

## PICS Career Locator

### Using the PICS to Explore Career Options

The *Picture Interest Career Survey* is based on the widely used RIASEC occupational coding system. Your *Occupational PICS Code* can be used with any occupational resource based on that system, including this guide. The ***PICS Career Locator*** lists over 600 job titles pulled from the *O\*NET Dictionary of Occupational Titles*. You can use your *Occupational PICS Code* to find job titles that match your interests, education, and training level.

To find jobs that best match your interests, begin by exploring job titles that match the first letter or first two letters of your *Occupational PICS Code*. Remember, your *PICS* results cannot tell you what job you should get, only offer suggestions for careers that may better fit your personality and interests.

Once you have used the locator to find job titles of interest, you should research those jobs further to discover information about openings, job growth, requirements, and income potential. The Department of Labor maintains a website offering this information for the job titles listed in this guide at <https://onetonline.org>. The following resources are also recommended:

- *O\*Net Online* (<https://onetonline.org>)
- *Occupational Outlook Handbook* (<https://jist.com>)
- *50 Best Jobs for Your Personality* (<https://jist.com>)

You may also benefit from the ***PICS Career Planning Worksheet***, which helps *PICS* users focus their career research. With this worksheet, individuals use their *PICS* results to explore jobs that best match their interests, experience, abilities, and needs, as well as decide what actions to take to pursue those jobs. The worksheet is also available for free download at <https://jist.com>.

## PICS Career Locator

Interest Area	Education and Training Required		
	Short term OJT	Moderate OJT	Long-term OJT
<b>Realistic</b>			
<b>R</b>	Combined Food Preparation and Serving Workers, Including Fast Food; Janitors and Cleaners, Except Maids and Housekeeping Cleaners; Landscaping and Groundskeeping Workers; Nursery Workers; Tire Repairers and Changers	Agricultural Equipment Operators; Carpet Installers; Drywall and Ceiling Tile Installers; Insulation Workers; Painters, Construction and Maintenance; Roofers; Sheet Metal Workers; Highway Maintenance Workers; Commercial Divers; Slaughterers and Meat Packers	Boilermakers; Brickmasons and Blockmasons; Stonemasons; Plumbers; Structural Iron and Steel Workers; Elevator Installers and Repairers; Industrial Machinery Mechanics; Telecommunications Line Installers and Repairers; Bakers; Welders, Cutters, and Welder Fitters; Upholsterers
<b>RI</b>	Veterinary Assistants and Laboratory Animal Caretakers; Traffic Technicians	Animal Breeders	Fish and Game Wardens; Telecommunications Equipment Installers and Repairers, Except Line Installers; Motorboat Mechanics; Millwrights; Machinists; Dental Laboratory Technicians; Medical Appliance Technicians
<b>RA</b>	Tree Trimmers and Pruners	Camera Operators, Television, Video, and Motion Picture; Stone Cutters and Carvers, Manufacturing	Fine Artists, Including Painters, Sculptors, and Illustrators; Technical Directors/Managers; Musical Instrument Repairers and Tuners; Shoe and Leather Workers and Repairers; Etchers and Engravers
<b>RS</b>	Nursing Aides, Orderlies, and Attendants; Physical Therapist Aides; Counter Attendants, Cafeteria, Food Concession, and Coffee Shop; Bus Drivers, School	Correctional Officers and Jailers; Bus Drivers, Transit and Intercity	Municipal Fire Fighters; Forest Fire Fighters; Police Patrol Officers
<b>RE</b>	Cooks, Short Order; Dining Room and Cafeteria Attendants and Bartender Helpers; Riggers; Taxi Drivers and Chauffeurs; Parking Lot Attendants; Service Station Attendants	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products; Fishers and Related Fishing Workers; Motorboat Operators	Farmers and Ranchers; Butchers and Meat Cutters
<b>RC</b>	Food Preparation Workers; Dishwashers; Maids and Housekeeping Cleaners; Motion Picture Projectionists; Telephone Operators; Postal Service Clerks; Postal Service Mail Carriers; Stock Clerks; Farmworkers, Farm and Ranch Animals; Maintenance Workers, Machinery; Engine and Other Machine Assemblers; Bindery Workers; Truck Drivers, Light or Delivery Services; Refuse and Recyclable Material Collectors	Surveying Technicians; Radio Operators; Fire Inspectors; Pest Control Workers; Computer Operators; Construction Laborers; Operating Engineers and Other Construction Equipment Operators; Pipelayers; Hazardous Materials Removal Workers; Maintenance and Repair Workers, General; Locksmiths and Safe Repairers; Laundry and Dry-Cleaning Workers; Machine Setters, Various; Inspectors, Testers, Sorters, Samplers, and Weighers; Ophthalmic Laboratory Technicians; Subway and Streetcar Operators	Insurance Appraisers, Auto Damage; Automotive Glass Installers and Repairers; Heating and Air Conditioning Mechanics and Installers; Refrigeration Mechanics and Installers; Electrical Power-Line Installers and Repairers; Watch Repairers; Tool and Die Makers; Solderers and Brazers; Prepress Technicians and Workers; Tailors, Dressmakers, and Custom Sewers; Power Plant Operators

# PICS Career Locator

Education and Training Required				Interest Area
Postsecondary Vocational Training	Associate Degree	Bachelor's Degree +	Work Experience in Related Occupation	
<b>Realistic</b>				
Farm Equipment Mechanics; Mobile Heavy Equipment Mechanics, Except Engines; Gem and Diamond Workers				<b>R</b>
Avionics Technicians; Electrical and Electronics Repairers, Commercial and Industrial Equipment; Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Agricultural Technicians; Food Science Technicians; Biological Technicians; Chemical Technicians; Geological Sample Test Technicians; Nuclear Equipment Operation Technicians; Nuclear Monitoring Technicians; Medical and Clinical Laboratory Technicians; Radiologic Technologists; Engineering Technicians	Computer Programmers; Aerospace Engineers; Civil Engineers; Marine Engineers; Marine Architects; Computer Security Specialists; Mechanical Engineers; Petroleum Engineers; Animal Scientists; Fire Investigators; Foresters; Epidemiologists; Anesthesiologists	Agricultural Inspectors; Aviation Inspectors	<b>RI</b>
Architectural Drafters; Sound Engineering Technicians; Makeup Artists, Theatrical and Performance; Desktop Publishers	Broadcast Technicians			<b>RA</b>
Surgical Technologists; Barbers	Radiation Therapists; Physical Therapist Assistants			<b>RS</b>
Ship Engineers		First-Line Supervisors/Managers of Logging Workers	Forest Fire Fighting and Prevention Supervisors; First-Line Supervisors/Managers of Housekeeping and Janitorial Workers; Railroad Conductors and Yardmasters; Ship and Boat Captains; Mates- Ship, Boat, and Barge; Pilots, Ship	<b>RE</b>
Radio Mechanics; Electric Motor, Power Tool, and Related Repairers; Electronic Equipment Installers and Repairers, Motor Vehicles; Automotive Master Mechanics; Automotive Specialty Technicians; Bus and Truck Mechanics and Diesel Engine Specialists	Geophysical Data Technicians; Semiconductor Processors		Graders and Sorters, Agricultural Products; Locomotive Engineers; Railroad Brake, Signal, and Switch Operators; Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation; Freight and Cargo Inspectors	<b>RC</b>

<b>PICS Career Locator</b>			
<b>Interest Area</b>	<b>Education and Training Required</b>		
	<b>On-the-Job Training</b>	<b>Associate Degree</b>	<b>Bachelor's Degree</b>
<b>Investigative</b>			
<b>I</b>			
<b>IR</b>	Electricians; Forest and Conservation Workers	Aerospace Engineering and Operations Technicians; Environmental Science and Protection Technicians, Including Health; Respiratory Therapists; Cardiovascular Technologists and Technicians; Nuclear Medicine Technologists; Medical Equipment Repairers; Aircraft Mechanics and Service Technicians	Computer Software Engineers, Applications; Computer Software Engineers, Systems Software; Network Systems and Data Communications Analysts; Agricultural Engineers; Chemical Engineers; Computer Hardware Engineers; Electrical Engineers; Electronics Engineers, Except Computer; Product Safety Engineers; Materials Engineers; Mining and Geological Engineers, Including Mining Safety Engineers; Nuclear Engineers; Food Scientists and Technologists; Soil and Plant Scientists; Soil and Water Conservationists; Range Managers; Atmospheric and Space Scientists; Chemists; Materials Scientists; Medical and Clinical Laboratory Technologists
<b>IA</b>			Technical Writers
<b>IS</b>			Physician Assistants
<b>IE</b>			Surveyors; Industrial Safety and Health Engineers; Fire-Prevention and Protection Engineers; Industrial Engineers; Dietitians and Nutritionists
<b>IC</b>	Environmental Compliance Inspectors	Computer Support Specialists; Industrial Engineering Technicians	Compensation, Benefits, and Job Analysis Specialists; Financial Analysts; Computer Systems Analysts; Database Administrators

## PICS Career Locator

Education and Training Required				Interest Area
Master's Degree	Professional Degree	Work Experience Plus Degree	Work Experience	
<b>Investigative</b>				
	Family and General Practitioners; Internists, General; Obstetricians and Gynecologists; Pediatricians, General			<b>I</b>
Mathematical Technicians; Environmental Scientists and Specialists, Including Health; Geoscientists, Except Hydrologists and Geographers; Hydrologists; Archeologists; Geographers Engineering Teachers, Postsecondary	Biologists; Biochemists and Biophysicists; Zoologists and Wildlife Biologists; Medical Scientists, Except Epidemiologists; Astronomers; Physicists Chiropractors; Dentists, General; Microbiologists; Oral and Maxillofacial Surgeons; Orthodontists; Prosthodontists; Surgeons; Optometrists; Veterinarians			<b>IR</b>
Sociologists; Historians	Clinical Psychologists; Psychiatrists			<b>IA</b>
Anthropologists; Mental Health and Substance Abuse Social Workers; Mathematical Science Teachers, Postsecondary; Agricultural Sciences Teachers, Postsecondary; Biological Science Teachers, Postsecondary; Forestry and Conservation Science Teachers, Postsecondary; Physics Teachers, Postsecondary; Psychology Teachers, Postsecondary; Health Specialties Teachers, Postsecondary	School Psychologists			<b>IS</b>
Economists; Industrial-Organizational Psychologists; Urban and Regional Planners		Natural Sciences Managers	Criminal Investigators and Special Agents	<b>IE</b>
Mathematicians; Computer Science Teachers, Postsecondary	Pharmacists			<b>IC</b>

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Interest Area	Education and Training Required		
	On-the-Job Training	Postsecondary Vocational Training	Bachelor's Degree
<b>Artistic</b>			
<b>A</b>	Musicians, Instrumental		Film and Video Editors
<b>AR</b>	Photographers; Floral Designers; Merchandise Displayers and Window Trimmers; Bookbinders; Potters, Manufacturing; Costume Attendants		Architects, Except Landscape and Naval; Landscape Architects; Museum Technicians and Conservators; Commercial and Industrial Designers; Set and Exhibit Designers
<b>AI</b>			Reporters and Correspondents Poets, Lyricists and Creative Writers
<b>AS</b>	Dancers; Interpreters and Translators; Radio and Television Announcers; Child Care Workers	Court Reporters; Preschool Teachers, Except Special Education	Secondary School Teachers, Except Special and Vocational Education; Broadcast News Analysts; Editors
<b>AE</b>	Actors; Singers; Models		Fashion Designers; Graphic Designers; Copy Writers
<b>AC</b>			

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<b>Education and Training Required</b>				<b>Interest Area</b>
Master's Degree	Professional Degree	Work Experience Plus Degree	Work Experience	
<b>Artistic</b>				
		Music Composers and Arrangers		<b>A</b>
				<b>AR</b>
Political Scientists; Curators				<b>AI</b>
English Language and Literature Teachers, Postsecondary; Foreign Language and Literature Teachers, Postsecondary; Music Directors			Choreographers	<b>AS</b>
		Advertising and Promotions Managers; Art Directors; Producers; Directors- Stage, Motion Pictures, Television, and Radio		<b>AE</b>
Librarians				<b>AC</b>

## PICS Career Locator

Interest Area	Education and Training Required		
	On-the-Job Training	Vocational Training or Associate Degree	Bachelor's Degree
<b>Social</b>			
<b>S</b>			Child, Family, and School Social Workers
<b>SR</b>	Home Health Aides; Psychiatric Aides; Occupational Therapist Aides; Crossing Guards; Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers; Food Servers, Nonrestaurant; Personal and Home Care Aides; Dietetic Technicians; Psychiatric Technicians; Dental Assistants; Animal Control Workers; Animal Trainers; Ambulance Drivers and Attendants, Except Emergency Medical Technicians	Licensed Practical and Licensed Vocational Nurses; Fitness Trainers and Aerobics Instructors; Occupational Therapist Assistants	Park Naturalists; Farm and Home Management Advisors; Occupational Therapists; Athletic Trainers
<b>SI</b>		Registered Nurses	Medical and Public Health Social Workers; Orthotists and Prosthetists
<b>SA</b>		Public Address System and Other Announcers	Kindergarten Teachers, Except Special Education; Elementary School Teachers, Except Special Education; Middle School Teachers, Except Special and Vocational Education; Special Education Teachers, Preschool, Kindergarten, and Elementary School; Special Education Teachers, Middle School; Special Education Teachers, Secondary School; Adult Literacy, Remedial Education, and GED Teachers and Instructors; Recreational Therapists; Recreation Workers
<b>SE</b>	Security Guards; Waiters and Waitresses; Locker Room, Coatroom, and Dressing Room Attendants; Funeral Attendants; Equal Opportunity Representatives and Officers; Umpires, Referees, and Other Sports Officials; Bailiffs; Tour Guides and Escorts; Advertising Sales Agents	Manicurists and Pedicurists; Travel Agents	Employment Interviewers; Training and Development Specialists; Personal Financial Advisors; Directors, Religious Activities and Education
<b>SC</b>	Social and Human Service Assistants; Medical Assistants; Police, Fire, and Ambulance Dispatchers; Library Technicians; Teacher Assistants; Ushers, Lobby Attendants, and Ticket Takers	Dental Hygienists	Probation Officers and Correctional Treatment Specialists



<b>PICS Career Locator</b>				
<b>Education and Training Required</b>				<b>Interest Area</b>
Master's Degree	Professional Degree	Work Experience Plus Degree	Work Experience	
<b>Social</b>				
				<b>S</b>
Physical Therapists			Vocational Education Teachers, Postsecondary	<b>SR</b>
Substance Abuse and Behavioral Disorder Counselors; Mental Health Counselors; Chemistry Teachers, Postsecondary; Anthropology and Archeology Teachers, Postsecondary; Area, Ethnic, and Cultural Studies Teachers, Postsecondary; Economics Teachers, Postsecondary; Political Science Teachers, Postsecondary; Sociology Teachers, Postsecondary; Nursing Instructors and Teachers, Postsecondary; History Teachers, Postsecondary; Graduate Teaching Assistants; Instructional Coordinators; Audiologists; Speech-Language Pathologists	Counseling Psychologists; Podiatrists			<b>SI</b>
Educational, Vocational, and School Counselors; Clergy; Art, Drama, and Music Teachers, Postsecondary		Vocational Education Teachers, Middle School; Vocational Education Teachers, Secondary School	Self-Enrichment Education Teachers	<b>SA</b>
Occupational Health and Safety Specialists		Education Administrators, Preschool and Child Care Center/Program; Education Administrators, Postsecondary; Medical and Health Services Managers; Training and Development Managers; Agents and Business Managers of Artists, Performers, and Athletes; Administrative Law Judges, Adjudicators, and Hearing Officers		<b>SE</b>
				<b>SC</b>

## PICS Career Locator

Interest Area	Education and Training Required			
	Short term OJT	Moderate OJT	Long-term OJT	Vocational Training to Associates Degree
<b>Enterprising</b>				
<b>E</b>				
<b>ER</b>	Baggage Porters and Bellhops; Farmworkers and Laborers, Crop; Driver/Sales Workers	Parts Salespersons	Athletes and Sports Competitors; Coaches and Scouts; Cooks, Restaurant	Jewelers; Commercial Pilots; First-Line Supervisors/Managers of Aquacultural Workers; First-Line Supervisors/Managers of Agricultural Crop and Horticultural Workers; First-Line Supervisors/Managers of Animal Husbandry and Animal Care Workers
<b>EI</b>			Insurance Adjusters, Examiners, and Investigators	
<b>EA</b>			Talent Directors	
<b>ES</b>	Bartenders; Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop; Transportation Attendants, Except Flight Attendants and Baggage Porters; Retail Salespersons	Travel Guides; Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products; Demonstrators and Product Promoters	Sheriffs and Deputy Sheriffs; Transit and Railroad Police; Flight Attendants	Funeral Directors; Hairdressers, Hairstylists, and Cosmetologists; Real Estate Sales Agents
<b>EC</b>	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers; Bill and Account Collectors; Procurement Clerks; Court Clerks; Municipal Clerks; File Clerks; Loan Interviewers and Clerks	Tax Preparers; Secretaries, Except Legal, Medical, and Executive; Insurance Policy Processing Clerks	Opticians, Dispensing	Paralegals and Legal Assistants; Assessors

## PICS Career Locator

<b>Education and Training Required</b>			<b>Interest Area</b>
Bachelor's Degree +	Work Experience Plus Degree	Work Experience in a Related Occupation	
<b>Enterprising</b>			
			<b>E</b>
Construction Managers; Sales Engineers; Airline Pilots, Copilots, and Flight Engineers	Nursery and Greenhouse Managers; Crop and Livestock Managers; Engineering Managers	Municipal Fire Fighting and Prevention Supervisors; Chefs and Head Cooks; First-Line Supervisors/Managers of Food Preparation and Serving Workers; First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers; First-Line Supervisors/Managers of Construction Trades and Extraction Workers; First-Line Supervisors/Managers of Mechanics, Installers, and Repairers; First-Line Supervisors/Managers of Production and Operating Workers; First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	<b>ER</b>
Market Research Analysts			<b>EI</b>
Interior Designers; Public Relations Specialists		Program Directors	<b>EA</b>
Social and Community Service Managers; Personnel Recruiters; Loan Counselors; Loan Officers; Insurance Sales Agents Health Educators	Human Resources Managers; Compensation and Benefits Managers; Education Administrators, Elementary and Secondary School; Arbitrators, Mediators, and Conciliators; Judges, Magistrate Judges, and Magistrates	First-Line Supervisors/Managers of Police and Detectives; Police Detectives; Private Detectives and Investigators; First-Line Supervisors/Managers of Office and Administrative Support Workers	<b>ES</b>
Property, Real Estate, and Community Association Managers; Meeting and Convention Planners; Law Clerks; Sales Agents, Securities and Commodities; Sales Agents, Financial Services; Lawyers	Marketing Managers; Sales Managers; Administrative Services Managers; Computer and Information Systems Managers; Financial Managers, Branch or Department; Purchasing Managers	Transportation Managers; Storage and Distribution Managers; Food Service Managers; Gaming Managers; Lodging Managers; Postmasters and Mail Superintendents; Purchasing Agents and Buyers, Farm Products; Wholesale and Retail Buyers, Except Farm Products; Purchasing Agents, Except Wholesale, Retail, and Farm Products; Gaming Supervisors; First-Line Supervisors/Managers of Personal Service Workers; First-Line Supervisors/Managers of Non-Retail Sales Workers; New Accounts Clerks; First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	<b>EC</b>

## PICS Career Locator

Interest Area	Education and Training Required		
	Short term OJT	Moderate OJT	Long-term OJT
<b>Conventional</b>			
<b>C</b>	Office Clerks, General; Proofreaders and Copy Markers	Statistical Assistants	
<b>CR</b>	Parking Enforcement Workers; Switchboard Operators, Including Answering Service; Library Assistants, Clerical; Couriers and Messengers; Meter Readers, Utilities; Shipping, Receiving, and Traffic Clerks; Marking Clerks; Weighers, Measurers, Checkers, and Samplers, Recordkeeping; Office Machine Operators, Except Computer; Helpers—Electricians; Electrical and Electronic Equipment Assemblers; Pressers, Textile, Garment, and Related Materials; Photographic Processing Machine Operators; Packers and Packagers, Hand	Mapping Technicians; Pharmacy Technicians; Cooks, Institution and Cafeteria; Billing, Posting, and Calculating Machine Operators; Cargo and Freight Agents; Dispatchers, Except Police, Fire, and Ambulance; Word Processors and Typists; Mine Cutting and Channeling Machine Operators; Bicycle Repairers; Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic; Model Makers, Metal and Plastic; Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic; Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic; Textile Cutting Machine Setters, Operators, and Tenders; Mixing and Blending Machine Setters, Operators, and Tenders; Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders; Glass Blowers, Molders, Benders, and Finishers	Construction Carpenters; Plasterers and Stucco Masons; Reinforcing Iron and Rebar Workers; Automotive Body and Related Repairers; Rail Car Repairers; Fabric and Apparel Patternmakers; Gas Plant Operators; Air Traffic Controllers
<b>CI</b>			
<b>CA</b>			
<b>CS</b>	Interviewers, Except Eligibility and Loan	Audio-Visual Collections Specialists; Residential Advisors; Eligibility Interviewers, Government Programs	Audio and Video Equipment Technicians
<b>CE</b>	Cashiers; Counter and Rental Clerks; Telemarketers; Tellers; Correspondence Clerks; License Clerks; Credit Authorizers; Credit Checkers; Hotel, Motel, and Resort Desk Clerks; Order Clerks; Human Resources Assistants, Except Payroll and Timekeeping; Receptionists and Information Clerks; Reservation and Transportation Ticket Agents and Travel Clerks; Production, Planning, and Expediting Clerks; Order Fillers, Wholesale and Retail Sales	Title Examiners, Abstractors, and Searchers; Statement Clerks; Billing, Cost, and Rate Clerks; Bookkeeping, Accounting, and Auditing Clerks; Payroll and Timekeeping Clerks; Brokerage Clerks; Customer Service Representatives; Executive Secretaries and Administrative Assistants; Insurance Claims Clerks	Claims Examiners, Property and Casualty Insurance; Licensing Examiners and Inspectors; Government Property Inspectors and Investigators

## PICS Career Locator

<b>Education and Training Required</b>				<b>Interest Area</b>
Postsecondary Vocational Training	Associate Degree	Bachelor's Degree +	Work Experience in Related Occupation	
<b>Conventional</b>				
	Medical Records and Health Information Technicians			<b>C</b>
Embalmers; Electrical and Electronics Installers and Repairers, Transportation Equipment; Electronic Home Entertainment Equipment Installers and Repairers	Radiologic Technicians	Cartographers and Photogrammetrists; Chief Executives; Treasurers and Controllers; Management Analysts; Actuaries	Police Identification and Records Officers; Construction and Building Inspectors	<b>CR</b>
	City and Regional Planning Aides; Forensic Science Technicians	Operations Research Analysts; Statisticians; Archivists	Coroners	<b>CI</b>
				<b>CA</b>
				<b>CS</b>
Appraisers, Real Estate; Gaming Dealers; Gaming and Sports Book Writers and Runners; Legal Secretaries; Medical Secretaries		Accountants; Auditors; Budget Analysts; Credit Analysts; Insurance Underwriters; Financial Examiners; Tax Examiners, Collectors, and Revenue Agents	Industrial Production Managers; Cost Estimators; Immigration and Customs Inspectors; First-Line Supervisors/Managers of Retail Sales Workers	<b>CE</b>