



United States Office of Personnel Management

Office of Merit Systems Oversight and Effectiveness
Digest of Significant Classification Decisions and Opinions
May 2001
Article No. 26-08

Standards: [FWS JGS for Leader WL/NL, Part II \(January 1980\)](#)
Factor: N/A
Issue: Credit for training workers in a variety of trades or laboring occupations

Identification of the Classification Issue

The appellant's position was classified as Maintenance Mechanic Training Leader, WL-4749-10. He provided both on-the-job and formal training to Wage Grade employees at an in-residence job training facility. The work program was based on using the enrollees to maintain the facility's physical plant as a means of providing formal vocational training that offered an opportunity to become proficient/certified in trades occupations. The appellant performed work and training in four separate occupations requiring skill at the WG-9 and WG-10 grade levels. The appellant believed his job was not properly credited for the variety of skills he possessed and work he performed.

Resolution

Part II of the JGS for Leader WL/NL is used to evaluate training leaders who lead three or more workers in performing trades and labor training assignments. Training leader jobs are graded on the basis of (a) the grade level of trades and labor work involved and (b) the type of training leader job involved. The grade level of the work is based on the target grade of the students or on the highest nonsupervisory level of trade skill and knowledge required of the trainer. OPM determined that the highest nonsupervisory level of trade skill and knowledge required of the trainer was WG-10. The type of training involved was Type B, where trainers use formal organized training programs covering all phases of a recognized trade combined with on-the-job practice designed to progressively improve the students' skills. The combination of skill required at the WG-10 grade with Type B training equates to WL-10 on the Training Leader Grading Table.

“Back to the Basics”

The grade of a mixed job involving performance of duties in two or more occupations is based on the duties that involve the highest skill and qualification requirements on a regular and recurring basis. The grade is not affected by the number of different occupations included in the job.

Link to [C-4749-10-01](#)