

APPENDIX B

DESCRIPTION OF INDUSTRY AND OCCUPATION CODING SYSTEMS

Overview

Appendix B presents a detailed description of the following occupational classification systems: North American Industry Classification System (NAICS), Standard Industrial Classification (SIC), Standard Occupational Classification (SOC), and Bureau of the Census Industry and Occupation Classification. Table B-1 gives an overview of these systems.

North American Industry Classification System/Standard Industrial Classification (NAICS/SIC)

Over the course of history, the United States has gone from a largely agrarian economy in its earliest period, to one based more on manufacturing, to the current more service-oriented economy. The SIC system was introduced in the 1930s to help classify the growing number of new manufacturing industries that had developed since the early 1900s. The SIC system provided a consistent framework for assigning descriptive industry codes to each establishment and for the subsequent collection, tabulation, and analysis of economic statistics by government agencies and private research firms [Murphy 1998].

The 1987 SIC includes 11 divisions and 1,004 detailed industries. Each industry is designated by a hierarchical four-digit code. For example, the industry *video tape rental* has the code 7841. The first two digits represent the major group; the third digit represents the industry group; and the fourth digit represents the detailed industry [OMB 1987].

By 1992, however, a new classification system was clearly needed to accommodate newly developed industries in such areas as information services, health care services, and high-tech manufacturing. Furthermore, the initiation of the North American Free Trade Agreement in 1994 increased

the need for comparable statistics from the United States, Canada, and Mexico [Levine et al. 1999].

Economic changes that have taken place in the last several decades—such as the movement toward a more service-oriented economy, the increased use of computers and other new technology, and globalization—have precipitated the need for a new system of industrial classification [Murphy 1998].

The resulting system, NAICS [OMB 1998], is a complete restructuring of the SIC. This system was organized to conform to the principle of grouping establishments by their production processes alone. Thus NAICS is a supply-based or production-oriented classification system. By contrast, the former system uses a combination of supply and demand characteristics (production and marketing activities). Supply-based categories group establishments using similar raw material inputs, capital equipment, and labor in the same industry. Demand-based categories group activities that are similar in the eyes of customers or users of the product or service. A supply-based approach creates more homogeneous categories that are better suited for economic analysis. Another advantage of NAICS is that each participating country can individualize the new system to meet its own needs as long as data can be aggregated to standard NAICS industries [Levine et al. 1999].

Table B-1. Overview of industry and occupation coding systems

Name of system	Source	Frequency	Structure of industry or occupation system	Coverage	Reference	Contact
NAICS*	Classification system of industries and definitions developed by the ECPC established by OMB	Planned to be periodically updated	20 major industry sectors, 1,170 detailed industries	All establishments in which business is conducted or services or industrial operations are performed	NAICS– United States, 1997	Executive Office of the President, OMB (www.census.gov/epcd/www/naics.html)
SIC	Classification system of industries and definitions developed by the ITCIC established by OMB	Periodically updated— this system will be replaced by NAICS and new SIC designations are not expected	11 industry divisions, 1,004 detailed industries	All establishments producing goods or services	SIC Manual, 1987	Executive Office of the President, OMB (www.osha.gov/pls/imis/sic_manual.html)
SOC	Classification system of occupations and definitions developed by the SOC Revision Policy Committee established by OMB to be used for all Federal occupational classification	Periodically updated	23 major occupational groups, 98 minor occupational groups, 452 broad occupations, 822 detailed occupations	All occupations and industries in which work is performed for pay or profit	SOC Manual, 1998	Executive Office of the President, OMB (www.bls.gov/soc/home.htm)
Bureau of the Census Occupation and Industry Classifications	Occupation and industry information from the decennial sample survey of households. Survey yields estimates of current occupational employment by industry— classifications are based on self-described occupations by respondents	Entire economy surveyed once every 10 years	6 summary occupation groups, 13 major occupation groups, 501 occupation categories 13 major industry groups, 236 industry categories	All industries except active duty military personnel	<i>Alphabetical Index of Industries and Occupations</i> <i>Classified Index of Industries and Occupations</i>	U.S. Department of Commerce, Bureau of the Census, Population Division (www.census.gov/hhes/www/oiindex/overview.html)

*Abbreviations: ECPC = Economic Classification Policy Committee; ITCIC = Interagency Technical Committee on Industrial Classification; NAICS = North American Industry Classification System; OMB = Office of Management and Budget; SIC = standard industrial classification; SOC = standard occupational classification

The following is a list of the 21 NAICS sectors:

- 11 Agriculture, forestry, fishing, and hunting
- 21 Mining
- 22 Utilities
- 23 Construction
- 31–33 Manufacturing, electric, gas, and sanitary services
- 42 Wholesale trade
- 44–45 Retail trade
- 48–49 Transportation and warehousing
- 51 Information
- 52 Finance and insurance
- 53 Real estate, rental, and leasing
- 54 Professional, scientific, and technical services
- 55 Management of companies and enterprises
- 56 Administrative and support, waste management, and remediation services
- 61 Educational services
- 62 Health care and social assistance
- 71 Arts, entertainment, and recreation
- 72 Accommodations and food services
- 81 Other services (except public administration)
- 92 Public administration
- 99 Unclassified establishments

Although NAICS uses a hierarchical structure much like the existing SIC, important structural differences exist between the systems. For example, NAICS uses a six-digit classification code that allows greater flexibility in the coding structure. The SIC system is limited to only four digits. Another important difference is that NAICS uses the first two digits of the six-digit code to designate the highest level of aggregation, with 21 such two-digit industry sectors under the new system. The SIC system, by contrast, has only 11 divisions. For example, the industry *software publishers* has the code 511210. The first two digits designate the highest level of aggregation, the third digit represents the subsector; the fourth digit represents the industry group, the fifth digit represents the international industry level, the sixth digit designates national detail [Murphy 1998].

During the transition period from SIC to NAICS, SIC codes will be assigned to create linkages between statistics classified under the two systems [Murphy 1998].

Standard Occupational Classification (SOC)

Since the early part of this century, several agencies have developed their own occupational classifications. The U.S. Employment Service needed occupational statistics for its work and developed a Convertibility List of Occupations with Conversion Tables to serve as a bridge between its statistics and information from the 1940 Census of Population. Continued revisions to the census classification scheme and publication of the third edition of the Department of Labor's *Dictionary of Occupational Titles* in 1965 encouraged the government to devise such a standard to link these different systems. This effort resulted in the 1977 Standard Occupational Classification (SOC) (revised and reissued in 1980) [U.S. Department of Commerce 1980; Levine et al. 1999].

However, the original system was not revised after 1980, and many agencies set up data collection systems with occupational classification schemes that differed from the SOC:

- *BLS*—the Occupational Employment Statistics survey classifies workers according to occupational definitions.
- *Bureau of the Census*—both the decennial Census of Population and the monthly Current Population Survey (CPS) classify workers according to the job titles given by the survey respondents.
- *Employment and Training Administration*—the *Dictionary of Occupational Titles*, which identifies and defines more than 12,000 jobs, has been replaced by the Occupational Information Network (O*NET), which adheres to the SOC.
- *Department of Education*—collects data on teachers.
- *Bureau of Health Professions*—gathers information on health occupations.
- *National Science Foundation*—surveys focus on scientists and engineers.

Observing this problem, the Bureau of Labor Statistics (BLS) hosted an International Occupational Classification Conference to establish a context for a new SOC revision process. Similarly, the Employment and Training Administration's Advisory Panel for the *Dictionary of Occupational Titles*

had just completed a review of the dictionary and had recommended substantial new occupations [Levine et al. 1999].

Persuaded that a reconciliation was in order, OMB subsequently invited all Federal agencies with an occupational classification system to join together to revise the SOC. The SOC Committee included representatives from BLS, the Bureau of the Census, the Employment and Training Administration, the Defense Manpower Data Center, and the Office of Personnel Management. In addition, ex-officio members included the National Science Foundation, the National Occupational Information Coordinating Committee (NOICC), and OMB. Representatives from other Federal agencies such as the U.S. Department of Education, the U.S. Department of Health and Human Services, and the Equal Employment Opportunity Commission participated in several meetings of the SOC Committee as well, or in the Federal Consultation Group [Levine et al. 1999].

The SOC Committee chose a practical approach to classification and continued the previous focus on work performed (with *skills-based considerations*) as the key classification principle for the revised (1998) SOC [Levine et al. 1999].

BLS provides information about the 1998 SOC at their Web site (www.bls.gov/soc/home.htm). This site contains links to the 1998 SOC major groups; the complete 1998 SOC hierarchical structure and detailed occupational definitions; a numerical index of detailed occupations; an SOC user's guide; and an SOC search capability, as well as SOC Federal Register notices and related documents.

The 1998 SOC is composed of four levels of aggregation: (1) major group, (2) minor group, (3) broad occupation, and (4) detailed occupation. BLS, through its establishment survey that classifies workers according to occupational definitions, is generally better able to collect data on more detailed occupations than is the Bureau of the Census, whose household surveys rely almost exclusively on job titles given by respondents to classify workers.

The following list shows the 23 major occupational groups of the 1998 SOC [Levine et al. 1999]:

- 11 Management occupations
- 13 Business and financial operations occupations
- 15 Computer and mathematical occupations
- 17 Architecture and engineering occupations
- 19 Life, physical, and social science occupations
- 21 Community and social services occupations
- 23 Legal occupations
- 25 Education, training, and library occupations
- 27 Arts, design, entertainment, sports, and media occupations
- 29 Healthcare practitioners and technical occupations
- 31 Healthcare support occupations
- 33 Protective service occupations
- 35 Food preparation and serving-related occupations
- 37 Building and grounds cleaning and maintenance occupations
- 39 Personal care and service occupations
- 41 Sales and related occupations
- 43 Office and administrative support occupations
- 45 Farming, fishing, and forestry occupations
- 47 Construction and extraction occupations
- 49 Installation, maintenance, and repair occupations
- 51 Production occupations
- 53 Transportation and material-moving occupations
- 55 Military-specific occupations

These major groups include 98 minor groups, 452 broad occupations, and 822 detailed occupations in the SOC [Levine et al. 1999].

The 1980 SOC included 22 divisions (comparable to major groups in the 1998 SOC), 60 major groups (comparable to minor groups in the 1998 SOC), 223 minor groups (comparable to broad occupations in the 1998 SOC), and 664 unit groups (comparable to detailed occupations in the 1998 SOC) [Levine et al. 1999]. Each occupation is designated by a six-digit code. For example, the occupation *printing machine operator* has the code 51-5023. The hyphen between the second and third digit is

used only for presentation clarity. The first two digits represent the major group; the third digit represents the minor group; the fourth and fifth digits represent the broad occupation; and the sixth digit represents the detailed occupation.

To facilitate consistent classification by data collection agencies across surveys, the 1998 SOC associates some 30,000 job titles with detailed occupations. Because many of these job titles are industry-specific, the industries are also listed for many titles. To further facilitate consistent classification, each detailed occupation has a definition that uniquely defines the workers included. Most historical comparisons with older classification systems are still possible.

The SOC Committee proposed that a permanent review committee be established to keep the SOC current, and OMB is considering the proposal. In addition, it was proposed that the review committee provide timely advice to the Bureau of the Census during its 2000 Census occupations coding operation, particularly with respect to the proper classification of unfamiliar job descriptions and job titles. The next major revision of the SOC is expected to begin in 2005, in preparation for the 2010 Census of Population [Levine et al. 1999].

Bureau of the Census

The census occupational data result from the decennial Census of Population and Housing, the monthly CPS, and other demographic surveys conducted by the Bureau of the Census. The most currently available decennial census occupational data are from the 1990 census, which collected data from about 17% of households. The job titles given by the survey respondents were classified into 501 occupations in 236 industries. The monthly CPS collects occupational data from about 50,000 of the approximately 118 million households in the United States. The CPS data provide national occupational trend information. The CPS uses the decennial census classification structure of occupational coding [Thompson 1981; Bureau of the Census 1992a].

The alphabetical and classified indexes used by the Bureau of the Census in its coding operation presents a listing of some 21,000 industry and 30,000 occupation titles that have appeared on schedule returns, together with the census code for each, but includes no descriptive material [Bureau of the Census 1992a, 1992b; Miller et al. 1980].

The 1990 census occupational classification structure is arranged into 6 summary and 13 major occupational groups and contains 501 occupational

categories, each of which is assigned a 3-digit numeric code. For example, the occupation *dental hygienist* has the code 204. However, the major group can only be determined by referring to the classification manual; in this case it is within the first major group—technical, sales, and administrative support occupations.

The 1990 census industry classification structure is arranged into 13 major industry groups and contains 236 industry categories, each of which is assigned a 3-digit numeric code. For example, the industry *drafting service* has the code 741. The major group is determined by referring to the classification manual; in this case it is within the major industry category business and repair services.

NAICS United States has been adopted for statistical use by all Federal agencies, including the Bureau of the Census. Government-wide implementation is underway and will continue at least through the year 2004. Planning is underway for implementing NAICS in the current programs of the Bureau of the Census, however, the Bureau's plans for implementing NAICS United States in current survey programs, including the 2000 decennial census, are not yet final [U.S. Economic Classification Policy Committee 1998].

The Bureau of the Census uses the SOC (last revised in 1980) to classify responses to its household surveys. The SOC is currently undergoing revision, and the proposed 1998 SOC was released in the Federal Register in August 1998. The revised SOC will be used to classify responses to the 2000 decennial census and will be adapted for use with household surveys shortly thereafter [Bureau of the Census 1999].

NOICC is a committee with representation from 10 Federal agencies. It maintains the NOICC Master Crosswalk, a computerized database that shows relationships among the major occupational and educational classification systems used by the Federal government. A formal crosswalk is available electronically at (www.state.ia.us/ncdc/xw_xwalk.html). Since the major occupation coding systems are being revised, a new crosswalk will be developed to reflect the changes.

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Glossary

GLOSSARY

Adult Blood Lead Epidemiology and Surveillance Program (ABLES): A surveillance system for identifying and preventing cases of elevated blood levels (BLLs) among workers in the United States. Twenty-eight States participated in ABLES in 1999 by collecting laboratory-reported blood lead results and by targeting high-risk industries and occupations, physicians, workers, and worksites for outreach, intervention, and research.

American Association of Poison Control Centers: A nationwide resource that provides information about all aspects of poisoning and refers patients to treatment centers.

Causality: The relating of causes to the effects they produce. Most of epidemiology concerns causality, and several types of causes can be distinguished. It must be emphasized, however, that epidemiologic evidence by itself is insufficient to establish causality, although it can provide powerful circumstantial evidence. A cause is termed “necessary” when it must always precede an effect. This effect need not be the sole result of the one cause. A cause is termed “sufficient” when it inevitably initiates or produces an effect. Any given cause may be necessary, sufficient, neither, or both.

CDC National HIV/AIDS Reporting System (HARS): This Centers for Disease Control and Prevention (CDC) reporting system contains information about U.S. AIDS and HIV case reports, including data by State, metropolitan statistical area, mode of exposure to HIV, sex, race/ethnicity, age group, vital status, and case definition category.

Census of Fatal Occupational Injuries (CFOI): A national census of occupational injury fatalities, including self-employed workers, agricultural workers, and government workers. CFOI uses multiple sources of information such as death certificates, OSHA reports, workers’ compensation data, police reports, and newspaper clippings. CFOI program data are collected in cooperation with BLS to ensure that data are comparable among States. States provide data to BLS for inclusion in a national database and maintain their own State databases. Data are currently available for the years 1992–1997.

Coal Workers' X-Ray Surveillance Program (CWXSP): An ongoing, congressionally mandated program to provide periodic chest X-rays to working underground coal miners for identifying early pneumoconiosis and facilitating the transfer of affected workers to a job with lower dust concentrations. The program has been in effect since 1970.

Etiology: Literally, the science of causes; causality; in common usage, cause. See also *causality* and *pathogenesis*.

Fatality Assessment and Control Evaluation (FACE): A National Institute for Occupational Safety and Health (NIOSH) field investigation program with two arms: (1) a NIOSH/State cooperative program in which 15 States conduct State censuses of fatal occupational injuries and investigate specific types of these; and (2) a NIOSH intramural program that investigates specific types of fatalities at the request of 5 States. Fatalities specifically investigated by FACE include falls, machinery-related events, and logging fatalities.

Incidence rate: The rate at which new events occur in a population. The numerator is the number of new events that occur in a defined period; the denominator is the population at risk of experiencing the event during this period, sometimes expressed as person-time.

Long latency period: (Synonym: latency.) Delay between exposure to a disease-causing agent and manifestation of the disease. For example, after exposure to ionizing radiation, the average latency period is 5 years before the development of leukemia and more than 20 years before the development of certain other malignant conditions. The term *latent period* or *latency* is often used synonymously with *induction period* (the period between exposure to a disease-causing agent and manifestation of the disease). Latency has also been defined as the period from disease initiation to disease detection. In infectious disease epidemiology, this period corresponds with the period between exposure and onset of infectiousness (which may be shorter or longer than the incubation period).

Median: A measure of central tendency. The simplest division of a set of measurements is into two parts—the lower and the upper half. The point on the scale that divides the group in this way is called the “median.”

National Center for Health Statistics (NCHS): A center within CDC that is responsible for the collection, analyses, and dissemination of health statistics. NCHS has two major types of data systems: systems based on population data collected through personal interviews or examinations;

systems based on individual records, with data collected from State and local vital and medical records.

National Center for Infectious Diseases (NCID): A center within CDC whose mission is to prevent illness, disability, and death caused by infectious diseases in the United States and around the world. NCID accomplishes its mission by conducting surveillance, epidemic investigations, epidemiologic and laboratory research, training, and public education programs to develop, evaluate, and promote prevention and control strategies for infectious diseases.

National Electronic Injury Surveillance System (NEISS): A data system maintained by the Consumer Product Safety Commission (CPSC) to monitor consumer-product-related injuries representing a national sample of U.S. emergency departments. In an interagency agreement with NIOSH, NEISS also collects and codes data on all work-related injuries from emergency departments, regardless of consumer product involvement.

National Health and Nutrition Examination Survey (NHANES): An ongoing Federal survey administered by the National Center for Health Statistics (NCHS) to provide researchers with information about the health and nutrition status of the U.S. population, prevalence of selected diseases, and associated risk factors.

National Hospital Ambulatory Medical Care Survey (NHAMCS): A national survey designed to collect data on the utilization and provision of ambulatory care services in hospital emergency and outpatient departments. Findings are based on a national sample of visits to the emergency departments and outpatient departments of approximately 500 noninstitutional general and short-stay hospitals. Annual surveys were begun in 1992.

National Occupational Mortality Surveillance System (NOMS): A mortality statistics database derived from public-use vital statistics data disseminated by the National Center for Health Statistics (NCHS). Since the early 1980s, NIOSH, NCHS, and the National Cancer Institute have supported the collection and coding of decedents' usual occupation and industry information for State vital statistics programs. NOMS uses data from these cooperating States and States that received cooperative agreements through early NIOSH State-based surveillance programs. Usual occupation and industry of the decedent are coded according to the Bureau of the Census classification system. Cause of death is coded according to the World Health Organization's *Manual of the International*

Statistical Classification of Diseases, Injuries, and Causes of Death, Based on Recommendations of the Ninth Revision Conference, 1975.

National Surveillance System for Hospital Health Care Workers (NaSH): A surveillance system that focuses on surveillance of exposures and infections among hospital-based health care workers. The purpose of NaSH is to monitor national trends; identify newly emerging hazards for HCWs; assess the risk of occupational infection; and evaluate preventive measures, including engineering controls, work practices, protective equipment, and postexposure prophylaxis to prevent occupationally acquired infections.

National Surveillance System for Pneumoconiosis Mortality (NSSPM): An annually updated pneumoconiosis surveillance system developed by NIOSH. The NSSPM includes information about all U.S. decedents with death-certificate mention of pneumoconiosis since 1968. The system is based on death certificate data files made available annually by the National Center for Health Statistics (NCHS). Records are currently available for more than 100,000 pneumoconiosis decedents; they include information about demographic characteristics, year of death, underlying and contributing causes of death, and (since 1985 for deaths occurring in about half of the States) usual industry and occupation.

National Traumatic Occupational Fatalities Surveillance System (NTOF): A nationwide surveillance system for occupational injury deaths. NTOF is based on death certificates as a sole source of case identification. The system has been estimated to include an average of 81% of all occupational injury deaths nationwide. NTOF data are currently available for 1980 through 1995. NTOF is the most comprehensive source of data on occupational injury deaths before 1992.

Noise-induced hearing loss: A sensorineural hearing loss caused by repeated exposure to high-intensity sound levels. Noise-induced hearing loss is characterized by irreversible damage to the sensory hair cells located within the inner ear. The condition is usually preventable by limiting noise exposures or by using personal hearing protective devices.

Pathogenesis: The postulated mechanisms by which the etiologic agent produces disease. The difference between etiology and pathogenesis should be noted: The etiology of a disease or disability consists of the postulated causes that initiate the pathogenetic mechanisms. Control of these causes might lead to prevention of the disease.

Prevalence rate (ratio): The total number of all persons who have an attribute or disease at a particular time (or during a particular period) divided by the population at risk of having the attribute or disease at this point in time or midway through the period. A problem may arise with calculating period prevalence rates because of the difficulty of defining the most appropriate denominator. This is a proportion, not a rate.

Proportionate mortality ratio (PMR): Ratio of the proportion of deaths from a specific cause in an exposed population compared with the comparable ratio in the nonexposed population. For example, the proportion of deaths from disease X in the exposed population could be compared with the proportion of deaths from disease X in the nonexposed population.

Sentinel Event Notification System for Occupational Risk (SENSOR): A NIOSH cooperative agreement with State health departments or other State agencies that develops generalizable, condition-specific strategies for State-based surveillance of occupational diseases and injuries. Efforts have focused on standardization of variables collected by the State programs, creation of software to facilitate adoption of the surveillance systems by additional States, comparison of SENSOR findings to other surveillance data sources, collaboration with the Council of State and Territorial Epidemiologists (CSTE) on building infrastructure for State-based surveillance, further development of State-based hazard surveillance, and publication and dissemination of SENSOR reports.

Surveillance for Tuberculosis Infection in Health Care Workers (*staffTRAK-TB*): CDC recommends periodic tuberculosis (TB) skin testing of health care workers with potential for exposure to *Mycobacterium tuberculosis*. *staffTRAK-TB* was developed to track, analyze, and report demographic, occupation, work location, and multiple TB skin-testing results to determine whether clinically active TB is present.

Surveillance: The systematic, ongoing collection and/or acquisition of information for occupational diseases, injuries, and hazards. Surveillance includes the analysis and interpretation of surveillance data, the dissemination of data or information derived from surveillance to appropriate audiences for prevention and control, and the development of surveillance methodology.

Survey of Occupational Injuries and Illnesses (SOII): An annual survey of a large sample of U.S. employers (approximately 250,000) maintained by the Bureau of Labor Statistics (BLS). The sample is drawn to provide

national and State estimates for those States that participate in this Federal/State cooperative program (about 40). The annual survey excludes government workers, the self-employed, and employees of small farms. Employers report information from their injury and illness logs. For employers not required to keep logs, recordkeeping forms are provided at the beginning of the study period.

Toxic Exposure Surveillance System (TESS): A State-based surveillance system for identifying, investigating, and preventing pesticide-related illnesses and injuries. TESS is maintained by the American Association of Poison Control Centers.

Viral Hepatitis Surveillance Program (VHSP): The Hepatitis Branch of the National Center for Infectious Diseases (NCID) operates the Viral Hepatitis Surveillance Program (VHSP), which obtains national surveillance data on clinical, serologic, and epidemiologic data pertaining to risk factors for viral hepatitis.



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DHHS (NIOSH) Publication No. 2000-127