

BlissPoint Analytics

Free whitepaper · November 2026

CAREER PLANNING · STUDENTS · COUNSELORS

Beyond OCCU-Find: Turning ASVAB Results Into a Career Plan

A step-by-step plan for students, parents and counselors: interests, skills, O*NET, BLS pay and outlook, and training paths, with printable worksheets.

By Anthony L. Hammock, M.Sc., BlissPoint Analytics

Data: BLS OEWS May 2024, BLS Employment Projections 2025–2035, O*NET 31.0 · Cover photo: javier trueba on Unsplash

blisspointanalytics.com/resources/whitepapers/beyond-occu-find-career-plan

Executive summary

OCCU-Find is where many students first see their ASVAB results turned into careers. It's a great start, and it isn't a plan. This paper turns OCCU-Find results into a career plan in six steps, using free public data: O*NET for what the work involves and BLS for pay and outlook.

6
steps from interest codes to a training plan

3
printable worksheets for students, parents and counselors

$93,600
median pay for registered nurses, one example career traced end to end

What's inside

1. What OCCU-Find is, and how to get in
2. The six-step plan
3. Example careers with BLS pay and growth
4. Training paths: college, apprenticeship, military, certificates
5. Worksheets you can print and fill in



Photo: Vitaly Gariev on Unsplash.

> **No access codes here.** Access to OCCU-Find comes through the official ASVAB Career Exploration Program and the student's school or counselor. This paper never lists or guesses a code. BlissPoint Analytics is not affiliated with the U.S. DoD, any military service or the ASVAB program. Formulas and job requirements change: confirm with a recruiter.

01 What OCCU-Find is

The career search inside the ASVAB Career Exploration Program.

The **ASVAB Career Exploration Program (CEP)** is a free career planning program the Department of Defense offers through high schools and other participating schools. Students take the ASVAB and, separately, an interest inventory. Its online tools live at asvabprogram.com.

Piece	What it gives you
Find Your Interests (FYI)	A 90-item interest inventory based on John Holland's theory of career choice. It gives you your top interest codes from six types (RIASEC).
Career Exploration Scores	Three scores from the ASVAB: Verbal Skills, Math Skills, and Science and Technical Skills.
OCCU-Find	A search of more than 400 occupations grouped by the six interest types, with each occupation's skill importance ratings, education and related military careers. It can be searched, sorted and filtered.

Sources: ASVAB CEP Student Guide and CEP Overview (asvabprogram.com), checked through search results.

Getting in

Students sign in at asvabprogram.com with the access code on their ASVAB Summary Results sheet. Each student has their own code; don't use or share someone else's. If it's lost, the school counselor or test coordinator is the right person to ask. Taking the CEP's ASVAB doesn't commit anyone to military service.


HOME / ASVAB CIVILIAN CAREER BRIDGE / WHAT IS ASVAB OCCU-FIND?

What is ASVAB OCCU-Find? Understanding military and civilian career matches

Updated November 2026. Reviewed by Anthony Hammock, I-O psychology consultant.

OCCU-Find (also written OccuFind) is the free occupation search in the ASVAB Career Exploration Program (CEP): it matches your Find

The free explainer What is ASVAB OCCU-Find? walks through the program in more detail.

asvabprogram.com could not be reached from the environment this paper was built in, so its pages are described from the program's own published guides and are not pictured. Check the site for current features.

02 The six interest types

Start with what you like doing. Skills can be built.

Code	Type	Likes	A growing example (Job Zone 2–3)	Median pay	Growth
R	**Realistic**	Hands-on work with tools, machines, plants or animals	Heavy and Tractor-Trailer Truck Drivers	$57,440	+3.8%
I	**Investigative**	Ideas, research and problem solving	Neurodiagnostic Technologists	$48,790	+5.9%
A	**Artistic**	Creative work with forms, designs and self-expression	No occupation passed the filters		
S	**Social**	Helping, teaching and serving people	Preschool Teachers, Except Special Education	$37,120	+4.5%
E	**Enterprising**	Leading, persuading and starting projects	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	$46,900	+5.3%
C	**Conventional**	Data, records and set procedures	Pharmacy Technicians	$43,460	+6.4%

Example: the O*NET occupation in Job Zones 2–3, with at least 50,000 jobs and growth at or above the +3.5% average, whose interest profile peaks highest on that type. Pay: BLS OEWS May 2024. Growth: BLS 2025–2035.

> Interests tend to be more stable than skills, and they predict satisfaction. Start the plan from your interest codes, then ask what skills to build.



Photo: Unseen Studio on Unsplash.

Reading interest codes

Most people have a top two or three codes, not one. A student coded **RIC** (Realistic, Investigative, Conventional) might enjoy technical troubleshooting; an **SEC** student might enjoy healthcare administration or teaching. Look at occupations that match your top two codes together.

03 The six-step career plan

From OCCU-Find to a plan you can act on this year.

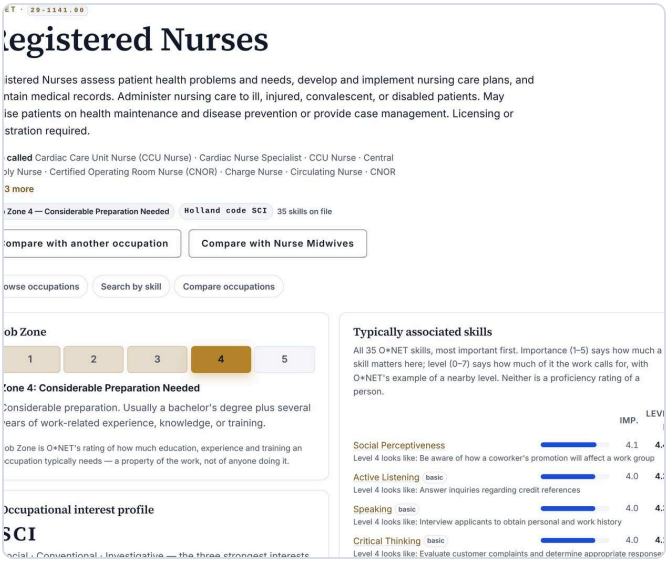
1. **Interests (FYI).** Write down your top three interest codes. Use them to filter OCCU-Find and the Atlas. Worksheet 1.
2. **Skills.** Note your three Career Exploration Scores. Treat them as a guide to what to learn next, not a ceiling. Compare them with each occupation's skill importance ratings.
3. **Shortlist.** Pick five occupations that fit your top codes. Include one you've never heard of.
4. **O*NET deep dive.** Open each in the Occupation Atlas (built on O*NET) and read the tasks, work context, skills and Job Zone. Would you like a typical day? Worksheet 2.
5. **BLS pay and outlook.** Check the median pay, the number of jobs and the projected growth against the +3.5% average. A big field with modest growth can still have many openings.
6. **Training path.** For your top two, list the routes in: college, community college, apprenticeship, military training, certificates. Pick the next concrete step and a date. Worksheet 3.



The Occupation Atlas: search thousands of occupations by title or by skill, free and without signing in.

04 Step 4 and 5 in practice

One example traced through O*NET and BLS data.



Registered Nurses in the Atlas: Job Zone, interest profile (Social, Investigative, Conventional) and skills.



Further down the same page: BLS pay and outlook, with sources.

What to note: Job Zone 4 means considerable preparation, usually a bachelor's degree, though associate-degree routes into nursing exist too. Median pay $93,600; growth +5.6% against +3.5%; 3,282,010 jobs.

Compare a few paths side by side

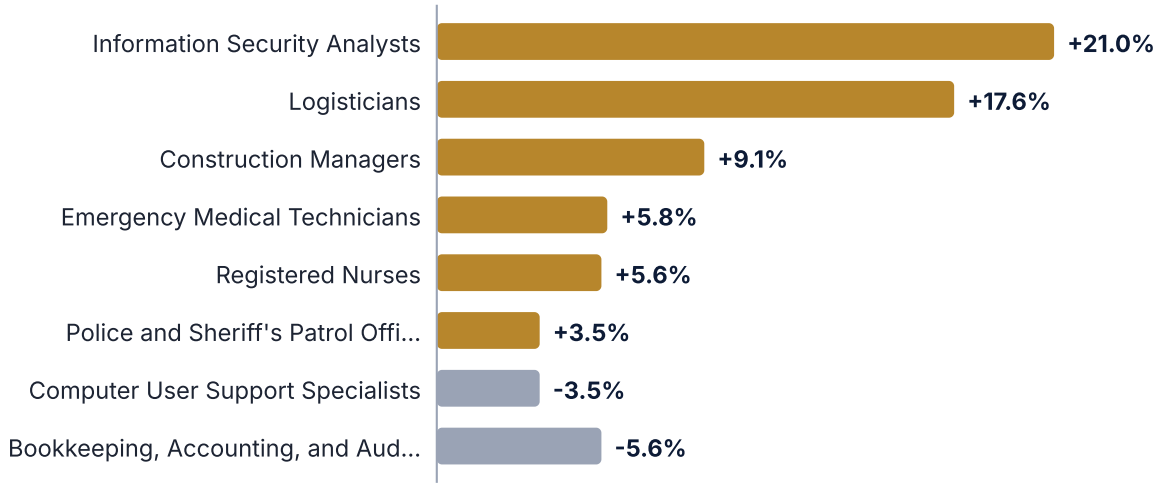
Occupation (opens the Occupation Atlas)	Median pay	Growth 25–35	Employment
Registered Nurses	$93,600	+5.6%	3,282,010
Emergency Medical Technicians	$41,340	+5.8%	177,980
Information Security Analysts	$124,910	+21.0%	179,430
Computer User Support Specialists	$60,340	-3.5%	697,210
Logisticians	$80,880	+17.6%	235,640
Police and Sheriff's Patrol Officers	$76,290	+3.5%	666,990
Construction Managers	$106,980	+9.1%	348,330
Bookkeeping, Accounting, and Auditing Clerks	$49,210	-5.6%	1,455,770

BLS OEWS May 2024 median pay and employment; BLS projected change 2025–2035. Some fields are projected to shrink: outlook is worth checking before you commit.

05 Pay and outlook at a glance

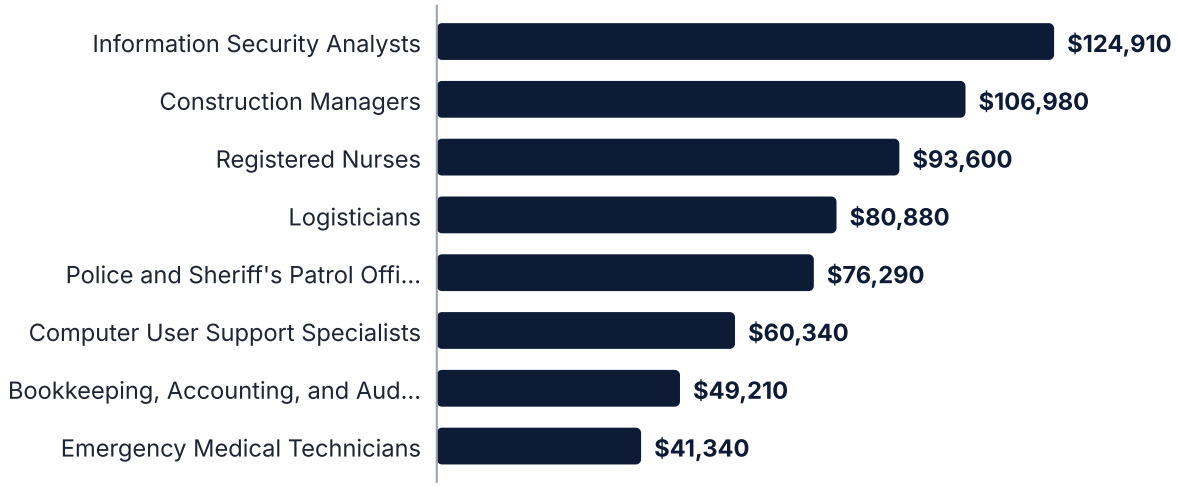
Projected employment change, 2025–35.

Projected employment change 2025–2035 (all occupations +3.5%)



Source: BLS Employment Projections 2025–35. Gold: at or above the all-occupations average; navy: below; gray: decline.

Median annual pay (May 2024)



Source: BLS Occupational Employment and Wage Statistics, May 2024.

06 Training paths

Many routes lead to the same career.

Route	Good for	Questions to ask
Four-year college	Job Zone 4–5 occupations: nursing (BSN), engineering, accounting, teaching	Which majors lead there? What does it cost after aid? See using OCCU-Find to choose a college major.
Community college	Associate degrees and certificates in health, IT and technical fields	Does it transfer? Does it include clinical or lab hours?
Apprenticeship	Electricians, plumbers, HVAC and other skilled trades: paid training on the job	Who sponsors it? How long is it, and what license follows?
Military training	Technical, medical, logistics and maintenance careers, with civilian credentials possible	Which line scores does the job need? Confirm with a recruiter. Which civilian credentials does it lead to?
Certificates	Fast entry: EMT, pharmacy technician, IT support, commercial driving	Is it recognized by employers in your area? What does it cost?

For counselors: run Worksheets 1–3 across two sessions. Session one: interests, skills and a shortlist (Worksheets 1 and 2). Session two: pay, outlook and one concrete step (Worksheet 3). Parents can join the second.

For parents: ask what your student liked about each shortlisted job, not just what it pays. Then help with the next step: a job-shadow day, a campus visit or a call to an apprenticeship sponsor.

Worksheet 1 · My interests and skills

Name _____ Date _____

From your ASVAB Summary Results and the FYI. Write your codes and scores, then circle the work that sounds most like you.

My top three interest codes (e.g. R, I, C)

1st	2nd	3rd

My Career Exploration Scores

Verbal	Math	Science & Tech

Three things I enjoy doing (in or out of school)

Work settings I'd like (tick any)

☐ Outdoors ☐ Workshop or lab ☐ Hospital or clinic ☐ Office ☐ Classroom ☐ On the road ☐ With a team ☐ Mostly on my own

Skills I want to build next

My shortlist of five occupations to explore

#	Occupation	Matches my codes?	Found in

Worksheet 2 · Occupation deep dive

Name _____ Date _____

One column per occupation. Use the Occupation Atlas page (O*NET tasks, skills, Job Zone) and its BLS pay and outlook.

	Occupation A	Occupation B	Occupation C
Title			
Three main tasks			
Top skills			
Job Zone (preparation)			
Interest profile			
Median pay (BLS)			
Growth vs +3.5%			
Number of jobs			
What I'd like			
What worries me			

My top two after this comparison

Worksheet 3 · My training plan

Name _____ Date _____

For your top two occupations. Tick the routes that lead there, then write one step you'll take and when.

Occupation 1: _____

☐ Four-year college ☐ Community college ☐ Apprenticeship ☐ Military training ☐ Certificate ☐ On-the-job

Next step	By when	Who can help

Occupation 2: _____

☐ Four-year college ☐ Community college ☐ Apprenticeship ☐ Military training ☐ Certificate ☐ On-the-job

Next step	By when	Who can help

People to talk to (counselor, family, someone in the job, recruiter)

Signature of student · counselor or parent

What to do next

Occupation Atlas
O*NET tasks and skills with BLS pay and outlook.
Free, no sign-in.

Search by skill
Find occupations that share a skill you already have.

What is OCCU-Find?
How the official search matches interests and scores.

OCCU-Find and choosing a college major
For students thinking about college.

ASVAB line scores explained
If military jobs are on the list.

Free ASVAB crosswalk
Enter line scores to see civilian careers.

2030 future skills calculator
Which skills are expected to grow by 2030.

The Complete ASVAB Line Score Guide
All ten line scores, with civilian careers.

Remember: a plan is a draft. Revisit the worksheets each semester. Veterans in the family? See the Military to Civilian Career Guide; employers can read the hiring veterans guide. BlissPoint Analytics is not affiliated with the U.S. DoD, any military service or the ASVAB program. Formulas and job requirements change: confirm with a recruiter.



Photo: javier trueba on Unsplash.

References

1. ASVAB Career Exploration Program (asvabprogram.com): FYI, OCCU-Find and the Career Exploration Scores. https://www.asvabprogram.com/
2. ASVAB Career Exploration Program. ASVAB CEP Student Guide (PDF). https://prod-media.asvabprogram.com/CEP_PDF_Contents/ASVABCEP_STUDENT_GUIDE.pdf
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5. U.S. Bureau of Labor Statistics. Occupational Employment and Wage Statistics, May 2024 national estimates. https://www.bls.gov/oes/tables.htm
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7. Official ASVAB site. Understanding ASVAB scores. https://www.officialasvab.com/counselors-educators/scores/

References 1, 2, 3 were checked through search results quoting the publisher, because those sites were not reachable when this paper was built. Pay is the BLS OEWS national median annual wage for May 2024; growth is the BLS projected employment change 2025–2035 (all occupations +3.5%).

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- Screenshots: public pages of blisspointanalytics.com and the free ASVAB crosswalk on blisspointaccess.com, captured November 2026.

About BlissPoint Analytics

BlissPoint Analytics builds workforce analytics tools grounded in industrial and organizational psychology: Organization Viewer for org charts, costs and workforce planning, the free Occupation Atlas, the free ASVAB career guides and free calculators. It was founded by Anthony L. Hammock, M.Sc., a 20+ year Industrial and Organizational Psychology consultant, software developer, and Graduate Studies Professor, Talent Insights and Workforce Metrics, Brandeis University.

What is BlissPoint Analytics? · Pricing (free up to 50 people) · Occupation Atlas

Disclaimer. This paper is informational, not career, legal or financial advice. Pay and projections are national figures and vary by location, employer and experience. BlissPoint Analytics is not affiliated with the U.S. DoD, any military service or the ASVAB program. Formulas and job requirements change: confirm with a recruiter.