lifting 25 pounds several times an hour. While this approach may provide for greater potential matching of job and handicap, it may also require some subjective judgment on the part of the rater as to the extent of the requirement. The PULHES system of the U. S. Army is an example of the rating method in application. Physical Capacity, Upper Extremities, Lower Extremities, Hearing, Eyes, and Neuropsychiatric (S) factors are rated 1 - above average, 2 - average, 3 - below average, or 4 - below minimum standards. (AR 40-503, Physical Standards and Physical Profiling for Enlistment and Induction, 1956.)

The decision was made to use the disability list approach in the present study, with the assumption that the person would be highly motivated in a mobilization situation. The primary reason for using this approach was the need for a standardized classification system which would facilitate placement of handicapped persons in jobs they could perform without the requirement of a detailed analysis of the individual man. The absolute manner of presenting handicaps, usually a feature of this approach, was not altered, however. It was apparent that no two people, though similarly disabled, have exactly the same degree of disability, but it was felt that introduction of degrees of impairment would unduly complicate the classification process. The solution was to consider all disabilities as "severe" and motivation to perform "good." Thus any individual disabled to an extent less than "severe" could be expected to have the capacity to perform satisfactory service in the particular MOS in question.

While this particular solution would promote the rapidity and ease of classification needed in a full-scale mobilization, it has the effect of curtailing the variety of MOS to which the "less than severely" handicapped individual could be assigned. For example, 'poor visual acuity', as defined in Appendix A, was found permissible with only 9 MOS; yet there are many profile 4 individuals rejected on the basis of poor vision, who nevertheless possess the minimum acuity to perform the duties found in additional selected MOS. Considering the numbers of men rejected on the basis of profile 4 vision, and because of the broadness of 'poor visual acuity', this category was the most restrictive of all categories. The other categories, in general, show this effect to a far less degree.

DELINEATING MOS AND HANDICAP CATEGORIES TO BE CONSIDERED

For the purposes of this study, 'physically handicapped' was defined as referring to disability of any part or function of the body which would disqualify for military service under existent standards, whether the etiology of the impairment were organic or functional. Within the military setting, relatively minor impairments are classified under the 2 and 3 levels of the PULHES profiling system as qualifying for service. Therefore, the physically handicapped label referred only to those individuals having impairment more serious than indicated by classification 3, such as all but minor amputations, deafness, blindness, etc. However, no individuals with multiple handicaps were considered for this study.

It was obvious that many of these handicapped could not possibly perform satisfactory service in any Army job; therefore the following stipulations were made to establish a lower limit to the definition. Men were considered as disqualified and dismissed from further study where:

> The impairment involved special medical maintenance (excessive hospital or outpatient treatment and/or any need for special drugs and medications).
>
> The impairment involved the need for special supplies or equipment (inability to wear or use standard equipment).
>
> The impairment precluded the individual's serving within the normal Army framework in a reasonably satisfactory manner with the exception of extra duties such as guard and K. P., as noted earlier (any impairment that might prevent an individual from such activities as walking to and from the mess hall, caring for issued supplies and equipment, and living harmoniously with other men).

As a result of applying the lower limit of physical handicaps, the following categories of handicaps were dismissed from further consideration:

> Disease entities which require special medical treatment to maintain arrested states, which are subject to chronicity and accompanying time loss, and which are liable to deterioration and complication.
>
> Handicaps of psychiatric etiology which would result in an inability to adjust to normal Army life.

Handicaps of such nature as to require special clothing or aids other than prosthetic limbs and glasses, both of which the prospective inductee will be assumed to have.

Just as the variety of handicaps was reduced in dismissing certain types from further consideration, so were the number of MOS to which handicaps were to be related. The latter reduction was the result of stipulating that handicapped personnel would not be considered for utilization in Combat MOS, MOS peculiar to the Combat Zone, or MOS requiring flight duties. In these MOS there is a premium on physical condition.

For ease in classification, the handicaps were placed into a limited number of categories. The basis for the classification system was that used by the U. S. Civil Service Commission (6), shown in Table 1. Table 2 shows the modified Civil Service Commission system used in the present study.

Table 1

CIVIL SERVICE COMMISSION CATEGORIES OF PHYSICAL HANDICAPS

DEPTH PERCEPTION REQUIRED

COLOR VISION REQUIRED

ORTHOPEDIC

Amputations
- Arm
- Arms
- Hand
- Hands
- Fingers
- Leg
- Legs
- Foot
- Feet

Disabilities
- Hip or Shoulder
- Arm
- Arms
- Hand
- Hands
- Fingers
- Leg
- Legs
- Foot
- Feet
- Back
- Hips or Shoulders

EYES
- Blind Two Eyes
- Industrially Blind
- Blind One Eye

EARS
- Deaf
- Hard of Hearing

CHEST
- Cardiac
- Pulmonary Tuberculosis

Table 2

PHYSICAL HANDICAP CATEGORIES USED IN PRESENT STUDY

ORTHOPEDIC	EYES
Amputations	Poor Visual Acuity
Arm	Loss One Eye
Hand	Other Visual Defects
Fingers	
Thumb	EARS
Leg	Hard of Hearing
Foot	
Disabilities	
Arm	
Hand	
Fingers	
Thumb	
Leg	
Foot	
Back	
Hip or Shoulder	

Depth perception and color vision were not included because these impairments would not initially disqualify a person for service. Orthopedic was retained with the modification that all bilateral categories would be deleted, since there are too few duty positions which a person lacking normal use of feet, arms, hands, or legs, etc., could perform in a satisfactory manner. The addition of the category Thumb was made to both Amputations and Disabilities, because there are a number of MOS with at least one duty position in which the use of the thumb is not considered essential. The fourth basic area, Eyes, was retained with a few modifications: "blindness in both eyes" was deleted; "blind one eye" was replaced by "loss one eye;" "other visual defects" was added; and "industrially blind" was changed to "poor visual acuity." The added category includes visual defects of non-progressive and non-diseased nature excepting acuity loss. An example of such a handicap would be destruction of eyelids sufficient to impair protection of the eyes from exposure. Hard of hearing was the only category retained under basic area Ears. Deafness was deleted as being too serious a handicap in a military setting. The sixth basic area, Chest, was deleted as reflecting fundamental disease processes. The eighteen handicap categories of Table 2 are defined in Appendix A.

DEVELOPMENT OF MOS - HANDICAP CHART

RELATING HANDICAPS AND JOBS

Two variables were considered in the task of determining the types of handicap with which an individual might be encumbered and still be able to perform a selected job in a satisfactory manner, given the appropriate aptitudes.

One was the physical demands of the job itself, reflecting both the duties involved and the conditions under which the duties are carried out. (An inspector's job might require little more than the visual acuity required in checking some set of gauges; in order to get to the gauges, however, he might have to climb a ladder or lift a heavy cover.) The other variable was the physical limitation implied by the handicap (Appendix A).

Measures of the physical demands of the job were found in the job schedules compiled by the Army's job analysis specialists (5) and in the job description in AR 611-201. The job analysis schedules yielded detailed descriptions of Army jobs, including intensity and frequency of physical job demands, while the AR yielded the more general requirements of each MOS. The fact that several job schedules were usually available for each duty position made it possible to reduce subjectivity by allowing the evaluator to abstract the modal rating values.

Some duty positions within a given MOS differ in physical demands from others, i. e., some duty positions could be handled by an individual with any of the listed handicaps while other duty positions in the same MOS could not. Since professional medical judgments would have been required for these fine discriminations, the problem was handled by listing the MOS if at least one duty position could clearly be performed in a satisfactory manner by an individual having any one of the listed handicaps.

The procedure of assigning handicaps to MOS was accomplished in two stages. In the first stage, independent judgments were made on the basis of reviewing the physical demands of the duty positions within the MOS in terms of the residual ability implied by each category of handicap. In the second stage, disagreements of evaluators were resolved when the data were reevaluated in conference. Several MOS were deleted from the chart because no duty position was identified in which a person with any of the handicaps under study might succeed.

Appendix B, the MOS-Handicap chart, lists 250 MOS containing at least one duty position which could be performed successfully by a handicapped person, and the handicaps permissible for each MOS. For given handicaps, the number of MOS with suitable duty positions varies from 9 for poor visual acuity to 219 for loss of one eye.

CONSOLIDATION OF HANDICAP CATEGORIES

Analysis of the final array of entries in Appendix B indicates that several of the categories might be consolidated without loss of too many MOS to which the individuals so handicapped might be assigned. For example, the handicap categories "Amputated Arm" and "Amputated Hand" could be consolidated into "Amputated Arm or Hand" without loss since there is complete overlap in this case. Further, if "Amputated Arm or Hand" were combined with "Disabled Arm or Hand" into "Amputated or Disabled Arm or Hand," 6 MOS (of 23) would be lost. In the case of fingers and thumb, while there was substantial differentiation between amputated thumb and amputated fingers, the latter could be consolidated with "Disabled Fingers" with a loss of only 4 MOS out of 63. These consolidations and similar ones could be made after medical review of the tabulation in Appendix B is accomplished.

SUMMARY AND CONCLUSIONS

A portion of the draft population is physically disqualified for general draft or enlistment, but is believed to have the potential to perform satisfactory service in selected MOS. The primary objectives of this study were to obtain some indication of the extent to which handicapped personnel could be utilized within the MOS structure.

All MOS listed in AR 611-201 were studied with the exception of combat MOS and MOS requiring flight duty. Workable categories of handicaps were derived from the system in current use by the Civil Service Commission. To assign 18 such handicap categories to the MOS required the resolution of independent judgments as to the physical demands of the MOS duty positions in terms of the functional loss and residual ability implied by the handicaps. The factor of training, or trainability, was not considered in this analysis. Of the 401 MOS listed in AR 611-201, 250 contain at least one duty position which could be performed satisfactorily by an individual with at least one type of those handicaps studied, according to the system developed in the present study. A portion of the increased manpower demands in a national emergency might thus be met through the induction and selective assignment of certain physically handicapped personnel. However, the specific implementation of this, or of any other plan for utilization of handicapped in time of mobilization would, of course, depend upon the consistency of the selected approach with present plans and principles of Army personnel management and medical authorities.

REFERENCES

1. Jelling, R. Physical standards research report. Master's thesis, American University, 1949.

2. Office of The Surgeon General. Health of the Army. Army Progress Report 11-B. July 1953, pp 8-13.

3. Roosevelt, F. D. Letter to the Director of the Selective Service and the Chairman of the War Manpower Commission printed in Selective Service in Wartime, Washington: Government Printing Office, 1943. pp 73.

4. Sternberg, J., Greenberg, F. S., and Fuchs, E. F. Identifying army jobs suitable for WAC assignment. Research Study 58-3. Personnel Research Branch, The Adjutant General's Office. August 1958.

5. The Adjutant General's Office, Personnel Management Branch, Occupational Analysis Unit. Job analysis schedules. Washington 25, D. C.

6. U. S. Civil Service Commission. A guide for the placement of the physically impaired. Pamphlet 14, 4th ed. October 1946.

7. U. S. Civil Service Commission. A guide for the placement of the physically handicapped. 5th ed. Part I (Aircraft Positions Pamphlet 14-1, 1952). Part II (Ordnance and Ordnance Store Positions, Pamphlet 14-2, 1953). Part III (Shipbuilding Positions, Pamphlet 14-3, 1953). Part IV (Positions in Five Technical Agencies, Pamphlet 14-4, 1955).

APPENDIXES

Appendix		Page
A	DEFINITIONS OF HANDICAP CATEGORIES	13
B	MOS's SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS	15

APPENDIX A

DEFINITIONS OF HANDICAP CATEGORIES

I. ORTHOPEDIC

A. Amputations

With the exception of "Leg" and "Foot" handicaps, the intact member within a category was assumed to be on the preferred side of the body unless there had been sufficient compensation by retraining of the originally non-preferred member. Further, the following six categories, with the exception of "Fingers" and "Thumb", imply the presence and utilization of a prosthetic device.

1. Amputated arm--any amputation of the arm up to the point where full use of a prosthetic device can still be made.

2. Amputated hand--amputation up to the loss of hand and wrist.

3. Amputated fingers--total loss of four fingers on one hand.

4. Amputated thumb--total loss of one thumb.

5. Amputated leg--any amputation of the leg up to the point where full use of a prosthetic device can still be made.

6. Amputated foot--amputation up to the loss of foot and ankle.

B. Disabilities

As in the case of Amputations, the assumption of the intact member being on the preferred side of the body was made where applicable. Further, in defining the following categories to include up to "severely limited function," it was assumed that the disability is more of a liability than the presence of a prosthesis.

1. Disabled Arm--impairment such that functioning is limited to severely-restricted movement and strength.

2. Disabled Hand--impairment up to the point that ability to pick up, grasp, or otherwise manipulate objects is virtually lost.

3. Disabled Fingers--severe restriction of the normal function of all fingers (excepting thumb) of one hand.

4. Disabled Thumb--total loss of thumb-finger opposition.

5. Disabled Leg--impairment of either leg such that the normal function is severely limited as to movement and ability to support weight in excess of the individual.

6. Disabled Foot--impairment of either foot such that the normal function is severely limited as to movement and ability to support weight in excess of the individual.

7. Disabled Back--impairment sufficient to restrict severely spinal flexibility and ability to support weight.

8. Disabled Hip or Shoulder--impairment sufficient to restrict severely the movement of the joints involved unless great caution is exercised.

II. EYES

A. Poor Visual Acuity--vision poorer than profile 3, but correctable to the point where the individual can do coarse work at close range.

B. Loss of One Eye--minimum uncorrected vision of 20/30 in the intact eye.

C. Other Visual Defects--any other non-disease, non-progressive defect other than acuity loss. Included are disabilities that restrict the normal eye usability without affecting acuity as such, e. g., impaired protection for eye resulting from destruction of eyelids.

III. EARS

Hard of Hearing--hearing loss sufficient to disqualify by current minimum standards up to the point where the person is still able to receive individual verbal instructions at close range.

APPENDIX B

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS TITLE	PHYSICAL HANDICAPS																	
	Orthopedic														Eyes			Ears
	Amputations						Disabilities											
	Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
2 ELECTRONICS																		
20 ELECTRONICS, GENERAL																		
201 Radio Countermeasures Operator					X	X					X	X						
202 Radar Countermeasures Operator					X	X					X	X						
203 Variable Time Fuse Countermeasures Op.					X	X					X	X						
204 Countermeasures Search Specialist					X	X					X	X						
207 Tabulating Equipment Repairman					X	X					X	X				X		
208 Medical Equipment Repairman					X	X					X	X				X		
23 ELECTRONIC FIRE CONTROL EQP REP																		
230 Fire Control Repair Helper					X	X						X				X		
231 Light Fire Control Eqp Repairman					X	X						X				X		
232 Heavy Fire Control Eqp Repairman					X	X						X				X		
24 SSM ELCT GUIDANCE SYSTEMS REPAIR																		
240 SSM Elct Repair Helper						X						X				X		
241 Doppler Repairman (Corporal)						X						X				X		
242 Computer Repairman (Corporal)						X						X				X		
243 Radar Repairman (Corporal)						X						X				X		
244 Internal Guidance (Repairman (Corporal)						X						X				X		
245 Guidance Systems Repairman (Lacrosse)						X						X				X		
246 Elct & Mechanical Rpmn (Dart)						X						X				X		
25 SAM ELCT GUIDANCE SYSTEMS REPAIR																		
250 SAM Elct Repair Helper					X	X						X				X		
251 Launcher Control Repairman (Nike)					X	X						X				X		
252 Acquisition Radar Repairman (Nike)					X	X						X				X		
253 Track Radar Repairman (Nike)					X	X						X				X		

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS TITLE	PHYSICAL HANDICAPS																	
	Orthopedic														Eyes			Ears
	Amputations						Disabilities											
	Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
254 Internal Guidance Repairman (Nike)					X	X						X				X		
26 ATOMIC WEAPONS																		
260 Atomic Weapons Elec Assy Hlpr					X	X						X				X		
261 Atomic Weapons Electrical Assembler					X	X						X				X		
262 Atomic Weapons Electronic Assembler					X	X						X				X		
263 Atomic Weapons Nuclear Assembler					X	X						X				X		
27 FIXED STATION RADIO REPAIR																		
270 Fixed Station Attendant						X						X				X		
271 Fixed Station Receiver Repairman						X						X				X		
272 Fixed Station Transmitter Repairman						X						X				X		
273 Fixed Station Facilities Controller						X						X				X		
28 RADAR AND TELEVISION REPAIR																		
281 Microwave Radio Repariman																X		
283 Electronic Warfare Eqp Rpmn						X						X				X		
284 Electronic Navigation Eqp Rpmn																X		
285 Television Equipment Repairman					X	X						X						
29 RADIO AND CARRIER REPAIR																		
291 Microwave Radio Attendant				X	X	X				X		X				X		
292 Fixed Plant Carrier Operator	X	X		X	X	X				X		X				X		
293 Radio Relay and Carrier Operator																X		
294 Field Carrier Equipment Repairman																X		
295 Electronic Instrument Repairman					X	X						X				X		
296 Field Radio Repairman						X						X				X		
297 Fixed Plant Carrier Repairman						X						X				X		

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																		
		Orthopedic														Eyes				Ears
		Amputations						Disabilities												
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
3	ELECTRICAL MAINTENANCE																		
34	TELETYPEWRITER EQUIPMENT MAINTENANCE																		
340	Teletypewriter Repair Helper					X	X					X	X	X	X		X		
341	Teletypewriter Repairman					X	X					X	X	X	X		X		
342	General Cryptographic Repairman					X	X					X	X	X	X		X		
343	Fixed Ciphony Repairman					X	X					X	X	X	X		X		
344	Submarine Cable Station Specialist					X	X					X	X	X	X		X		
345	Fixed Cryptographic Repairman					X	X					X	X	X	X		X		
35	ELECTRICAL EQUIPMENT MAINTENANCE																		
350	Electrician's Helper			X			X						X				X		X
352	Motor and Generator Repairman			X		X	X						X				X		
354	Power Station Operator						X								X				
356	Electrical Device Repairman					X	X						X						
37	BALLISTIC MISSILE REPAIR																		
370	Bal Miss Repr Hlpr					X	X						X				X		
371	Bal Miss Guid. & Control Rprmn.					X	X						X	X	X		X		
4	PRECISION MAINTENANCE																		
40	PRECISION MAINTENANCE, GENERAL																		
401	Photographic Equipment Repairman					X	X					X	X	X	X				X
403	Fire Control Instrument Repairman					X	X					X	X	X	X				X
404	Topographic Instrument Repairman					X	X					X	X	X	X				X
405	Reproduction Equipment Repairman																		X
41	AMMUNITION																		
410	Ammunition Helper																X		X
411	Ammunition Storage Specialist																X		X

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS TITLE	PHYSICAL HANDICAPS																	
	Orthopedic														Eyes			Ears
	Amputations						Disabilities											
	Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
412 Ammunition Renovation Specialist.																X		X
414 G. M. Propellant Explosive Specialist																X		X
42 ARMAMENT MAINTENANCE																		
420 Armament Maintenance Helper						X						X	X	X		X		
421 Small Arms Repairman						X						X	X	X		X		X
422 Field Artillery Repairman						X						X	X	X		X		
423 AAA Repairman						X						X	X	X		X		
424 Turret Artillery Repairman						X						X	X	X		X		
425 Armament Maintenance Foreman						X						X	X	X		X		
43 ATOM WPNS AND G.M. MECH ASSY AND REP																		
430 Atom Wpns and G.M. Mechanical Helper						X						X				X		X
431 Atomic Weapons Mech Assr						X						X				X		X
432 Mechanical Repairman (Corporal)						X						X				X		
433 Mechanical Repairman (NIKE)						X						X				X		
434 Mechanical Repairman (Lacrosse)						X						X				X		
44 METAL WORKING																		
440 Metal Working Helper					X	X					X	X				X		X
441 Metal Body Repairman					X	X					X	X				X		X
442 Welder - Blacksmith																X		X
443 Machinist	X	X	X	X	X	X			X	X	X	X	X	X		X	X	X
444 Metal Working Foreman					X	X					X	X	X	X		X		
45 PROSTHETIC APPLIANCES																		
451 Orthopedic Specialist					X	X					X	X		X		X	X	X
452 Dental Laboratory Specialist					X	X					X	X	X	X		X		X
453 Optical Laboratory Specialist					X	X					X	X	X	X				X

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS TITLE	PHYSICAL HANDICAPS																	
	Orthopedic														Eyes			Ears
	Amputations						Disabilities											
	Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
46 QUARTERMASTER EQUIPMENT MAINTENANCE																		
460 Quartermaster Maintenance Helper			X	X	X	X			X	X	X	X	X			X	X	X
461 Textile Repairman			X	X	X	X			X	X	X	X	X			X	X	
462 Canvas and Leather Repairman			X	X	X	X			X	X	X	X	X			X	X	X
463 Quartermaster Equipment Repairman			X	X	X	X			X	X	X	X				X	X	X
5 MILITARY CRAFTS																		
51 CONSTRUCTION																		
510 Construction Helper			X	X	X	X			X	X	X	X			X	X	X	X
511 Carpenter																X		X
513 Mason																		X
514 Camouflage Specialist																		X
515 Pipeline Specialist				X						X								X
516 Quarryman				X						X								X
517 Terrain Analyst	X	X	X	X	X	X				X						X		X
518 Construction Foreman	X	X	X	X	X	X	X	X	X	X								
52 UTILITIES																		
520 Utilities Worker	X	X	X	X	X	X	X	X	X	X					X	X		X
521 Heating and Ventilating Specialist			X	X	X	X			X	X						X		X
522 Plumber			X	X	X	X			X	X						X		X
523 Refrigeration Specialist			X	X	X	X			X	X						X		X
524 Utilities Foreman	X	X	X	X	X	X	X	X	X	X						X		X
526 Water Supply Specialist			X	X					X	X						X		X
527 Gas Generating Specialist			X	X					X	X						X		X
53 CHEMICAL																		
530 Chemical Warfare Helper					X	X					X	X	X	X		X		
531 Decontamination Specialist																X		
532 Smoke Generator Specialist																X		

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																	
		Orthopedic														Eyes			Ears
		Amputations						Disabilities											
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
533	Chemical Equipment Repairman					X	X					X	X	X	X		X		
534	Chemical Staff Specialist	X	X	X				X	X	X							X		
54	AUXILIARY SERVICES																		
540	Duty Soldier			X	X					X	X					X	X	X	X
541	Railway Station Foreman			X	X					X	X						X		
542	Duty Foreman			X						X							X		
543	Tire Repairman			X		X	X			X			X			X	X	X	X
544	Foundryman																		X
545	Sawyer																X		X
546	Laundry and Impregnation Specialist			X	X		X			X	X		X			X	X	X	X
547	Graves Registration Specialist			X	X					X	X						X		X
55	SUPPLY HANDLING																		
550	Supply Handler			X	X											X	X		
551	General Warehouseman			X	X					X	X					X	X	X	X
552	Petroleum Storage Specialist			X	X					X	X						X		X
553	Subsistence Storage Specialist			X	X					X	X						X	X	X
6	MOTOR MAINTENANCE																		
61	CONSTRUCTION EQUIPMENT OPERATION																		
610	Construction Machine Helper				X						X						X		X
62	ENGINEER EQUIPMENT MAINTENANCE																		
620	Engineer Equipment Maintenance Helper				X	X	X	X		X	X		X				X		X
621	Engineer Equipment Mechanic				X						X						X		
622	Engineer Equipment Repairman					X					X						X		
623	Diesel Repairman				X						X						X		
63	AUTOMOTIVE MAINTENANCE																		
630	Automotive Maintenance Helper				X						X						X		

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																		
		Orthopedic														Eyes			Ears
		Amputations						Disabilities											
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
631	Wheel Vehicle Mechanic																X		
632	Track Vehicle Mechanic																X		
633	Recovery Specialist				X						X						X		
634	Fuel & Electrical Systems Repairman						X						X				X		
635	Automotive Repairman						X						X				X		
64	MOTOR TRANSPORT																		
640	Light Vehicle Driver	X	X	X	X		X	X	X	X	X		X						
643	Truckmaster	X	X	X	X		X	X	X	X	X		X						
65	RAILWAY MAINTENANCE																		
650	Railway Maintenance Helper				X						X					X	X		X
651	Steam Locomotive Repairman				X						X						X		X
652	Diesel-Electric Locomotive Repairman				X						X						X		
653	Locomotive Electrician				X						X						X		X
654	Boilermaker			X	X					X	X						X		X
655	Airbrake Repairman				X						X						X		X
656	Railway Car Repairman				X						X						X		X
66	RAILWAY OPERATIONS																		
663	Railway Operations Specialist	X	X	X	X	X	X	X	X	X	X		X	X	X				
664	Railway Movement Specialist				X		X				X		X	X	X				
68	AIRCRAFT COMPONENTS REPAIR																		
680	Aircraft Components Repair Helper						X						X				X		X
681	Aircraft Engine Repairman						X						X				X		
682	Aircraft Carburetor Repairman						X						X				X		X
683	Aircraft Power Train Repairman						X						X				X		
684	Rotor and Propeller Repairman						X						X				X		

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																		
		Orthopedic														Eyes			Ears
		Amputations						Disabilities											
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One-Eye	Other Visual Defects	Hard of Hearing
685	Aircraft Electrician						X						X				X		X
686	Airframe Repairman																X		X
687	Aircraft Hydraulics Repairman						X						X				X		
688	Aircraft Instrument Repairman						X						X	X	X		X		X
	7 Series, Clerical, will Follow MOS 688 in Report																		

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																	
		Orthopedic														Eyes			Ears
		Amputations						Disabilities											
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
7	CLERICAL																		
70	MISCELLANEOUS CLERICAL																		
701	Information Specialist	P	P	X	X	X	X	X	X	X	X	X	X	X	X		X	X	
703	Broadcast Specialist	P	P	X	X	X	X	X	X	X	X	X	X	X	X		X	X	
71	ADMINISTRATION																		
710	Clerk			X	X	X	X			X	X	X	X	X	X		X	X	
711	Clerk-Typist					X	X					X	X	X	X		X	X	X
712	Stenographer					X	X					X	X	X	X		X	X	
713	Legal Clerk						X						X	X	X		X	X	
714	Postal Clerk						X								X				
715	Medical Records Clerk					X	X					X	X	X	X		X	X	
716	Personnel Specialist					X	X					X	X	X	X		X	X	
717	Administrative Specialist					X	X					X	X	X	X		X	X	
718	Chaplain's Assistant						X						X	X	X		X	X	
719	Movements Specialist			X	X	X	X			X	X	X	X	X	X		X	X	
72	COMMUNICATIONS CENTER OPERATIONS																		
720	Communications Clerk				X		X				X		X	X	X		X	X	X
721	Communications Center Specialist				X		X				X		X	X	X		X	X	
722	Cryptographer						X						X	X	X		X	X	
723	Teletype Operator					X	X					X	X	X	X		X	X	
724	Switchboard Operator					X	X					X	X						
73	FINANCE																		
730	Finance Clerk			X	X	X	X			X	X	X	X	X	X		X	X	
731	Audit Specialist			X	X					X	X						X	X	
732	Disbursing Specialist			X	X	X	X			X	X	X	X	X	X		X	X	

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																	
		Orthopedic														Eyes			Ears
		Amputations						Disabilities											
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
733	Accounting Specialist			X	X	X	X			X	X	X	X	X	X		X	X	
75	MACHINE ACCOUNTING																		
750	Machine Accounting Clerk					X	X					X	X	X	X		X	X	
751	Key Punch Operator					X	X					X	X	X	X		X	X	
752	Personnel Accounting Specialist			X	X	X	X			X	X	X	X	X	X		X	X	
753	Machine Accounting Specialist			X	X	X	X			X	X	X	X	X	X		X	X	
76	GENERAL SUPPLY																		
760	Supply Clerk			X	X		X			X	X		X				X	X	
761	Chemical Supply Specialist			X	X		X			X	X		X				X	X	
762	Engineer Supply Specialist			X	X		X			X	X		X				X	X	
763	Ordnance Supply Specialist			X	X					X	X						X	X	
764	Quartermaster Supply Specialist			X	X					X	X						X	X	
765	Signal Supply and Parts Specialist			X	X					X	X						X	X	
766	Transportation Supply Specialist			X	X					X	X						X	X	
767	Medical Supply Specialist			X	X					X	X						X	X	
768	General Supply Specialist			X	X					X	X						X	X	
77	PARTS SUPPLY																		
770	Parts Clerk			X	X		X			X	X		X				X	X	
771	Chemical Parts Specialist																X	X	
772	Engineer Parts Specialist			X	X		X			X	X		X				X	X	
773	Ordnance Parts Specialist			X	X		X			X	X		X				X	X	
774	Quartermaster Parts Specialist																X	X	
776	Transportation Parts Specialist			X	X		X			X	X		X				X	X	

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAP (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																	
		Orthopedic														Eyes			Ears
		Amputations						Disabilities											
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
8	GRAPHICS																		
81	DRAFTING AND CARTOGRAPHY																		
810	General Draftsman					X	X					X	X	X	X		X		X
811	Construction Draftsman					X	X					X	X	X	X		X		
812	Map Compiler					X	X					X	X	X	X				X
813	Cartographic Draftsman					X	X					X	X	X	X				X
814	Illustrator					X	X					X	X	X	X		X		X
815	Modal Maker					X	X					X	X	X	X		X		X
82	SURVEYING																		
820	Rodman and Tapeman				X						X						X		
823	Topographic Computer				X	X	X				X	X	X	X	X		X		X
83	PRINTING																		
830	Printer's Helper					X	X					X	X		X		X		X
831	Compositor					X	X					X	X		X		X		X
832	Letter Pressman					X	X						X				X		X
833	Process Photographer				X	X	X				X		X	X	X		X		X
834	Platemaker				X	X	X					X	X	X	X		X		X
836	Photolithography Supervisor				X	X	X				X	X	X	X	X		X		
84	PICTORIAL																		
840	Photography Helper						X							X	X		X		
842	Audio Specialist					X	X					X	X				X		
843	Photographic Laboratory Spec.				X	X	X					X	X	X	X		X		
845	Film Library Specialist				X	X	X				X	X	X	X	X		X		
9	GENERAL TECHNICAL																		
90	GENERAL TECHNICAL GENERAL																		
902	Air Traffic Controller					X	X						X				X		
903	Petroleum Laboratory Spec.						X						X	X	X		X		

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS TITLE	PHYSICAL HANDICAPS																		
	Orthopedic														Eyes			Ears
	Amputations						Disabilities											
	Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
904 Chemical Laboratory Spec.						X						X	X	X		X		
905 Meteorological Observer				X	X	X						X	X	X		X		
906 Barber																X	X	X
907 Flight Operations Specialist				X	X	X				X	X	X	X	X				
91 MEDICAL CARE AND TREATMENT																		
910 Medical Corpsman				X						X					X	X		
911 Medical Specialist			X		X	X						X		X		X		
913 Operating Room Specialist				X		X						X		X		X		
914 Neuropsychiatric Specialist				X		X						X				X		
915 Clinical Psychology Specialist					X	X					X	X	X	X		X		
916 Social Work Specialist	X	X	X	X	X	X	X	X	X	X		X	X	X		X		
917 Dental Specialist	X	X		X		X				X		X	X	X		X		
92 PHYSICAL MEDICINE																		
920 Physical Medicine Corpsman				X		X				X						X		
921 Physical Therapy Specialist				X		X										X		
923 Occupational Therapy Spec.						X						X				X		
93 MEDICAL LABORATORY																		
930 Medical Laboratory Helper					X	X						X	X	X				
931 Medical Laboratory Specialist					X	X						X	X	X				
932 Pharmacy Specialist						X						X	X	X		X		
933 Preventive Medicine Specialist			X	X					X	X			X	X		X		
935 X-Ray Specialist				X	X	X						X	X	X				
94 FOOD SERVICE																		
941 Cook					X	X						X	X	X		X		
942 Meat Cutter																X		X
943 Bread Baker				X		X										X		X

MOS SUITABLE FOR SPECIFIC PHYSICAL HANDICAPS (Single Handicap Only)

X Indicates handicap permissible in at least one duty position of given MOS

MOS	TITLE	PHYSICAL HANDICAPS																	
		Orthopedic														Eyes			Ears
		Amputations						Disabilities											
		Arm	Hand	Fingers	Thumb	Leg	Foot	Arm	Hand	Fingers	Thumb	Leg	Foot	Back	Hip or Shoulder	Poor Visual Acuity	Loss One Eye	Other Visual Defects	Hard of Hearing
96	MILITARY INTELLIGENCE																		
960	Intelligence Clerk				X	X	X				X		X	X	X		X	X	
962	Intelligence Analyst	X	X	X	X	X	X				X	X	X	X	X		X	X	
964	Order of Battle Specialist	X	X	X	X	X	X				X	X	X	X	X		X	X	
965	Interpreter	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X		
966	Interrogator	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X		
967	Translator	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X		
969	Photointerpreter				X	X	X					X	X	X	X				X
0	SPECIAL ASSIGNMENT																		
01	Scientific and Professional																		
011	Civil Engineering Assistant			X	X	X	X			X	X	X	X	X	X		X	X	X
012	Mechanical Engineering Assistant				X	X	X				X	X	X	X	X		X	X	X
013	Mathematics-Statistics Ass't	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X
014	Chemical Engineering Assistant					X	X					X	X	X	X		X		X
015	Electrical-Electronic Engineer Ast.					X	X					X	X	X	X		X		X
016	Physical Sciences Assistant					X	X					X	X	X	X		X		X
017	Biological Sciences Assistant					X	X					X	X	X	X		X		X
018	Social Sciences Assistant	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	
019	Business Administration Assistant	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	
05	RADIO CADE																		
050	Low Speed Radio Operator					X	X						X	X	X		X		
051	Intermediate Speed Radio Operator					X	X						X	X	X		X		
053	Radio Teletype Operator					X	X						X				X		
07	RECRUITING AND SPECIAL SERVICES																		
073	Recreation Specialist	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X		
074	Physical Activities Specialist				X												X		
075	Recruiting Specialist				X												X		