Military
Crosswalk Guide

Updated August 2023

In accordance with Texas Government Code, Section 656.003, state agencies are required to include applicable Military Occupational Specialty (MOS) codes from each branch of the U.S. Armed Forces on all forms and notices related to job openings.

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The military crosswalk serves as a general guideline for state agency use. It matches the MOS codes from each branch of the U.S. Armed Forces to each job classification series in the State's Position Classification Plan (Plan), if applicable. This guide is designed to help state agencies use the military crosswalk. State agencies have the flexibility to use the MOS codes that best reflect the responsibilities of each job.
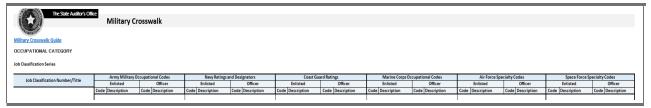
2023

Applicability of the Military Crosswalk:

- The State Auditor's Office maintains the military crosswalk and will strive to keep this military crosswalk current; therefore, the State Auditor's Office will update it as needed. However, due to the complex and changing nature of the subject matter, there may be a delay between the official publication of materials by the U.S. Armed Forces and any related modifications to this military crosswalk.

- Agencies are responsible for confirming the skill sets of job applicants that are appropriate for their job openings.

- This military crosswalk applies to entities that use the Plan. Entities are responsible for consulting with their attorneys to determine whether they are subject to the Plan.

Additional information: State agencies that have questions concerning this military crosswalk should contact the Classification Analyst on the State Auditor's Office's State Classification Team assigned to the agency. Contact information for the analysts is at http://www.sao.texas.gov/Contact/AgencyContactManagers/.

Components of the Military Crosswalk

Military Crosswalk Example

The military crosswalk uses a standardized format containing the following information:

- The military crosswalk is divided by occupational category (see text box for definition).

- Within each occupational category, the military crosswalk shows MOS code matches to each State of Texas job classification series.

- Codes are divided by military branch and by enlisted or officer rank. Codes for Warrant Officers are under the Officer section with **(Warrant)** in the description field.

- Codes are defined in the military crosswalk as Army Military Occupational Codes, Navy Ratings and Designators, Coast Guard Ratings, Marine Corps Occupational Codes, Air Force Specialty Codes, and Space Force Specialty Codes.

- ***The military crosswalk does not publish inactive codes.***

- If there is no MOS code match to a job classification series, the description field specifies **No Military Equivalent**.

- Each occupational category contains a date that indicates any changes to the military crosswalk (see text box for change indications).

Definitions and Change Indications

Job Classification Series - a hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility.

Occupational Category - a broad series of job families characterized by the nature of work performed.

Revised - indicates that changes were made to the content of the military crosswalk, including the addition and/or deletion of MOS codes.

Reviewed - indicates that the military crosswalk was reviewed, but either no changes were made or only minor changes were made that did not change the content.

Added - indicates that a military crosswalk is new to the Plan.

Legend for the Military Crosswalk

U.S. Military Branch Codes	Enlisted	Warrant Officer	Commissioned Officer
U.S. Army (USA) Occupational Codes [a]	Enlisted MOS codes have 5 characters. The first 3 characters (2 numbers and 1 letter) identify the specialty without regard to the skill level. **The SAO military crosswalk will only display the first 3 characters of the Enlisted MOS.**	Warrant Officer MOS codes have 5 characters. The first 3 characters define an area of concentration, and the 4th character is added to designate the MOS. The 5th character is the skill qualification identifier. **The SAO military crosswalk will only display the first 4 characters of the Warrant Officer MOS.**	The officer position requirement code is identified by an alphanumeric sequence that identifies the occupational skills required to perform the principal duties of a position. **The SAO military crosswalk will only display the first 3 characters of the Officer position requirement code.**
U.S. Navy (USN) Ratings and Designators [b]	General Ratings have 2 letters, which are broad, enlisted career fields that identify occupational specialties.	Officer Designator Codes have 4 numbers, which identify primary specialty qualifications. The first 3 numbers identify the categories in which the officers are appointed and/or designated; the 4th number designates the status of officers within the various categories. **The SAO military crosswalk will only display the first 3 numbers and then "X" as the last number for the designator code.** **Legend for Navy Commissioned Officers** - RL – Restricted Line - URL – Unrestricted Line - LDO – Limited Duty Officer - SC – Staff Corps - CWO – Chief Warrant Officer	
U.S. Coast Guard (USCG) Ratings	Ratings have 2 letters, which identify specific skills and abilities in an occupational field.	Warrant Officer Specialty Codes have 3 or 4 letters, which identify specific skills and abilities for the purposes of appointment and assignment.	Officer Specialty Code (OSC) are "CG-", 3 letters, and 2 numbers. The first 3 letters are the abbreviated term for the specialty's name, and the two-digit sequential number represents the subspecialty. [c]
U.S. Marine Corps (USMC) Occupational Codes	MOS codes have 4 numbers, which describe a group of skills and related duties that extend over one or more grades. **The SAO military crosswalk will also display Primary MOS (PMOS), Necessary MOS (NMOS), Free MOS (FMOS), Exception MOS (EMOS), and Additional MOS (AMOS).**		
U.S. Air Force (USAF)	The Enlisted Specialty Code has 5 alphanumeric characters. The first 3 characters identify the	The USAF does not have warrant officers.	The Commissioned Officer Specialty Code has 4 alphanumeric characters. The

U.S. Military Branch Codes	Enlisted	Warrant Officer	Commissioned Officer
Specialty Codes [d]	category, and the last 2 characters denote the skill level of the individual within the broad occupation code. **The SAO military crosswalk will only displays the first 3 characters and then "XX" as the last 2 characters for the enlisted specialty code.**		first 3 characters identify the category, and the last character denotes the skill level of the individual within the broad occupation code. **The SAO military crosswalk will only display the first 3 characters and then "X" as the last character for the commissioned officer specialty code.**
U.S. Space (USSF) Force Specialty Codes	Adopting the Air Force Specialty Codes, the USSF Enlisted Specialty Codes have 5 alphanumeric characters. **The SAO military crosswalk will only displays the first 3 characters and then "XX" as the last 2 characters for the enlisted specialty code.**	The USSF does not have warrant officers.	Adopting the Air Force Specialty Codes, the USSF Commissioned Officer Specialty Code has 4 alphanumeric characters. **The SAO military crosswalk will only display the first 3 characters.**

[a] The military crosswalk for Army Enlisted and Warrant Officer MOS codes does not contain additional skill identifiers (ASIs), special qualifications identifiers (SQIs), or personnel reporting codes. The military crosswalk for Army Officer Identifiers does not contain additional officer code data elements such as grade, immaterial codes, skill identifiers (SI), and language identification codes (LIC).

[b] The military crosswalk does not contain Service Ratings, Emergency Ratings, Compression Ratings, Navy Enlisted Billet Classification (NEBC) codes, or Navy Enlisted Classification (NEC) codes. The military crosswalk does not contain Subspecialty (SSP), Navy Officer Billet Classification (NOBC), or Additional Qualification Designator (AQD) codes.

[c] The military crosswalk will not display the "CG-".

[d] The military crosswalk may also contain Special Duty Identifiers and Reporting Identifiers, but it does not contain prefixes, suffixes (shred outs), and Chief Enlisted Manager (CEM) codes.

Questions and Answers

1. **What are MOS codes?**
   The U.S. Armed Forces use MOS codes to identify a specific job. Codes for this military crosswalk are the Army Military Occupational Codes, Navy Ratings and Designators, Coast Guard Ratings, Marine Corps Occupational Codes, and Air Force Specialty Codes, which also apply to the U.S. Space Force.

2. **What if no MOS codes fit the job opening or if there is a better match that is not on the military crosswalk?**
   The military crosswalk serves as a general guideline and resource. State agencies may use the MOS codes that best reflect the responsibilities of a job, as applicable.

3. **How do I recommend changes to the military crosswalk?**
   Please contact the state agency's Classification Analyst at the State Auditor's Office at (512) 936-9500 if you have any questions or recommended changes.

Sources/Supporting Documents for Military Crosswalk

The State Auditor's Office used sources and supporting documents directly tied to each U.S. Armed Forces Branch.

USA: *Army COOL Credentialing Opportunities On-Line*, https://www.cool.osd.mil/army/index.html, U.S. Department of the Army*; United States Army Career and Jobs*, https://www.goarmy.com/careers-and-jobs/career-match/browse-jobs.html, U.S. Department of the Army; *Military Occupational Classification Structure Development and Implementation,* Army Regulation 611-1, December 2022, U.S. Department of the Army; *Military Occupational Classification and Structure,* Army Regulation 611-21, December 2022, U.S. Department of the Army.

USN: *Navy COOL Credentialing Opportunities On-Line*, https://www.cool.osd.mil/usn/index.html, U.S. Department of the Navy; *Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume I*, Navy Enlisted Occupational Standards, NAVPERS 18068F, January 2023, U.S. Department of the Navy; *Manual of Navy Officer Manpower and Personnel Classifications, Volume I, Major Code Structures*, NAVPERS 15839I, January 2023, U.S. Department of the Navy.

USCG: *Coast Guard COOL Credentialing Opportunities On-Line*, https://www.cool.osd.mil/uscg/index.html, U.S. Department of Homeland Security; *Coast Guard Job Descriptions*, https://www.gocoastguard.com/active-duty-careers/enlisted-opportunities/view-job-descriptions, U.S. Department of Homeland Security.

USMC: *Marine Corps COOL Credentialing Opportunities On-Line*, *https://www.cool.osd.mil/usmc/index.html*, U.S. Marine Corps; *Military Occupational Specialties Manual*, NAVMC 1200.1H, September 2022, U.S. Department of the Navy.

USAF/USSF: *Air Force COOL Credentialing Opportunities On-Line*, https://afvec.us.af.mil/afvec/af-cool/welcome, U.S. Department of the Air Force; *Air Force Enlisted Classification Directory (AFECD), The Official Guide to the Air Force Enlisted Classification Codes*, October 2022, U.S. Department of the Air Force; *Air Force Officer Classification Directory (AFOCD), The Official Guide to the Air Force Officer Classification Codes*, April 2023, U.S. Department of the Air Force.

Glossary

Acronyms Used in Military Crosswalk

CID – Criminal Investigation Command	OMA – Organizational Maintenance Activity
CWO – Chief Warrant Officer	RAO – Regional Affairs Officer
FAO – Foreign Area Officer	RL – Restricted Line
FAS – Foreign Area Staff Non-Commissioned Officer	RNCO – Readiness Non-commissioned Officer
FRS – Fleet Replacement Squadron	RPA – Remotely Piloted Aircraft
HR – Human Resources	SC – Staff Corps
IMA – Intermediate Maintenance Activity	URL – Unrestricted Line
IT – Information Technology	USAR – United States Army Reserve
LDO – Limited Duty Officer	USMA – United States Military Academy
NCO – Noncommissioned Officer	VMA – Marine Attack Squadron
NFO – Naval Flight Officer	VMFA – Marine Fighter Attack Squadron

Aircraft Designations Used in MOS Descriptions in Military Crosswalk

AH-1	CH-46	F-35B	RC-7	UH-60M
AH-1Z	CH-47	F-402	T-56	UH-72A
AH-64	CH-47D	F-404	T-58	V-22
AH-64A	CH-47F	F/A-18	T-64	TAV-8
AH-64D	CH-53	J-52	T-400	VH-3D
AH-64E	CH-53D	KC-130	T-700	VH-60N
AV-8	CH-53E	MH-47	TAV-8	VH-92
AV-8B	CH-53K	MH-60	UC-12B	
C-9	EA-6	MV-22	UC-35	
C-12	EA-6B	O-5A	UH-1	
C-20	EO-5B	OH-58A	UH-1Y	
C-37	F-35	OH-6	UH-60	