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O*NET[®] Analyst Ratings of Occupational Skills: Analysis Cycle 19 Results

Final Report

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O*NET ANALYST RATINGS OF OCCUPATIONAL SKILLS: ANALYSIS CYCLE 19 RESULTS

Introduction

The Occupational Information Network (O*NET) is a comprehensive system developed by the U.S. Department of Labor that provides information for over 1,100 occupations within the U.S. economy. This information is maintained in a comprehensive database that was developed to replace the Dictionary of Occupational Titles (DOT) (U.S. Department of Labor, 1991). In order to keep the database current, the National Center for O*NET Development is involved in a continual data collection process aimed at identifying and maintaining current information on the characteristics of workers and jobs. The information that populates the O*NET database is collected from three primary sources: incumbents, occupational experts, and occupational analysts. Targeted job incumbents provide ratings on occupational tasks, generalized work activities (GWAs), knowledge, education and training, work styles, and work context areas. Importance and level information regarding the abilities and skills associated with these occupations is being collected from occupational analysts. It should be noted that there are theoretical or philosophical reasons for preferring one rater group to the other for collecting different types of data. For example, incumbents are generally more familiar with the day-to-day duties of their job; therefore, they are the best source of information regarding tasks and GWAs. In contrast, it is likely that trained analysts understand the ability and skill constructs better than incumbents and therefore should provide the ability and skill data (Tsacoumis, 2007). Granted, it is imperative that the occupational analysts have detailed occupation information in order to rate the ability and skill constructs. It has also been suggested that some incumbents deliberately inflate their ratings to influence policy decisions regarding, for example, compensation and training (Morgeson, Delaney-Klinger, Mayfield, Ferrara, & Campion, 2004). Skill ratings may be particularly vulnerable to such effects given that they are more abstract and thus more difficult to verify than more observable descriptors such as job tasks (Morgeson & Campion, 1997; Morgeson et al., 2004). Given these considerations, occupational analysts as opposed to incumbents provide the ability and skill information in the O*NET database.

This report focuses on results pertaining to the skill ratings only. Skills reflect proficiencies or competencies that are developed through training or experience (Peterson et al., 2001). The 35 O*NET skills cover performance applicable to a broad range of jobs in the world's economy. These are grouped into seven categories: content, process, social, complex problem solving, technical, systems, and resource management.

To facilitate the skill rating process, occupational analysts are provided relevant occupational information. Trained occupational analysts are responsible for rating the importance and level of the 35 skills for each of the O*NET occupations. More specifically, eight trained occupational analysts provided ratings for each occupation. For a description of the entire analyst data collection process, including the preparation and distribution of the occupational data, the steps associated with the ratings process, and the collection and management of the skill ratings, see *O*NET Analyst Ratings of Occupational Skills: Procedures Update* (Fleisher & Tsacoumis, 2012).

To ensure a controlled data collection and management process, occupational data are being collected in groups or "analysis cycles." This report describes the results from the data collection process for the nineteenth analysis cycle of 90 occupations. Reports describing each of the previous cycles are available at <http://www.onetcenter.org/research.html>. Results for

subsequent cycles will be reported in separate reports. For a description of the O*NET Data Collection Publication Schedule see <http://www.onetcenter.org/dataPublication.html>. Appendix A includes a listing of the IDI codes and Occupational Titles addressed in Cycle 19.

Evaluation of Cycle 19 Analyst Ratings

As mentioned above, occupational analysts provided ratings on the importance and level of the 35 skills for each of the 90 occupations in Cycle 19. The mean, standard deviation, and SE_M of the importance and level ratings were computed. These results are shown in Appendix B.

Four sets of analyses were performed to evaluate the ratings that occupational analysts provided. First, we focused on identifying the data that may be difficult to interpret based on limited agreement among raters or because there is an indication that the skill level rating is not relevant for a specific occupation. Thus, a set of recommended suppression criteria was established which flagged: (a) a skill level rating as not relevant to an occupation because of low importance ratings, (b) a skill with too little agreement in importance ratings across raters for a particular occupation, and (c) a skill with too little agreement in level ratings across raters for a particular occupation.

The remaining three sets of analyses focused on computing measures of interrater agreement and interrater reliability. Poor agreement as indicated by low reliability estimates may suggest that there is confusion about the constructs, potentially due to either the nature of the construct definition or rater training. Specifically, the second analysis involved estimating interrater agreement among the eight raters in each rating group. Next, the interrater reliability of the raters was computed to determine the extent to which raters agreed about the order of and relative distance between constructs on a particular scale (i.e., importance or level) within a particular occupation. That is, this analysis provides information regarding the consistency across raters in terms of how they rate the required level or relative importance of the 35 skill constructs to performance in a particular occupation. Finally, another interrater reliability estimate was computed to examine the consistency of ratings across occupations within constructs. In other words, this type of interrater reliability focused on the extent to which raters agree about the order of and relative distance between occupations on a particular scale for a particular construct.

Cycle 19 Recommended Data Flags

Three distinct criteria were established to flag the skill data. All three flags affect the presentation of data within the publicly available O*NET Online (online.onetcenter.org). First, the level rating of a skill was flagged as not relevant for a particular occupation if two or fewer of the eight occupational analysts rated its importance as two or greater. Thus, the level rating of a skill is considered not relevant when that construct is not important for performance in a particular occupation. For example, in the Cycle 19 data, the level ratings for Technology Design were considered not relevant for Legal Secretaries (00477.03.1) and Cashiers (00439.03.1) because Technology Design was not considered important for performance in these two occupations. In this cycle, there were 388 not relevant flags (see Table 1 for the number of not relevant flags across the past 10 cycles). To facilitate interpretation of these results, it should be noted that there are 3,150 sets of ratings (90 occupations x 35 skills) in the current cycle. Given this, 12.32% (388/3,150) of the skill ratings were flagged as not relevant. The average percentage of skill ratings flagged as not relevant across the previous 18 cycles is 13.40% ($SD = 3.84\%$); thus, the percentage of ratings flagged due to this criterion in the current cycle is lower than the average cycle.

The skills with the most flags in Cycle 19 include Installation ($n = 72$), Repairing ($n = 55$), and Equipment Maintenance ($n = 55$). Each of these skills has received large numbers of flags in previous cycles. Given that these constructs capture fairly specific technical proficiencies intuitively not required for many occupations, these results are not surprising. In Cycle 11, there was a drastic increase in the number of flags associated with Operations Analysis. In addition, there was a reasonable increase in the flags for Science. Cycle 12 demonstrated a marked reduction in this trend for both of these skills. That trend has continued into the current cycle.

The remaining two criteria involve the recommended suppression of identifying any skill importance or level mean rating that had a standard error of the mean (SE_M) greater than 0.51. These criteria were established to capture those ratings deemed to have insufficient agreement across raters. The value of 0.51 was selected because $1.00/1.96 = 0.51$. An SE_M greater than 0.51 means that the upper and lower bounds of the confidence interval are more than one scale point away from the observed mean. There were no instances in Cycle 19 where the mean importance rating was flagged for insufficient agreement. In fact, no importance ratings received flags for an SE_M greater than 0.51 since Cycle 3.

The results of the suppression criteria for level for the past 10 cycles (Cycles 10-19) are presented in Table 2. There were 12 insufficient agreement flags for level ratings in Cycle 19 (0.38% of the total). Two skills were flagged three times for the level criteria: Quality Control Analysis and Equipment Selection. Six other constructs were flagged once: Science, Operations Analysis, Technology Design, Installation, Operation and Control, and Management of Financial Resources. No other constructs were flagged for the level criterion. When looking at the number of occupations flagged to the total number of occupations in the cycle, the percent of occupations flagged in Cycle 19 increased slightly from Cycle 18 (0.21%). However, Cycle 18 had the lowest percentage of occupations flagged across all cycles. The percentage for Cycle 19 is lower than the percentages for all cycles except Cycles 17 and 18. These findings indicate a relatively high level of agreement among the occupational analysts, suggesting that the analysts have a uniform understanding of the constructs vis-à-vis the occupations examined this cycle. The detailed results of the recommended data flags and suppression criteria are depicted by the shaded cells in the results presented in Appendix B.

Cycle 19 Interrater Agreement

Interrater agreement was assessed to determine the level of absolute agreement among the occupational analysts in ratings within a construct for a particular occupation. Measures of interrater agreement index the extent to which the eight raters provided the same rating regarding the level of a skill (e.g., Reading Comprehension) required to perform within a particular occupation. To examine agreement, we calculated the standard deviation (SD) of ratings across occupational analysts for a given construct and scale for each occupation and the SE_M of these ratings. For both indices, lower values indicate greater agreement, and vice versa.

A summary of these results is shown in Appendix C. The columns labeled “Mean of M_s ” show the mean of the occupational analyst mean importance and level ratings across the 35 skills for each occupation. The columns labeled “Median of SD_s ” show the median of the SD_s associated with each mean importance and level rating across the 35 skills for each occupation. Finally, the columns labeled “Median of SE_{Ms} ” show the median of the SE_{Ms} associated with each mean importance and level rating across the 35 skills for each occupation.

Table 1. Number of Times Skill Level Flagged as Not Relevant

Element Name	Cycle 10 (N = 192)	Cycle 11 (N = 120)	Cycle 12 (N = 107)	Cycle 13 (N = 108)	Cycle 14 (N = 106)	Cycle 15 (N = 126)	Cycle 16 (N = 102)	Cycle 17 (N = 116)	Cycle 18 (N = 110)	Cycle 19 (N = 90)
Reading Comprehension	0	0	0	0	0	0	0	0	0	0
Active Listening	0	0	0	0	0	0	0	0	0	0
Writing	0	0	0	0	0	0	0	0	0	0
Speaking	0	0	0	0	0	0	0	0	0	0
Mathematics	1	0	2	0	1	1	0	0	1	0
Science	27	43	27	23	26	26	33	33	38	29
Critical Thinking	0	0	0	0	0	0	0	0	0	0
Active Learning	0	0	0	0	0	0	0	0	0	0
Learning Strategies	0	0	0	0	0	0	0	0	0	0
Monitoring	0	0	0	0	0	0	0	0	0	0
Social Perceptiveness	0	0	0	0	0	0	0	0	0	0
Coordination	0	0	0	0	0	0	0	0	0	0
Persuasion	0	0	0	0	0	0	0	0	0	0
Negotiation	0	0	0	0	0	0	0	0	0	0
Instructing	0	0	0	0	0	0	0	2	1	0
Service Orientation	0	0	0	0	0	0	0	0	0	0
Complex Problem Solving	0	0	0	0	0	0	0	0	0	0
Operations Analysis	7	62	13	10	5	19	8	10	17	21
Technology Design	14	16	29	8	8	14	10	14	15	12
Equipment Selection	113	67	73	58	45	58	32	50	47	45
Installation	167	100	96	96	80	105	70	90	88	72
Programming	14	25	38	22	27	30	34	30	28	27
Quality Control Analysis	30	15	21	6	6	8	3	5	8	8
Operations Monitoring	0	1	12	2	2	0	1	2	1	0
Operation and Control	59	38	53	31	20	28	15	19	24	29
Equipment Maintenance	132	78	81	73	56	71	36	56	52	55
Troubleshooting	58	31	50	28	17	30	16	23	21	23
Repairing	138	83	82	75	59	73	40	59	55	55
Systems Analysis	1	1	1	0	0	0	0	0	0	0
Systems Evaluation	0	0	0	0	1	0	0	0	0	0
Judg. and Dec. Making	0	0	0	0	0	0	0	0	0	0
Time Management	0	0	0	0	0	0	0	0	0	0
M. of Financial Resources	22	22	17	9	13	9	9	7	8	7
M. of Material Resources	19	12	8	6	9	7	2	5	5	5
M. of Personnel Resources	0	0	0	0	1	0	0	1	0	0
Total Flags out of all possible ratings	11.90% (802/6720)	14.10% (594/4200)	16.10% (603/3745)	11.80% (447/3780)	10.10% (376/3710)	10.86% (479/4410)	8.66% (309/3570)	10.00% (406/4060)	10.62% (409/3850)	12.32% (388/3150)

Table 2. Level Flags Due to Large SEM

Element Name	Cycle 10 (N = 192)	Cycle 11 (N = 120)	Cycle 12 (N = 107)	Cycle 13 (N = 108)	Cycle 14 (N = 106)	Cycle 15 (N = 126)	Cycle 16 (N = 102)	Cycle 17 (N = 116)	Cycle 18 (N = 110)	Cycle 19 (N = 90)
Reading Comprehension	0	0	0	0	0	0	0	0	0	0
Active Listening	0	0	0	0	0	0	0	0	0	0
Writing	0	0	0	0	0	0	0	0	0	0
Speaking	0	0	0	0	0	0	0	0	0	0
Mathematics	1	5	0	0	0	1	0	0	0	0
Science	7	16	8	17	3	2	2	0	0	1
Critical Thinking	1	0	0	0	0	0	0	0	0	0
Active Learning	0	0	0	0	0	0	0	0	0	0
Learning Strategies	0	0	0	0	0	0	0	0	0	0
Monitoring	0	0	0	1	0	0	0	0	0	0
Social Perceptiveness	0	0	0	0	0	0	0	0	0	0
Coordination	1	0	0	0	0	0	0	0	0	0
Persuasion	0	6	0	1	0	0	0	0	0	0
Negotiation	2	0	0	1	0	0	0	0	0	0
Instructing	0	0	0	0	0	0	0	0	0	0
Service Orientation	0	3	0	0	0	0	0	0	0	0
Complex Problem Solving	0	0	0	1	0	1	0	0	0	0
Operations Analysis	33	35	13	35	12	11	6	6	2	1
Technology Design	27	22	7	14	5	5	3	2	0	1
Equipment Selection	19	15	4	8	6	2	2	0	0	3
Installation	18	16	3	4	5	2	2	3	1	1
Programming	30	20	9	15	10	4	2	0	1	0
Quality Control Analysis	21	14	12	12	4	5	3	0	2	3
Operations Monitoring	4	3	1	0	0	0	0	0	0	0
Operation and Control	7	5	4	0	1	1	1	0	0	1
Equipment Maintenance	6	2	2	1	0	0	0	1	1	0
Troubleshooting	8	3	1	4	1	1	1	1	0	0
Repairing	4	1	1	0	1	1	0	0	0	0
Systems Analysis	1	2	2	1	0	0	0	0	0	0
Systems Evaluation	0	3	1	1	0	0	0	0	0	0
Judg. and Dec. Making	0	0	0	0	0	0	0	0	0	0
Time Management	0	0	0	0	0	0	0	0	0	0
M. of Financial Resources	7	7	1	7	1	4	1	0	1	1
M. of Material Resources	7	3	2	7	1	3	0	0	0	0
M. of Personnel Resources	0	1	0	0	0	0	1	0	0	0
Total Flags out of all possible ratings	3.00% (204/6720)	4.30% (182/4200)	1.90% (71/3745)	3.40% (130/3780)	1.30% (50/3710)	0.98% (43/4410)	0.67% (24/3570)	0.32% (13/4060)	0.21% (8/3850)	0.38% (12/3150)

The importance ratings across all occupations had a median SD of 0.46 and a median SE_M of 0.16. The level ratings across occupations also had a median SD of 0.46 and a median SE_M of 0.16. Overall, the results indicate that the ratings made by the occupational analysts were quite consistent for both the importance and level scales.

Cycle 19 Interrater Reliability: Across Constructs within Occupations

To examine the interrater reliability of the Cycle 19 ratings we calculated intraclass correlations ($ICC(C, k)$; McGraw & Wong, 1996) among the occupational analysts' ratings to assess consistency across constructs within occupations. As mentioned previously, this statistic indicates the degree of similarity in the rank ordering and relative distance between the skills on a particular scale within an occupation. Our target level of interrater reliability is a median $ICC(C, k)$ of 0.80 or greater. The value of 0.80 is judged to be a good rule-of-thumb that has been used in multiple contexts, including O*NET (e.g., Clement, Chauvot, Philipp, & Ambrose, 2003; McCloy, Waugh, Medsker, Wall, Rivkin, & Lewis, 1999; Rase & Tognetti-Stuff, 1983).

The results of these analyses are presented in Appendix D. The results revealed high levels of interrater reliability across the 90 Cycle 19 occupations. Specifically, the median ICC for importance ratings for the skills across the occupations was 0.98 ($M = 0.97$, $SD = 0.02$). The median ICC for the level ratings was 0.98 ($M = 0.97$, $SD = 0.02$). The reliability for both the importance and level ratings exceeded the median target coefficient value of 0.80. In fact, none of the importance rating ICC values and only one of the level rating ICC values (Computer Network Architects) fell below 0.85 (0.83). Overall, the results indicate a strong level of agreement in the occupational analysts' ratings.

Cycle 19 Interrater Reliability: Across Occupations within Constructs

Another effective way to evaluate the reliability of the occupational analysts' ratings is to look at the consistency of the ratings across occupations within constructs. This type of reliability is the extent to which raters agree about the order of and relative distance among occupations on a particular scale for a particular construct. For example, is there consistency across raters in how they differentiate among occupations on the required level of the skill Reading Comprehension? To make this evaluation, McGraw and Wong's (1996) $ICC(C, k)$ is calculated for each construct on each scale (instead of for each occupation on each scale as described above). Consequently, each of the 35 skill importance scale ratings will have a reliability value. A median $ICC(C, k)$ across the construct ratings for a particular domain on a particular scale of 0.80 or greater is the target interrater reliability for this coefficient (e.g., the median reliability across 35 skill level ratings should be at least 0.80). Again, the value of 0.80 has been judged to be a good rule-of-thumb.

This reliability analysis was conducted for skills on all occupations in Cycles 1 through 19 and results are presented in Table 3. The reliability analyses are based on 1,816 rating targets¹. The values in the columns titled $ICC(C,1)$ reflect the single rater reliabilities, whereas the values in the columns titled $ICC(C,8)$ reflect the reliability for eight raters. Overall for the skills, the median $ICC(C,8)$ across the construct ratings for importance was 0.88 ($M = 0.88$, $SD = 0.05$) and for level was 0.91 ($M = 0.91$, $SD = 0.04$). This indicates that on the whole, the reliabilities exceeded the target level. The majority of the skills had high $ICC(C,8)$ reliabilities for both importance and level. In fact, there were 11 skills with reliabilities equal to or greater than 0.90 for both importance and level (e.g., Science). However, there are some relatively low reliability coefficients to note.

¹ A rating target refers to a unique instance of an occupation. An occupation can contribute more than one rating target if it has been rated more than once.

Table 3. Interrater Reliabilities and Standard Errors of Measurement for Skills Across Occupations in Cycles 1 through 19

		Cycles 1 through 19 (N = 1,816)					
		Importance			Level		
Skill		ICC(C,1)	ICC(C,8)	SE	ICC(C,1)	ICC(C,8)	SE
1	Reading Comprehension	0.53	0.90	0.17	0.67	0.94	0.20
2	Active Listening	0.44	0.86	0.16	0.57	0.91	0.19
3	Writing	0.57	0.91	0.18	0.69	0.95	0.19
4	Speaking	0.52	0.89	0.16	0.62	0.93	0.19
5	Mathematics	0.51	0.89	0.19	0.60	0.92	0.26
6	Science	0.72	0.95	0.20	0.73	0.96	0.30
7	Critical Thinking	0.46	0.87	0.16	0.54	0.90	0.19
8	Active Learning	0.43	0.86	0.19	0.56	0.91	0.23
9	Learning Strategies	0.51	0.89	0.19	0.60	0.92	0.23
10	Monitoring	0.33	0.80	0.17	0.46	0.87	0.21
11	Social Perceptiveness	0.43	0.86	0.17	0.50	0.89	0.22
12	Coordination	0.37	0.83	0.16	0.38	0.83	0.21
13	Persuasion	0.41	0.85	0.19	0.42	0.85	0.26
14	Negotiation	0.44	0.86	0.18	0.45	0.87	0.24
15	Instructing	0.57	0.91	0.17	0.56	0.91	0.23
16	Service Orientation	0.47	0.88	0.18	0.42	0.86	0.24
17	Complex Problem Solving	0.39	0.84	0.19	0.54	0.90	0.20
18	Operations Analysis	0.47	0.88	0.24	0.53	0.90	0.36
19	Technology Design	0.33	0.80	0.20	0.42	0.85	0.30
20	Equipment Selection	0.62	0.93	0.19	0.62	0.93	0.28
21	Installation	0.57	0.91	0.15	0.56	0.91	0.23
22	Programming	0.44	0.86	0.19	0.52	0.90	0.28
23	Quality Control Analysis	0.53	0.90	0.22	0.57	0.91	0.31
24	Operations Monitoring	0.65	0.94	0.19	0.64	0.93	0.26
25	Operation and Control	0.73	0.96	0.19	0.74	0.96	0.25
26	Equipment Maintenance	0.80	0.97	0.15	0.83	0.97	0.20
27	Troubleshooting	0.69	0.95	0.18	0.72	0.95	0.25
28	Repairing	0.82	0.97	0.14	0.84	0.98	0.19
29	Systems Analysis	0.49	0.89	0.20	0.59	0.92	0.25
30	Systems Evaluation	0.45	0.87	0.21	0.56	0.91	0.27
31	Judg. and Dec. Making	0.41	0.84	0.17	0.56	0.91	0.20
32	Time Management	0.33	0.80	0.16	0.44	0.87	0.19
33	M. of Financial Resources	0.47	0.88	0.19	0.55	0.91	0.30
34	M. of Material Resources	0.39	0.84	0.19	0.47	0.87	0.30
35	M. of Personnel Resources	0.47	0.88	0.18	0.50	0.89	0.24

Note. These ICCs indicate how consistently raters rated (rank ordered) occupations on a given skill.
 SE = Standard error of measurement = Observed score standard deviation times the square root of one minus ICC(C,8).

The lowest skill $ICC(C,8)$ importance reliabilities were found for Technology Design, Time Management, and Monitoring, all of which had importance reliabilities equal to 0.80. These were the same skills with reliabilities below 0.80 from the previous cycle. The construct with the lowest level reliability was Coordination. The reliability for the level of this skill was 0.83, which still exceeds the 0.80 threshold. Even though these skills (Technology Design, Time Management, Monitoring, and Coordination) had the lowest reliabilities compared to other skills this cycle, the reliabilities were still considerably high; the lowest reliability coefficient was at the threshold of 0.80 (Technology Design, Time Management, and Monitoring all had an ICC of 0.80).

Keep in mind that some variation in calculated values is likely to occur by chance. As previously described, the goal was for the $ICC(C,8)$ reliabilities to have a median value of 0.80 or greater across constructs, which was achieved for both importance and level (0.88 and 0.91, respectively). These results suggest that there was a good level of agreement among the raters with respect to the order and relative distance among occupations on particular constructs for importance and level.

Summary

The main findings of the analysis of Cycle 19 analyst ratings were as follows:

- More than 87% of the skill ratings were considered important for performance in a given occupation. Constructs that were flagged because the construct was considered not important for performance were very similar to those flagged in previous cycles and conceptually it is understandable that these constructs may be considered not relevant for the given occupations.
- None of the importance ratings and less than 1% of the level ratings were flagged based on a SE_M greater than 0.51.
- There was strong interrater agreement for this cycle as evidenced by the overall low medians of SE_M values.
- All within-occupation ICC reliabilities were above the target value of 0.80. These high levels of interrater reliability indicate that the occupational analysts rank ordered the skills within each occupation similarly on both importance and level.
- The importance and level median across-occupation ICC reliabilities were above the target value of 0.80. These high levels of interrater reliability indicate that analysts rank ordered occupations within each skill similarly on both importance and level.

Given these results, it appears that the analysts are calibrated with one another and understand the skills and associated definitions. Agreement was high and there is clear evidence regarding the high quality of the data. Nevertheless, project staff will continue to review the constructs and data collection process with returning analysts prior to each new cycle and as needed, throughout a cycle. Also, staff will thoroughly train new analysts, if any.

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Appendix A

Standard O*NET-IDI Codes and Titles for O*NET Analysis Cycle 19 Occupations

IDICode	Occupation Title
00008.03.1	Advertising and Promotions Managers
00007.03.1	Purchasing Managers
01178.03.1	Human Resources Managers
01184.03.1	Education Administrators, Elementary and Secondary School
00018.03.1	Education Administrators, Postsecondary
00041.03.1	Social and Community Service Managers
00208.03.1	Market Research Analysts and Marketing Specialists
01563.02.1	Business Continuity Planners
00051.03.1	Accountants
00047.03.1	Insurance Underwriters
01566.02.1	Risk Management Specialists
00093.03.1	Information Security Analysts
00196.03.1	Computer Programmers
01690.01.1	Computer Network Architects
01518.02.1	Computer Systems Engineers/Architects
01521.02.1	Web Administrators
01574.01.2	Data Warehousing Specialists
00116.03.1	Industrial Safety and Health Engineers
00106.03.1	Mining and Geological Engineers, Including Mining Safety Engineers
01590.02.1	Validation Engineers
01595.02.1	Photonics Engineers
01596.02.1	Robotics Engineers
00136.03.1	Civil Drafters
01600.02.1	Robotics Technicians
00133.03.1	Mechanical Engineering Technicians
00219.03.1	Anthropologists
01239.03.1	Forest and Conservation Technicians
00280.03.1	Educational, Guidance, School, and Vocational Counselors
00227.03.1	Child, Family, and School Social Workers
00239.03.1	Paralegals and Legal Assistants
00259.03.1	Elementary School Teachers, Except Special Education

IDICode	Occupation Title
01284.03.1	Middle School Teachers, Except Special and Career/Technical Education
01285.03.1	Career/Technical Education Teachers, Middle School
01286.03.1	Secondary School Teachers, Except Special and Career/Technical Education
01287.03.1	Career/Technical Education Teachers, Secondary School
01289.03.1	Special Education Teachers, Middle School
01290.03.1	Special Education Teachers, Secondary School
01291.03.1	Adult Basic and Secondary Education and Literacy Teachers and Instructors
00275.03.1	Curators
00278.03.1	Museum Technicians and Conservators
00284.03.1	Instructional Coordinators
00285.03.1	Teacher Assistants
00386.02.1	Choreographers
01308.03.1	Audio and Video Equipment Technicians
00545.03.1	Forest Firefighters
00542.03.1	Fire Investigators
00563.02.1	Animal Control Workers
00575.03.1	Cooks, Restaurant
00578.03.1	Cooks, Short Order
00572.03.1	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop
00568.03.1	Waiters and Waitresses
00566.03.1	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
00651.02.1	Tree Trimmers and Pruners
00601.02.1	Barbers
00603.02.1	Makeup Artists, Theatrical and Performance
00611.03.1	Baggage Porters and Bellhops
01361.02.1	Nannies
01363.03.1	First-Line Supervisors of Retail Sales Workers
00439.03.1	Cashiers
00435.03.1	Retail Salespersons
00424.03.1	Advertising Sales Agents
00416.03.1	Insurance Sales Agents
01371.02.1	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
00465.03.1	Bill and Account Collectors
00450.03.1	Tellers

IDICode	Occupation Title
00472.03.1	Library Assistants, Clerical
00520.02.1	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
00477.03.1	Legal Secretaries
00501.03.1	Computer Operators
00503.02.1	Data Entry Keyers
00462.03.1	Insurance Policy Processing Clerks
00497.03.1	Office Clerks, General
00643.02.1	Animal Breeders
00792.03.1	Brickmasons and Blockmasons
01398.03.1	Cement Masons and Concrete Finishers
00809.02.1	Pile-Driver Operators
01162.02.1	Helpers--Extraction Workers
00724.02.1	Radio Mechanics
00703.03.1	Automotive Master Mechanics
00719.02.1	Outdoor Power Equipment and Other Small Engine Mechanics
01424.02.1	Home Appliance Repairers
00698.03.1	Millwrights
00751.02.1	Watch Repairers
00947.02.1	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
00969.02.1	Metal-Refining Furnace Operators and Tenders
01070.02.1	Pourers and Casters, Metal
00854.02.1	Layout Workers, Metal and Plastic
01084.03.1	Water and Wastewater Treatment Plant and System Operators
01014.02.1	Paper Goods Machine Setters, Operators, and Tenders
01101.03.1	Bus Drivers, Transit and Intercity

Appendix B

Descriptive Statistics for O*NET Analysis Cycle 19 Importance and Level Ratings by Occupations

Explanation of Column Titles:

Occupation:	SOC code for the occupation – The titles associated with each code are shown in Appendix A. Note that each page contains the results for a single occupation.
Element Name:	Skills – The name of each of the 35 O*NET skills. Shaded skills indicate that two or fewer of the eight analysts rated its importance as 2 or greater and, in turn, the level of that construct is flagged as not relevant.
Mean Imp:	Mean Importance Rating – The mean rating across eight raters.
SD Imp:	Standard Deviation of Importance Ratings – The <i>SD</i> of the ratings across eight raters.
SE _M Imp:	Standard Error of the Mean Importance Rating – The <i>SE_M</i> of the ratings across eight raters.
Mean Level:	Mean Level Rating – The mean rating across eight raters.
SD Level:	Standard Deviation of Level Ratings – The <i>SD</i> of the ratings across eight raters.
SE _M Level:	Standard Error of the Mean Level Rating – The <i>SE_M</i> of the ratings across eight raters. Shaded level <i>SE_Ms</i> are flagged for insufficient agreement across raters if the <i>SE_M</i> is greater than 0.51.

Advertising and Promotions Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00008.03.1	Reading Comprehension	3.75	0.46	0.16	4.00	0.00	0.00
00008.03.1	Active Listening	4.13	0.35	0.13	4.13	0.35	0.13
00008.03.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13
00008.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00008.03.1	Mathematics	3.00	0.00	0.00	3.25	0.46	0.16
00008.03.1	Science	1.63	0.52	0.18	0.63	0.52	0.18
00008.03.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
00008.03.1	Active Learning	3.25	0.46	0.16	4.13	0.35	0.13
00008.03.1	Learning Strategies	3.00	0.00	0.00	3.25	0.46	0.16
00008.03.1	Monitoring	3.25	0.46	0.16	4.25	0.46	0.16
00008.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
00008.03.1	Coordination	3.50	0.53	0.19	4.13	0.35	0.13
00008.03.1	Persuasion	3.38	0.52	0.18	3.88	0.64	0.23
00008.03.1	Negotiation	3.13	0.35	0.13	3.75	0.46	0.16
00008.03.1	Instructing	2.88	0.35	0.13	3.00	0.00	0.00
00008.03.1	Service Orientation	3.13	0.35	0.13	3.25	0.46	0.16
00008.03.1	Complex Problem Solving	3.50	0.53	0.19	3.88	0.35	0.13
00008.03.1	Operations Analysis	2.75	0.71	0.25	3.13	0.64	0.23
00008.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00008.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00008.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00008.03.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
00008.03.1	Quality Control Analysis	1.63	0.52	0.18	1.00	0.93	0.33
00008.03.1	Operations Monitoring	1.63	0.52	0.18	0.63	0.52	0.18
00008.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00008.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00008.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00008.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00008.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
00008.03.1	Systems Evaluation	3.13	0.35	0.13	3.75	0.46	0.16
00008.03.1	Judg. and Dec. Making	3.75	0.46	0.16	4.00	0.00	0.00
00008.03.1	Time Management	3.50	0.53	0.19	3.88	0.35	0.13
00008.03.1	M. of Financial Resources	2.75	0.46	0.16	3.63	0.52	0.18
00008.03.1	M. of Material Resources	2.63	0.52	0.18	2.63	0.52	0.18
00008.03.1	M. of Personnel Resources	3.13	0.35	0.13	3.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Purchasing Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00007.03.1	Reading Comprehension	3.75	0.46	0.16	3.75	0.46	0.16
00007.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00007.03.1	Writing	3.75	0.46	0.16	4.00	0.00	0.00
00007.03.1	Speaking	3.88	0.35	0.13	3.88	0.35	0.13
00007.03.1	Mathematics	3.00	0.53	0.19	3.38	0.74	0.26
00007.03.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
00007.03.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
00007.03.1	Active Learning	3.38	0.52	0.18	3.88	0.35	0.13
00007.03.1	Learning Strategies	3.13	0.35	0.13	3.63	0.52	0.18
00007.03.1	Monitoring	3.50	0.53	0.19	3.88	0.35	0.13
00007.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
00007.03.1	Coordination	3.63	0.52	0.18	3.88	0.35	0.13
00007.03.1	Persuasion	3.75	0.46	0.16	3.88	0.35	0.13
00007.03.1	Negotiation	3.75	0.46	0.16	3.88	0.35	0.13
00007.03.1	Instructing	3.25	0.46	0.16	3.63	0.52	0.18
00007.03.1	Service Orientation	3.50	0.53	0.19	3.63	0.52	0.18
00007.03.1	Complex Problem Solving	3.25	0.46	0.16	3.25	0.46	0.16
00007.03.1	Operations Analysis	2.75	0.71	0.25	2.75	0.71	0.25
00007.03.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00007.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00007.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00007.03.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00007.03.1	Quality Control Analysis	2.13	0.99	0.35	1.88	1.55	0.55
00007.03.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
00007.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00007.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00007.03.1	Troubleshooting	1.63	0.74	0.26	0.88	0.99	0.35
00007.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00007.03.1	Systems Analysis	3.25	0.46	0.16	3.63	0.52	0.18
00007.03.1	Systems Evaluation	3.13	0.64	0.23	3.63	0.52	0.18
00007.03.1	Judg. and Dec. Making	3.75	0.46	0.16	3.75	0.46	0.16
00007.03.1	Time Management	3.75	0.46	0.16	3.88	0.35	0.13
00007.03.1	M. of Financial Resources	3.25	0.46	0.16	3.88	0.35	0.13
00007.03.1	M. of Material Resources	3.25	0.46	0.16	3.75	0.46	0.16
00007.03.1	M. of Personnel Resources	3.63	0.52	0.18	4.00	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Human Resources Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01178.03.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
01178.03.1	Active Listening	4.13	0.35	0.13	4.00	0.00	0.00
01178.03.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00
01178.03.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
01178.03.1	Mathematics	2.63	0.52	0.18	3.00	0.00	0.00
01178.03.1	Science	1.63	0.52	0.18	1.00	0.93	0.33
01178.03.1	Critical Thinking	3.75	0.46	0.16	4.13	0.35	0.13
01178.03.1	Active Learning	3.75	0.46	0.16	4.00	0.00	0.00
01178.03.1	Learning Strategies	3.25	0.46	0.16	3.75	0.46	0.16
01178.03.1	Monitoring	3.63	0.52	0.18	4.13	0.35	0.13
01178.03.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.00	0.00
01178.03.1	Coordination	3.88	0.35	0.13	3.88	0.35	0.13
01178.03.1	Persuasion	3.63	0.52	0.18	4.00	0.00	0.00
01178.03.1	Negotiation	3.88	0.35	0.13	4.00	0.00	0.00
01178.03.1	Instructing	3.38	0.52	0.18	3.88	0.35	0.13
01178.03.1	Service Orientation	3.38	0.52	0.18	3.75	0.46	0.16
01178.03.1	Complex Problem Solving	3.88	0.64	0.23	3.75	0.46	0.16
01178.03.1	Operations Analysis	2.25	0.71	0.25	2.00	1.07	0.38
01178.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01178.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01178.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01178.03.1	Programming	1.75	0.46	0.16	1.38	0.92	0.32
01178.03.1	Quality Control Analysis	1.63	0.52	0.18	0.75	0.71	0.25
01178.03.1	Operations Monitoring	1.75	0.46	0.16	0.75	0.46	0.16
01178.03.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
01178.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01178.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01178.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01178.03.1	Systems Analysis	3.63	0.52	0.18	3.63	0.52	0.18
01178.03.1	Systems Evaluation	3.75	0.46	0.16	4.00	0.53	0.19
01178.03.1	Judg. and Dec. Making	4.00	0.53	0.19	4.00	0.00	0.00
01178.03.1	Time Management	3.63	0.52	0.18	4.13	0.35	0.13
01178.03.1	M. of Financial Resources	2.88	0.35	0.13	3.63	0.52	0.18
01178.03.1	M. of Material Resources	2.38	0.52	0.18	2.88	0.35	0.13
01178.03.1	M. of Personnel Resources	4.13	0.35	0.13	4.50	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Education Administrators, Elementary and Secondary School

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01184.03.1	Reading Comprehension	4.25	0.46	0.16	4.63	0.52	0.18
01184.03.1	Active Listening	4.38	0.52	0.18	4.50	0.53	0.19
01184.03.1	Writing	4.13	0.35	0.13	4.38	0.52	0.18
01184.03.1	Speaking	4.38	0.52	0.18	4.38	0.52	0.18
01184.03.1	Mathematics	3.13	0.35	0.13	3.25	0.46	0.16
01184.03.1	Science	1.75	0.46	0.16	1.38	0.92	0.32
01184.03.1	Critical Thinking	4.25	0.46	0.16	4.38	0.52	0.18
01184.03.1	Active Learning	3.88	0.35	0.13	4.13	0.35	0.13
01184.03.1	Learning Strategies	4.25	0.46	0.16	4.63	0.74	0.26
01184.03.1	Monitoring	4.00	0.00	0.00	4.75	0.71	0.25
01184.03.1	Social Perceptiveness	4.25	0.46	0.16	4.25	0.46	0.16
01184.03.1	Coordination	4.00	0.00	0.00	4.13	0.35	0.13
01184.03.1	Persuasion	3.38	0.52	0.18	4.00	0.53	0.19
01184.03.1	Negotiation	3.63	0.52	0.18	3.88	0.35	0.13
01184.03.1	Instructing	3.88	0.35	0.13	4.13	0.35	0.13
01184.03.1	Service Orientation	3.88	0.35	0.13	3.88	0.64	0.23
01184.03.1	Complex Problem Solving	4.00	0.53	0.19	4.25	0.46	0.16
01184.03.1	Operations Analysis	2.25	0.46	0.16	2.38	0.52	0.18
01184.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
01184.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01184.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01184.03.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
01184.03.1	Quality Control Analysis	2.88	0.35	0.13	3.00	0.53	0.19
01184.03.1	Operations Monitoring	1.75	0.46	0.16	0.75	0.46	0.16
01184.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
01184.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01184.03.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
01184.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01184.03.1	Systems Analysis	3.38	0.52	0.18	3.88	0.64	0.23
01184.03.1	Systems Evaluation	3.88	0.64	0.23	4.25	0.89	0.31
01184.03.1	Judg. and Dec. Making	4.13	0.35	0.13	4.38	0.74	0.26
01184.03.1	Time Management	3.88	0.35	0.13	4.13	0.35	0.13
01184.03.1	M. of Financial Resources	3.38	0.52	0.18	4.00	0.53	0.19
01184.03.1	M. of Material Resources	3.13	0.35	0.13	3.25	0.46	0.16
01184.03.1	M. of Personnel Resources	4.00	0.00	0.00	4.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Education Administrators, Postsecondary

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00018.03.1	Reading Comprehension	4.13	0.35	0.13	4.63	0.52	0.18
00018.03.1	Active Listening	4.00	0.00	0.00	4.25	0.46	0.16
00018.03.1	Writing	4.00	0.00	0.00	4.25	0.46	0.16
00018.03.1	Speaking	4.00	0.00	0.00	4.25	0.46	0.16
00018.03.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
00018.03.1	Science	1.50	0.53	0.19	0.50	0.53	0.19
00018.03.1	Critical Thinking	4.13	0.35	0.13	4.25	0.46	0.16
00018.03.1	Active Learning	3.88	0.35	0.13	4.00	0.00	0.00
00018.03.1	Learning Strategies	3.75	0.46	0.16	4.00	0.00	0.00
00018.03.1	Monitoring	4.00	0.00	0.00	4.25	0.46	0.16
00018.03.1	Social Perceptiveness	3.75	0.46	0.16	4.00	0.00	0.00
00018.03.1	Coordination	3.63	0.52	0.18	4.00	0.00	0.00
00018.03.1	Persuasion	3.63	0.52	0.18	3.75	0.46	0.16
00018.03.1	Negotiation	3.63	0.52	0.18	3.75	0.46	0.16
00018.03.1	Instructing	4.00	0.00	0.00	4.00	0.00	0.00
00018.03.1	Service Orientation	3.50	0.53	0.19	3.88	0.35	0.13
00018.03.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
00018.03.1	Operations Analysis	1.63	0.92	0.32	0.88	1.36	0.48
00018.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00018.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00018.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00018.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
00018.03.1	Quality Control Analysis	1.38	0.74	0.26	0.50	1.07	0.38
00018.03.1	Operations Monitoring	2.00	0.53	0.19	1.38	0.92	0.32
00018.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00018.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00018.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00018.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00018.03.1	Systems Analysis	3.25	0.46	0.16	3.75	0.46	0.16
00018.03.1	Systems Evaluation	3.25	0.46	0.16	3.75	0.46	0.16
00018.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.53	0.19
00018.03.1	Time Management	4.00	0.00	0.00	4.00	0.00	0.00
00018.03.1	M. of Financial Resources	3.13	0.64	0.23	3.13	0.64	0.23
00018.03.1	M. of Material Resources	2.88	0.35	0.13	3.50	0.53	0.19
00018.03.1	M. of Personnel Resources	3.75	0.46	0.16	4.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Social and Community Service Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00041.03.1	Reading Comprehension	3.75	0.46	0.16	4.13	0.35	0.13
00041.03.1	Active Listening	3.88	0.35	0.13	4.25	0.46	0.16
00041.03.1	Writing	3.75	0.46	0.16	4.00	0.53	0.19
00041.03.1	Speaking	3.75	0.46	0.16	4.13	0.35	0.13
00041.03.1	Mathematics	2.63	0.52	0.18	3.13	0.83	0.30
00041.03.1	Science	2.25	0.71	0.25	2.00	1.07	0.38
00041.03.1	Critical Thinking	3.88	0.35	0.13	4.13	0.35	0.13
00041.03.1	Active Learning	3.88	0.35	0.13	3.88	0.35	0.13
00041.03.1	Learning Strategies	3.63	0.52	0.18	3.75	0.46	0.16
00041.03.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
00041.03.1	Social Perceptiveness	4.00	0.00	0.00	4.63	0.52	0.18
00041.03.1	Coordination	3.88	0.35	0.13	4.00	0.00	0.00
00041.03.1	Persuasion	3.25	0.46	0.16	3.75	0.46	0.16
00041.03.1	Negotiation	3.25	0.46	0.16	3.75	0.46	0.16
00041.03.1	Instructing	3.50	0.53	0.19	3.88	0.35	0.13
00041.03.1	Service Orientation	4.00	0.00	0.00	4.00	0.00	0.00
00041.03.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
00041.03.1	Operations Analysis	2.63	0.52	0.18	3.38	0.74	0.26
00041.03.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00041.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00041.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00041.03.1	Programming	1.75	0.46	0.16	0.88	0.64	0.23
00041.03.1	Quality Control Analysis	2.00	0.00	0.00	1.63	0.52	0.18
00041.03.1	Operations Monitoring	2.13	0.35	0.13	2.25	0.46	0.16
00041.03.1	Operation and Control	2.00	0.00	0.00	1.63	0.52	0.18
00041.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00041.03.1	Troubleshooting	1.50	0.53	0.19	0.75	0.89	0.31
00041.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00041.03.1	Systems Analysis	3.75	0.46	0.16	3.75	0.46	0.16
00041.03.1	Systems Evaluation	3.75	0.46	0.16	3.88	0.35	0.13
00041.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.13	0.35	0.13
00041.03.1	Time Management	3.88	0.35	0.13	4.00	0.00	0.00
00041.03.1	M. of Financial Resources	2.63	0.92	0.32	3.13	1.46	0.52
00041.03.1	M. of Material Resources	2.38	0.74	0.26	2.38	1.19	0.42
00041.03.1	M. of Personnel Resources	3.88	0.35	0.13	4.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Market Research Analysts and Marketing Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00208.03.1	Reading Comprehension	4.00	0.00	0.00	4.63	0.52	0.18
00208.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00208.03.1	Writing	4.00	0.00	0.00	4.13	0.35	0.13
00208.03.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00208.03.1	Mathematics	3.25	0.46	0.16	3.38	0.52	0.18
00208.03.1	Science	2.25	0.46	0.16	2.25	0.46	0.16
00208.03.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
00208.03.1	Active Learning	3.50	0.76	0.27	4.00	0.53	0.19
00208.03.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
00208.03.1	Monitoring	3.25	0.46	0.16	3.63	0.52	0.18
00208.03.1	Social Perceptiveness	3.13	0.35	0.13	3.38	0.52	0.18
00208.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00208.03.1	Persuasion	3.13	0.35	0.13	3.25	0.46	0.16
00208.03.1	Negotiation	2.63	0.52	0.18	2.75	0.46	0.16
00208.03.1	Instructing	2.75	0.46	0.16	3.00	0.00	0.00
00208.03.1	Service Orientation	2.88	0.64	0.23	2.88	0.64	0.23
00208.03.1	Complex Problem Solving	3.88	0.35	0.13	3.75	0.46	0.16
00208.03.1	Operations Analysis	2.88	0.35	0.13	3.13	0.35	0.13
00208.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00208.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00208.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00208.03.1	Programming	2.13	0.64	0.23	2.00	0.93	0.33
00208.03.1	Quality Control Analysis	1.63	0.52	0.18	0.88	0.83	0.30
00208.03.1	Operations Monitoring	1.88	0.35	0.13	1.38	0.74	0.26
00208.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00208.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00208.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00208.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00208.03.1	Systems Analysis	3.13	0.35	0.13	3.88	0.35	0.13
00208.03.1	Systems Evaluation	3.13	0.35	0.13	3.88	0.35	0.13
00208.03.1	Judg. and Dec. Making	3.63	0.52	0.18	4.13	0.35	0.13
00208.03.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
00208.03.1	M. of Financial Resources	1.75	0.46	0.16	1.63	1.06	0.38
00208.03.1	M. of Material Resources	1.75	0.46	0.16	1.38	0.92	0.32
00208.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Business Continuity Planners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01563.02.1	Reading Comprehension	3.88	0.35	0.13	4.13	0.35	0.13
01563.02.1	Active Listening	3.75	0.46	0.16	3.88	0.35	0.13
01563.02.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00
01563.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01563.02.1	Mathematics	2.75	0.46	0.16	2.88	0.35	0.13
01563.02.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
01563.02.1	Critical Thinking	3.88	0.35	0.13	4.50	0.53	0.19
01563.02.1	Active Learning	3.75	0.46	0.16	3.75	0.46	0.16
01563.02.1	Learning Strategies	3.13	0.35	0.13	3.63	0.52	0.18
01563.02.1	Monitoring	3.50	0.53	0.19	3.88	0.35	0.13
01563.02.1	Social Perceptiveness	3.38	0.52	0.18	3.50	0.53	0.19
01563.02.1	Coordination	3.63	0.52	0.18	3.75	0.46	0.16
01563.02.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
01563.02.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
01563.02.1	Instructing	3.13	0.35	0.13	3.75	0.46	0.16
01563.02.1	Service Orientation	3.38	0.52	0.18	3.63	0.52	0.18
01563.02.1	Complex Problem Solving	4.00	0.00	0.00	4.75	0.46	0.16
01563.02.1	Operations Analysis	2.75	0.46	0.16	2.75	0.46	0.16
01563.02.1	Technology Design	1.88	0.35	0.13	1.50	0.76	0.27
01563.02.1	Equipment Selection	1.25	0.71	0.25	0.25	0.71	0.25
01563.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01563.02.1	Programming	2.00	0.53	0.19	1.25	0.89	0.31
01563.02.1	Quality Control Analysis	2.38	1.06	0.38	2.25	1.49	0.53
01563.02.1	Operations Monitoring	2.00	0.00	0.00	2.38	0.52	0.18
01563.02.1	Operation and Control	1.13	0.35	0.13	0.25	0.71	0.25
01563.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01563.02.1	Troubleshooting	1.50	0.53	0.19	0.88	0.99	0.35
01563.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01563.02.1	Systems Analysis	3.88	0.35	0.13	4.00	0.53	0.19
01563.02.1	Systems Evaluation	3.63	0.52	0.18	3.75	0.46	0.16
01563.02.1	Judg. and Dec. Making	4.00	0.53	0.19	4.00	0.00	0.00
01563.02.1	Time Management	3.38	0.52	0.18	3.38	0.52	0.18
01563.02.1	M. of Financial Resources	2.75	0.46	0.16	3.25	0.89	0.31
01563.02.1	M. of Material Resources	2.75	0.46	0.16	2.75	0.46	0.16
01563.02.1	M. of Personnel Resources	3.00	0.00	0.00	3.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Accountants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00051.03.1	Reading Comprehension	3.88	0.35	0.13	3.88	0.35	0.13
00051.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00051.03.1	Writing	3.63	0.52	0.18	3.25	0.46	0.16
00051.03.1	Speaking	3.75	0.46	0.16	3.75	0.46	0.16
00051.03.1	Mathematics	3.88	0.35	0.13	4.00	0.00	0.00
00051.03.1	Science	1.88	0.35	0.13	1.63	0.74	0.26
00051.03.1	Critical Thinking	3.88	0.35	0.13	3.75	0.46	0.16
00051.03.1	Active Learning	3.13	0.35	0.13	3.25	0.46	0.16
00051.03.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
00051.03.1	Monitoring	3.38	0.52	0.18	3.38	0.52	0.18
00051.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00051.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00051.03.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
00051.03.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
00051.03.1	Instructing	2.75	0.46	0.16	2.88	0.35	0.13
00051.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00051.03.1	Complex Problem Solving	3.25	0.46	0.16	3.13	0.35	0.13
00051.03.1	Operations Analysis	2.50	0.53	0.19	2.75	0.46	0.16
00051.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00051.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00051.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00051.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
00051.03.1	Quality Control Analysis	1.50	1.07	0.38	0.50	1.07	0.38
00051.03.1	Operations Monitoring	1.88	0.35	0.13	1.13	0.64	0.23
00051.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00051.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00051.03.1	Troubleshooting	1.25	0.71	0.25	0.38	1.06	0.38
00051.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00051.03.1	Systems Analysis	3.25	0.46	0.16	3.63	0.52	0.18
00051.03.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.00	0.00
00051.03.1	Judg. and Dec. Making	3.50	0.53	0.19	3.50	0.53	0.19
00051.03.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
00051.03.1	M. of Financial Resources	2.50	0.76	0.27	2.38	0.74	0.26
00051.03.1	M. of Material Resources	2.00	0.00	0.00	1.50	0.53	0.19
00051.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Insurance Underwriters

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00047.03.1	Reading Comprehension	3.75	0.46	0.16	3.75	0.46	0.16
00047.03.1	Active Listening	3.75	0.46	0.16	4.00	0.00	0.00
00047.03.1	Writing	3.75	0.46	0.16	3.75	0.46	0.16
00047.03.1	Speaking	3.63	0.52	0.18	3.63	0.52	0.18
00047.03.1	Mathematics	2.88	0.35	0.13	2.88	0.35	0.13
00047.03.1	Science	1.38	0.52	0.18	0.38	0.52	0.18
00047.03.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
00047.03.1	Active Learning	3.13	0.64	0.23	3.38	0.52	0.18
00047.03.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
00047.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00047.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00047.03.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
00047.03.1	Persuasion	2.88	0.35	0.13	2.75	0.46	0.16
00047.03.1	Negotiation	2.75	0.46	0.16	2.88	0.35	0.13
00047.03.1	Instructing	2.75	0.46	0.16	2.63	0.52	0.18
00047.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00047.03.1	Complex Problem Solving	3.13	0.35	0.13	3.13	0.35	0.13
00047.03.1	Operations Analysis	1.88	0.35	0.13	1.75	0.71	0.25
00047.03.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
00047.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00047.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00047.03.1	Programming	1.50	0.53	0.19	0.75	0.89	0.31
00047.03.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
00047.03.1	Operations Monitoring	1.88	0.35	0.13	0.88	0.35	0.13
00047.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00047.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00047.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00047.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00047.03.1	Systems Analysis	2.75	0.46	0.16	3.00	0.53	0.19
00047.03.1	Systems Evaluation	2.75	0.46	0.16	3.00	0.53	0.19
00047.03.1	Judg. and Dec. Making	3.50	0.53	0.19	3.50	0.53	0.19
00047.03.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00047.03.1	M. of Financial Resources	2.00	0.00	0.00	1.13	0.35	0.13
00047.03.1	M. of Material Resources	2.00	0.00	0.00	1.00	0.00	0.00
00047.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.25	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Risk Management Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01566.02.1	Reading Comprehension	4.00	0.53	0.19	4.50	0.53	0.19
01566.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01566.02.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13
01566.02.1	Speaking	3.88	0.35	0.13	3.88	0.35	0.13
01566.02.1	Mathematics	3.50	0.76	0.27	4.00	0.53	0.19
01566.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01566.02.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01566.02.1	Active Learning	3.25	0.46	0.16	3.75	0.46	0.16
01566.02.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01566.02.1	Monitoring	3.13	0.35	0.13	3.50	0.53	0.19
01566.02.1	Social Perceptiveness	3.00	0.00	0.00	3.13	0.35	0.13
01566.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01566.02.1	Persuasion	3.00	0.00	0.00	3.38	0.52	0.18
01566.02.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01566.02.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01566.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01566.02.1	Complex Problem Solving	3.38	0.52	0.18	3.88	0.64	0.23
01566.02.1	Operations Analysis	2.13	0.64	0.23	2.00	1.20	0.42
01566.02.1	Technology Design	2.00	0.76	0.27	1.38	1.06	0.38
01566.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01566.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01566.02.1	Programming	2.00	0.53	0.19	2.25	1.16	0.41
01566.02.1	Quality Control Analysis	2.13	0.35	0.13	1.63	0.74	0.26
01566.02.1	Operations Monitoring	2.00	0.00	0.00	1.75	0.46	0.16
01566.02.1	Operation and Control	1.50	0.53	0.19	0.75	0.89	0.31
01566.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01566.02.1	Troubleshooting	1.63	0.52	0.18	0.88	0.83	0.30
01566.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01566.02.1	Systems Analysis	3.88	0.35	0.13	3.88	0.35	0.13
01566.02.1	Systems Evaluation	3.75	0.46	0.16	3.88	0.35	0.13
01566.02.1	Judg. and Dec. Making	3.50	0.53	0.19	3.88	0.35	0.13
01566.02.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01566.02.1	M. of Financial Resources	2.25	0.46	0.16	2.88	0.64	0.23
01566.02.1	M. of Material Resources	2.25	0.46	0.16	2.50	0.53	0.19
01566.02.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Information Security Analysts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00093.03.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
00093.03.1	Active Listening	3.75	0.46	0.16	3.88	0.35	0.13
00093.03.1	Writing	3.50	0.53	0.19	3.75	0.46	0.16
00093.03.1	Speaking	3.63	0.52	0.18	3.75	0.46	0.16
00093.03.1	Mathematics	2.25	0.46	0.16	2.38	0.74	0.26
00093.03.1	Science	1.88	0.64	0.23	1.63	1.06	0.38
00093.03.1	Critical Thinking	3.88	0.35	0.13	4.13	0.35	0.13
00093.03.1	Active Learning	3.25	0.46	0.16	3.88	0.35	0.13
00093.03.1	Learning Strategies	2.88	0.35	0.13	3.13	0.35	0.13
00093.03.1	Monitoring	3.38	0.52	0.18	3.88	0.64	0.23
00093.03.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
00093.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00093.03.1	Persuasion	2.63	0.52	0.18	2.88	0.35	0.13
00093.03.1	Negotiation	2.63	0.52	0.18	2.75	0.46	0.16
00093.03.1	Instructing	2.88	0.35	0.13	3.13	0.35	0.13
00093.03.1	Service Orientation	2.88	0.35	0.13	2.75	0.46	0.16
00093.03.1	Complex Problem Solving	3.75	0.46	0.16	3.63	0.52	0.18
00093.03.1	Operations Analysis	2.50	0.76	0.27	2.50	1.07	0.38
00093.03.1	Technology Design	2.13	0.35	0.13	2.13	0.35	0.13
00093.03.1	Equipment Selection	1.75	0.71	0.25	1.00	1.07	0.38
00093.03.1	Installation	1.50	0.53	0.19	0.50	0.53	0.19
00093.03.1	Programming	2.63	0.52	0.18	2.25	0.46	0.16
00093.03.1	Quality Control Analysis	3.00	0.00	0.00	3.13	0.35	0.13
00093.03.1	Operations Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
00093.03.1	Operation and Control	1.75	0.46	0.16	0.88	0.64	0.23
00093.03.1	Equipment Maintenance	1.63	0.52	0.18	0.88	0.83	0.30
00093.03.1	Troubleshooting	2.13	0.35	0.13	1.88	0.64	0.23
00093.03.1	Repairing	1.63	0.52	0.18	0.75	0.71	0.25
00093.03.1	Systems Analysis	3.38	0.52	0.18	3.38	0.52	0.18
00093.03.1	Systems Evaluation	3.00	0.53	0.19	3.38	0.52	0.18
00093.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.63	0.52	0.18
00093.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00093.03.1	M. of Financial Resources	1.75	0.46	0.16	1.13	0.83	0.30
00093.03.1	M. of Material Resources	1.75	0.46	0.16	1.00	0.76	0.27
00093.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Computer Programmers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00196.03.1	Reading Comprehension	3.38	1.06	0.38	3.50	1.41	0.50
00196.03.1	Active Listening	3.75	0.46	0.16	4.00	0.00	0.00
00196.03.1	Writing	3.25	0.46	0.16	3.25	0.46	0.16
00196.03.1	Speaking	3.13	0.35	0.13	3.38	0.52	0.18
00196.03.1	Mathematics	3.13	0.35	0.13	3.13	0.35	0.13
00196.03.1	Science	2.75	0.71	0.25	2.75	0.71	0.25
00196.03.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
00196.03.1	Active Learning	3.13	0.35	0.13	3.25	0.46	0.16
00196.03.1	Learning Strategies	2.38	0.52	0.18	2.63	0.52	0.18
00196.03.1	Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
00196.03.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
00196.03.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
00196.03.1	Persuasion	2.63	0.52	0.18	2.75	0.46	0.16
00196.03.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
00196.03.1	Instructing	2.50	0.53	0.19	3.13	0.35	0.13
00196.03.1	Service Orientation	2.25	0.46	0.16	2.88	0.64	0.23
00196.03.1	Complex Problem Solving	3.75	0.46	0.16	3.88	0.35	0.13
00196.03.1	Operations Analysis	3.13	0.64	0.23	3.75	0.71	0.25
00196.03.1	Technology Design	2.75	0.71	0.25	2.38	0.74	0.26
00196.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00196.03.1	Installation	1.25	0.71	0.25	0.38	1.06	0.38
00196.03.1	Programming	4.75	0.46	0.16	4.88	0.35	0.13
00196.03.1	Quality Control Analysis	3.50	0.76	0.27	3.50	0.76	0.27
00196.03.1	Operations Monitoring	2.25	0.46	0.16	2.13	0.35	0.13
00196.03.1	Operation and Control	1.13	0.35	0.13	0.25	0.71	0.25
00196.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00196.03.1	Troubleshooting	2.25	0.46	0.16	1.63	0.92	0.32
00196.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00196.03.1	Systems Analysis	3.38	0.52	0.18	3.25	0.46	0.16
00196.03.1	Systems Evaluation	3.13	0.64	0.23	3.63	0.52	0.18
00196.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.25	0.46	0.16
00196.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00196.03.1	M. of Financial Resources	2.00	0.00	0.00	1.50	0.76	0.27
00196.03.1	M. of Material Resources	2.00	0.00	0.00	1.25	0.46	0.16
00196.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.75	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Computer Network Architects

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01690.01.1	Reading Comprehension	3.88	0.35	0.13	4.25	0.46	0.16
01690.01.1	Active Listening	3.88	0.35	0.13	3.75	0.71	0.25
01690.01.1	Writing	3.63	0.52	0.18	3.75	0.71	0.25
01690.01.1	Speaking	3.75	0.46	0.16	4.00	0.53	0.19
01690.01.1	Mathematics	3.25	0.46	0.16	3.88	0.83	0.30
01690.01.1	Science	2.13	1.13	0.40	1.63	1.41	0.50
01690.01.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01690.01.1	Active Learning	3.25	0.46	0.16	3.63	0.74	0.26
01690.01.1	Learning Strategies	2.88	0.64	0.23	3.25	0.71	0.25
01690.01.1	Monitoring	3.25	0.46	0.16	3.50	0.76	0.27
01690.01.1	Social Perceptiveness	3.13	0.64	0.23	3.00	0.53	0.19
01690.01.1	Coordination	3.50	0.76	0.27	3.50	0.53	0.19
01690.01.1	Persuasion	3.13	0.35	0.13	3.38	0.52	0.18
01690.01.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01690.01.1	Instructing	3.00	0.00	0.00	3.50	0.53	0.19
01690.01.1	Service Orientation	2.88	0.35	0.13	3.25	0.71	0.25
01690.01.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.64	0.23
01690.01.1	Operations Analysis	2.75	1.16	0.41	2.88	1.89	0.67
01690.01.1	Technology Design	3.13	0.64	0.23	3.25	1.39	0.49
01690.01.1	Equipment Selection	2.50	0.76	0.27	2.88	1.36	0.48
01690.01.1	Installation	1.75	0.71	0.25	1.88	1.73	0.61
01690.01.1	Programming	3.50	1.07	0.38	3.38	0.92	0.32
01690.01.1	Quality Control Analysis	3.13	0.64	0.23	3.63	0.92	0.32
01690.01.1	Operations Monitoring	3.00	0.53	0.19	3.13	0.83	0.30
01690.01.1	Operation and Control	2.50	0.93	0.33	2.25	1.39	0.49
01690.01.1	Equipment Maintenance	2.25	0.89	0.31	2.38	1.30	0.46
01690.01.1	Troubleshooting	2.88	0.35	0.13	3.50	0.93	0.33
01690.01.1	Repairing	2.00	0.76	0.27	1.50	1.41	0.50
01690.01.1	Systems Analysis	3.63	0.52	0.18	3.88	0.35	0.13
01690.01.1	Systems Evaluation	3.63	0.74	0.26	3.88	0.83	0.30
01690.01.1	Judg. and Dec. Making	3.75	0.46	0.16	4.13	0.64	0.23
01690.01.1	Time Management	3.25	0.46	0.16	3.13	0.35	0.13
01690.01.1	M. of Financial Resources	2.38	0.74	0.26	2.50	1.31	0.46
01690.01.1	M. of Material Resources	2.38	0.74	0.26	2.25	1.04	0.37
01690.01.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.64	0.23

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Computer Systems Engineers/Architects

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01518.02.1	Reading Comprehension	4.13	0.35	0.13	4.25	0.46	0.16
01518.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01518.02.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00
01518.02.1	Speaking	3.75	0.46	0.16	3.88	0.35	0.13
01518.02.1	Mathematics	3.13	0.35	0.13	3.25	0.46	0.16
01518.02.1	Science	3.13	0.35	0.13	3.50	0.53	0.19
01518.02.1	Critical Thinking	4.13	0.35	0.13	3.88	0.35	0.13
01518.02.1	Active Learning	3.75	0.46	0.16	4.00	0.00	0.00
01518.02.1	Learning Strategies	3.00	0.00	0.00	3.25	0.46	0.16
01518.02.1	Monitoring	3.50	0.53	0.19	3.75	0.46	0.16
01518.02.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01518.02.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
01518.02.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
01518.02.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01518.02.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
01518.02.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
01518.02.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
01518.02.1	Operations Analysis	3.75	0.71	0.25	4.50	0.76	0.27
01518.02.1	Technology Design	2.38	0.74	0.26	2.38	0.74	0.26
01518.02.1	Equipment Selection	1.50	0.53	0.19	1.38	1.51	0.53
01518.02.1	Installation	1.63	0.52	0.18	1.13	0.99	0.35
01518.02.1	Programming	3.38	0.52	0.18	4.13	0.35	0.13
01518.02.1	Quality Control Analysis	3.00	0.53	0.19	3.75	0.71	0.25
01518.02.1	Operations Monitoring	2.88	0.35	0.13	2.88	0.64	0.23
01518.02.1	Operation and Control	1.50	0.53	0.19	0.75	0.89	0.31
01518.02.1	Equipment Maintenance	1.50	0.53	0.19	1.13	1.36	0.48
01518.02.1	Troubleshooting	2.50	0.53	0.19	2.50	0.76	0.27
01518.02.1	Repairing	1.50	0.53	0.19	0.88	0.99	0.35
01518.02.1	Systems Analysis	3.88	0.35	0.13	4.00	0.00	0.00
01518.02.1	Systems Evaluation	4.00	0.00	0.00	4.25	0.46	0.16
01518.02.1	Judg. and Dec. Making	3.38	0.52	0.18	4.00	0.00	0.00
01518.02.1	Time Management	3.25	0.46	0.16	3.38	0.52	0.18
01518.02.1	M. of Financial Resources	2.38	0.52	0.18	2.75	0.71	0.25
01518.02.1	M. of Material Resources	2.13	0.35	0.13	2.13	0.35	0.13
01518.02.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Web Administrators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01521.02.1	Reading Comprehension	3.88	0.35	0.13	4.13	0.35	0.13
01521.02.1	Active Listening	3.75	0.46	0.16	3.88	0.35	0.13
01521.02.1	Writing	3.25	0.46	0.16	3.38	0.52	0.18
01521.02.1	Speaking	3.25	0.46	0.16	3.50	0.53	0.19
01521.02.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
01521.02.1	Science	2.13	0.64	0.23	2.38	1.06	0.38
01521.02.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
01521.02.1	Active Learning	3.13	0.35	0.13	3.75	0.71	0.25
01521.02.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01521.02.1	Monitoring	3.38	0.52	0.18	3.50	0.76	0.27
01521.02.1	Social Perceptiveness	2.88	0.35	0.13	3.00	0.00	0.00
01521.02.1	Coordination	3.00	0.00	0.00	3.25	0.46	0.16
01521.02.1	Persuasion	2.50	0.76	0.27	2.63	1.19	0.42
01521.02.1	Negotiation	2.50	0.53	0.19	2.75	0.46	0.16
01521.02.1	Instructing	3.00	0.00	0.00	3.63	0.52	0.18
01521.02.1	Service Orientation	2.88	0.35	0.13	2.88	0.35	0.13
01521.02.1	Complex Problem Solving	3.75	0.46	0.16	3.88	0.35	0.13
01521.02.1	Operations Analysis	2.75	0.46	0.16	3.50	0.53	0.19
01521.02.1	Technology Design	2.38	0.74	0.26	2.25	1.04	0.37
01521.02.1	Equipment Selection	1.75	0.71	0.25	1.38	1.51	0.53
01521.02.1	Installation	1.63	0.52	0.18	1.00	0.93	0.33
01521.02.1	Programming	3.13	0.35	0.13	2.88	0.35	0.13
01521.02.1	Quality Control Analysis	3.13	0.35	0.13	3.38	0.52	0.18
01521.02.1	Operations Monitoring	2.38	0.52	0.18	2.25	0.46	0.16
01521.02.1	Operation and Control	1.75	0.46	0.16	1.13	0.83	0.30
01521.02.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
01521.02.1	Troubleshooting	2.50	0.53	0.19	3.00	0.00	0.00
01521.02.1	Repairing	1.13	0.35	0.13	0.13	0.35	0.13
01521.02.1	Systems Analysis	3.25	0.46	0.16	3.38	0.52	0.18
01521.02.1	Systems Evaluation	3.38	0.52	0.18	3.38	0.74	0.26
01521.02.1	Judg. and Dec. Making	3.38	0.52	0.18	3.38	0.52	0.18
01521.02.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01521.02.1	M. of Financial Resources	2.00	0.53	0.19	1.75	0.89	0.31
01521.02.1	M. of Material Resources	1.88	0.35	0.13	1.38	0.74	0.26
01521.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Data Warehousing Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01574.01.2	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01574.01.2	Active Listening	3.50	0.76	0.27	3.63	0.74	0.26
01574.01.2	Writing	3.25	0.46	0.16	3.38	0.74	0.26
01574.01.2	Speaking	3.38	0.52	0.18	3.63	0.52	0.18
01574.01.2	Mathematics	3.00	0.00	0.00	3.25	0.46	0.16
01574.01.2	Science	1.88	0.99	0.35	1.25	1.49	0.53
01574.01.2	Critical Thinking	3.88	0.35	0.13	3.88	0.35	0.13
01574.01.2	Active Learning	3.00	0.00	0.00	3.25	0.46	0.16
01574.01.2	Learning Strategies	2.63	0.52	0.18	2.75	0.46	0.16
01574.01.2	Monitoring	2.88	0.35	0.13	3.13	0.64	0.23
01574.01.2	Social Perceptiveness	3.00	0.76	0.27	3.00	0.76	0.27
01574.01.2	Coordination	3.13	0.64	0.23	3.38	0.52	0.18
01574.01.2	Persuasion	2.75	0.46	0.16	3.13	0.64	0.23
01574.01.2	Negotiation	2.63	0.52	0.18	2.63	0.52	0.18
01574.01.2	Instructing	2.63	0.52	0.18	3.38	0.74	0.26
01574.01.2	Service Orientation	2.63	0.74	0.26	2.63	1.06	0.38
01574.01.2	Complex Problem Solving	3.63	0.52	0.18	3.50	0.53	0.19
01574.01.2	Operations Analysis	2.75	0.89	0.31	3.38	1.41	0.50
01574.01.2	Technology Design	2.63	0.92	0.32	2.75	1.67	0.59
01574.01.2	Equipment Selection	1.50	0.93	0.33	0.88	1.64	0.58
01574.01.2	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01574.01.2	Programming	3.75	0.89	0.31	3.75	1.28	0.45
01574.01.2	Quality Control Analysis	2.38	1.06	0.38	2.25	1.58	0.56
01574.01.2	Operations Monitoring	2.50	0.76	0.27	2.25	1.28	0.45
01574.01.2	Operation and Control	1.88	0.83	0.30	1.63	1.51	0.53
01574.01.2	Equipment Maintenance	1.13	0.35	0.13	0.25	0.71	0.25
01574.01.2	Troubleshooting	1.63	0.74	0.26	1.00	1.20	0.42
01574.01.2	Repairing	1.13	0.35	0.13	0.25	0.71	0.25
01574.01.2	Systems Analysis	3.50	0.53	0.19	3.50	0.53	0.19
01574.01.2	Systems Evaluation	3.25	0.89	0.31	3.50	1.07	0.38
01574.01.2	Judg. and Dec. Making	3.38	0.52	0.18	3.63	0.52	0.18
01574.01.2	Time Management	2.88	0.35	0.13	2.75	0.46	0.16
01574.01.2	M. of Financial Resources	1.75	0.46	0.16	1.38	1.06	0.38
01574.01.2	M. of Material Resources	1.88	0.64	0.23	1.63	1.19	0.42
01574.01.2	M. of Personnel Resources	2.13	0.83	0.30	2.00	1.31	0.46

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Industrial Safety and Health Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00116.03.1	Reading Comprehension	4.00	0.00	0.00	4.88	0.35	0.13
00116.03.1	Active Listening	3.88	0.35	0.13	4.38	0.52	0.18
00116.03.1	Writing	4.00	0.00	0.00	4.25	0.46	0.16
00116.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00116.03.1	Mathematics	3.13	0.35	0.13	4.00	0.00	0.00
00116.03.1	Science	3.38	0.52	0.18	3.75	0.46	0.16
00116.03.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
00116.03.1	Active Learning	3.75	0.46	0.16	4.38	0.52	0.18
00116.03.1	Learning Strategies	3.38	0.52	0.18	3.75	0.46	0.16
00116.03.1	Monitoring	3.75	0.46	0.16	4.38	0.52	0.18
00116.03.1	Social Perceptiveness	3.63	0.52	0.18	3.50	0.53	0.19
00116.03.1	Coordination	3.13	0.35	0.13	3.63	0.52	0.18
00116.03.1	Persuasion	3.25	0.46	0.16	3.75	0.46	0.16
00116.03.1	Negotiation	3.00	0.00	0.00	3.25	0.46	0.16
00116.03.1	Instructing	3.25	0.46	0.16	3.88	0.35	0.13
00116.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
00116.03.1	Complex Problem Solving	3.75	0.46	0.16	4.13	0.35	0.13
00116.03.1	Operations Analysis	2.75	0.46	0.16	3.25	0.46	0.16
00116.03.1	Technology Design	2.38	0.52	0.18	2.50	0.53	0.19
00116.03.1	Equipment Selection	1.75	0.46	0.16	1.25	0.89	0.31
00116.03.1	Installation	1.88	0.35	0.13	2.00	0.93	0.33
00116.03.1	Programming	2.13	0.64	0.23	1.88	0.83	0.30
00116.03.1	Quality Control Analysis	3.25	0.46	0.16	3.25	0.46	0.16
00116.03.1	Operations Monitoring	3.00	0.53	0.19	3.25	0.46	0.16
00116.03.1	Operation and Control	2.25	0.46	0.16	2.38	0.52	0.18
00116.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00116.03.1	Troubleshooting	2.63	0.52	0.18	2.63	0.52	0.18
00116.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00116.03.1	Systems Analysis	3.88	0.35	0.13	3.88	0.35	0.13
00116.03.1	Systems Evaluation	3.88	0.35	0.13	4.00	0.53	0.19
00116.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.00	0.00
00116.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00116.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
00116.03.1	M. of Material Resources	2.00	0.00	0.00	1.88	0.64	0.23
00116.03.1	M. of Personnel Resources	3.00	0.00	0.00	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Mining and Geological Engineers, Including Mining Safety Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00106.03.1	Reading Comprehension	4.00	0.00	0.00	4.75	0.46	0.16
00106.03.1	Active Listening	3.88	0.35	0.13	4.00	0.53	0.19
00106.03.1	Writing	4.00	0.00	0.00	4.25	0.46	0.16
00106.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00106.03.1	Mathematics	3.75	0.46	0.16	4.63	0.52	0.18
00106.03.1	Science	3.50	0.53	0.19	4.00	0.53	0.19
00106.03.1	Critical Thinking	4.00	0.00	0.00	4.50	0.53	0.19
00106.03.1	Active Learning	3.50	0.53	0.19	4.13	0.35	0.13
00106.03.1	Learning Strategies	3.13	0.35	0.13	3.38	0.52	0.18
00106.03.1	Monitoring	3.75	0.46	0.16	4.50	0.53	0.19
00106.03.1	Social Perceptiveness	2.88	0.35	0.13	3.25	0.46	0.16
00106.03.1	Coordination	3.50	0.53	0.19	3.75	0.46	0.16
00106.03.1	Persuasion	2.88	0.35	0.13	3.38	0.52	0.18
00106.03.1	Negotiation	2.88	0.35	0.13	3.25	0.46	0.16
00106.03.1	Instructing	3.13	0.35	0.13	3.50	0.53	0.19
00106.03.1	Service Orientation	2.63	0.52	0.18	2.63	0.52	0.18
00106.03.1	Complex Problem Solving	4.13	0.35	0.13	4.38	0.52	0.18
00106.03.1	Operations Analysis	3.13	0.35	0.13	4.13	0.35	0.13
00106.03.1	Technology Design	2.50	0.76	0.27	2.88	1.25	0.44
00106.03.1	Equipment Selection	2.25	0.46	0.16	2.50	0.76	0.27
00106.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00106.03.1	Programming	2.63	0.52	0.18	3.00	0.53	0.19
00106.03.1	Quality Control Analysis	2.88	0.35	0.13	3.50	0.53	0.19
00106.03.1	Operations Monitoring	3.00	0.00	0.00	3.38	0.52	0.18
00106.03.1	Operation and Control	2.00	0.00	0.00	2.00	0.00	0.00
00106.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00106.03.1	Troubleshooting	1.88	0.35	0.13	1.88	0.83	0.30
00106.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00106.03.1	Systems Analysis	3.75	0.46	0.16	4.00	0.00	0.00
00106.03.1	Systems Evaluation	3.75	0.46	0.16	4.25	0.46	0.16
00106.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.63	0.52	0.18
00106.03.1	Time Management	3.38	0.52	0.18	3.88	0.35	0.13
00106.03.1	M. of Financial Resources	2.88	0.35	0.13	3.75	0.71	0.25
00106.03.1	M. of Material Resources	3.00	0.00	0.00	3.25	0.46	0.16
00106.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Validation Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01590.02.1	Reading Comprehension	4.13	0.35	0.13	4.50	0.53	0.19
01590.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01590.02.1	Writing	4.00	0.53	0.19	4.13	0.35	0.13
01590.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01590.02.1	Mathematics	3.13	0.35	0.13	3.63	0.74	0.26
01590.02.1	Science	3.75	0.46	0.16	4.38	0.52	0.18
01590.02.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
01590.02.1	Active Learning	3.25	0.46	0.16	3.63	0.74	0.26
01590.02.1	Learning Strategies	3.00	0.00	0.00	3.13	0.35	0.13
01590.02.1	Monitoring	3.88	0.35	0.13	4.00	0.53	0.19
01590.02.1	Social Perceptiveness	3.13	0.64	0.23	3.00	0.53	0.19
01590.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
01590.02.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
01590.02.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
01590.02.1	Instructing	2.75	0.46	0.16	3.13	0.35	0.13
01590.02.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
01590.02.1	Complex Problem Solving	3.75	0.46	0.16	4.00	0.00	0.00
01590.02.1	Operations Analysis	3.00	0.00	0.00	4.00	0.53	0.19
01590.02.1	Technology Design	1.88	0.35	0.13	1.25	0.71	0.25
01590.02.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01590.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01590.02.1	Programming	1.88	0.35	0.13	1.00	0.53	0.19
01590.02.1	Quality Control Analysis	3.00	0.53	0.19	3.13	0.64	0.23
01590.02.1	Operations Monitoring	3.13	0.35	0.13	3.25	0.46	0.16
01590.02.1	Operation and Control	2.13	0.35	0.13	2.13	0.35	0.13
01590.02.1	Equipment Maintenance	1.38	0.74	0.26	0.63	1.19	0.42
01590.02.1	Troubleshooting	2.25	0.46	0.16	2.25	0.46	0.16
01590.02.1	Repairing	1.13	0.35	0.13	0.25	0.71	0.25
01590.02.1	Systems Analysis	3.13	0.35	0.13	3.63	0.52	0.18
01590.02.1	Systems Evaluation	3.13	0.35	0.13	3.38	0.74	0.26
01590.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.63	0.52	0.18
01590.02.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01590.02.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
01590.02.1	M. of Material Resources	2.00	0.00	0.00	2.00	0.00	0.00
01590.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Photonics Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01595.02.1	Reading Comprehension	3.88	0.35	0.13	5.00	0.00	0.00
01595.02.1	Active Listening	3.75	0.46	0.16	4.13	0.35	0.13
01595.02.1	Writing	3.88	0.35	0.13	4.75	0.46	0.16
01595.02.1	Speaking	3.63	0.52	0.18	4.00	0.53	0.19
01595.02.1	Mathematics	3.63	0.52	0.18	4.88	0.64	0.23
01595.02.1	Science	3.50	0.53	0.19	4.00	0.53	0.19
01595.02.1	Critical Thinking	4.00	0.00	0.00	4.75	0.46	0.16
01595.02.1	Active Learning	3.63	0.52	0.18	5.00	0.53	0.19
01595.02.1	Learning Strategies	3.00	0.00	0.00	3.25	0.46	0.16
01595.02.1	Monitoring	3.00	0.00	0.00	3.63	0.52	0.18
01595.02.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
01595.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
01595.02.1	Persuasion	2.63	0.74	0.26	2.75	1.16	0.41
01595.02.1	Negotiation	2.50	0.76	0.27	2.63	1.06	0.38
01595.02.1	Instructing	3.00	0.00	0.00	3.50	0.53	0.19
01595.02.1	Service Orientation	2.50	0.53	0.19	2.63	0.52	0.18
01595.02.1	Complex Problem Solving	3.38	0.52	0.18	4.00	0.00	0.00
01595.02.1	Operations Analysis	3.25	0.46	0.16	3.88	0.64	0.23
01595.02.1	Technology Design	3.25	0.46	0.16	3.88	0.35	0.13
01595.02.1	Equipment Selection	2.88	0.35	0.13	3.50	0.53	0.19
01595.02.1	Installation	1.25	0.46	0.16	0.25	0.46	0.16
01595.02.1	Programming	2.25	0.46	0.16	2.75	0.46	0.16
01595.02.1	Quality Control Analysis	3.00	0.00	0.00	4.00	0.00	0.00
01595.02.1	Operations Monitoring	2.88	0.35	0.13	3.50	0.53	0.19
01595.02.1	Operation and Control	2.88	0.35	0.13	3.00	0.00	0.00
01595.02.1	Equipment Maintenance	2.13	0.35	0.13	2.25	0.46	0.16
01595.02.1	Troubleshooting	2.75	0.46	0.16	3.25	0.46	0.16
01595.02.1	Repairing	2.63	0.52	0.18	3.00	0.00	0.00
01595.02.1	Systems Analysis	3.13	0.35	0.13	4.00	0.00	0.00
01595.02.1	Systems Evaluation	3.13	0.35	0.13	3.75	0.46	0.16
01595.02.1	Judg. and Dec. Making	3.38	0.52	0.18	4.00	0.00	0.00
01595.02.1	Time Management	2.88	0.35	0.13	3.00	0.53	0.19
01595.02.1	M. of Financial Resources	1.75	0.46	0.16	1.38	0.92	0.32
01595.02.1	M. of Material Resources	2.00	0.00	0.00	2.00	0.00	0.00
01595.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.50	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Robotics Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01596.02.1	Reading Comprehension	3.88	0.35	0.13	4.88	0.35	0.13
01596.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01596.02.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13
01596.02.1	Speaking	3.25	0.46	0.16	3.88	0.35	0.13
01596.02.1	Mathematics	3.75	0.46	0.16	4.63	0.74	0.26
01596.02.1	Science	3.13	0.35	0.13	3.75	0.46	0.16
01596.02.1	Critical Thinking	4.00	0.00	0.00	4.63	0.52	0.18
01596.02.1	Active Learning	3.75	0.46	0.16	4.50	0.76	0.27
01596.02.1	Learning Strategies	3.38	0.74	0.26	3.75	0.46	0.16
01596.02.1	Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
01596.02.1	Social Perceptiveness	3.00	0.00	0.00	3.50	0.53	0.19
01596.02.1	Coordination	3.38	0.52	0.18	3.75	0.46	0.16
01596.02.1	Persuasion	3.00	0.00	0.00	3.38	0.52	0.18
01596.02.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
01596.02.1	Instructing	3.00	0.53	0.19	3.50	0.53	0.19
01596.02.1	Service Orientation	2.38	0.52	0.18	2.25	0.46	0.16
01596.02.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.64	0.23
01596.02.1	Operations Analysis	3.25	0.71	0.25	4.00	0.53	0.19
01596.02.1	Technology Design	3.38	0.52	0.18	4.13	0.35	0.13
01596.02.1	Equipment Selection	3.13	0.64	0.23	4.13	0.99	0.35
01596.02.1	Installation	2.50	0.76	0.27	3.25	1.39	0.49
01596.02.1	Programming	3.13	0.64	0.23	3.88	0.83	0.30
01596.02.1	Quality Control Analysis	3.63	0.74	0.26	4.25	1.04	0.37
01596.02.1	Operations Monitoring	3.63	0.52	0.18	3.75	0.46	0.16
01596.02.1	Operation and Control	2.88	0.35	0.13	3.38	0.74	0.26
01596.02.1	Equipment Maintenance	3.38	0.74	0.26	3.75	0.71	0.25
01596.02.1	Troubleshooting	3.63	0.74	0.26	3.88	0.83	0.30
01596.02.1	Repairing	2.88	0.35	0.13	3.75	0.71	0.25
01596.02.1	Systems Analysis	3.88	0.35	0.13	4.00	0.53	0.19
01596.02.1	Systems Evaluation	3.38	0.52	0.18	4.13	0.64	0.23
01596.02.1	Judg. and Dec. Making	3.88	0.35	0.13	4.13	0.35	0.13
01596.02.1	Time Management	3.63	0.52	0.18	4.00	0.00	0.00
01596.02.1	M. of Financial Resources	2.63	0.52	0.18	2.63	0.52	0.18
01596.02.1	M. of Material Resources	2.13	0.35	0.13	2.25	0.46	0.16
01596.02.1	M. of Personnel Resources	3.13	0.35	0.13	3.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Civil Drafters

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00136.03.1	Reading Comprehension	3.63	0.52	0.18	3.88	0.35	0.13
00136.03.1	Active Listening	3.63	0.52	0.18	3.25	0.46	0.16
00136.03.1	Writing	3.13	0.35	0.13	3.38	0.52	0.18
00136.03.1	Speaking	3.13	0.35	0.13	3.13	0.35	0.13
00136.03.1	Mathematics	3.00	0.00	0.00	3.63	0.52	0.18
00136.03.1	Science	2.13	0.35	0.13	2.25	0.46	0.16
00136.03.1	Critical Thinking	3.25	0.46	0.16	3.38	0.52	0.18
00136.03.1	Active Learning	3.00	0.53	0.19	2.88	0.35	0.13
00136.03.1	Learning Strategies	2.38	0.52	0.18	2.88	0.35	0.13
00136.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00136.03.1	Social Perceptiveness	2.88	0.35	0.13	2.75	0.46	0.16
00136.03.1	Coordination	2.75	0.46	0.16	2.75	0.46	0.16
00136.03.1	Persuasion	2.63	0.52	0.18	2.50	0.53	0.19
00136.03.1	Negotiation	2.38	0.52	0.18	2.38	0.52	0.18
00136.03.1	Instructing	2.63	0.52	0.18	2.88	0.35	0.13
00136.03.1	Service Orientation	2.63	0.52	0.18	2.50	0.53	0.19
00136.03.1	Complex Problem Solving	3.13	0.35	0.13	3.13	0.35	0.13
00136.03.1	Operations Analysis	3.00	0.53	0.19	3.00	0.53	0.19
00136.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
00136.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00136.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00136.03.1	Programming	2.00	0.53	0.19	1.13	0.64	0.23
00136.03.1	Quality Control Analysis	2.38	0.74	0.26	2.50	1.20	0.42
00136.03.1	Operations Monitoring	2.00	0.00	0.00	2.13	0.64	0.23
00136.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00136.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00136.03.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
00136.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00136.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
00136.03.1	Systems Evaluation	2.75	0.46	0.16	3.00	0.00	0.00
00136.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00136.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00136.03.1	M. of Financial Resources	1.88	0.35	0.13	1.13	0.64	0.23
00136.03.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
00136.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.75	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Robotics Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01600.02.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01600.02.1	Active Listening	3.75	0.46	0.16	3.63	0.52	0.18
01600.02.1	Writing	3.25	0.46	0.16	3.13	0.35	0.13
01600.02.1	Speaking	3.25	0.46	0.16	3.25	0.46	0.16
01600.02.1	Mathematics	3.00	0.00	0.00	3.75	0.46	0.16
01600.02.1	Science	2.75	0.46	0.16	3.25	0.46	0.16
01600.02.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
01600.02.1	Active Learning	3.13	0.35	0.13	3.63	0.52	0.18
01600.02.1	Learning Strategies	3.00	0.00	0.00	3.13	0.35	0.13
01600.02.1	Monitoring	3.13	0.35	0.13	3.25	0.46	0.16
01600.02.1	Social Perceptiveness	2.88	0.35	0.13	2.75	0.46	0.16
01600.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
01600.02.1	Persuasion	2.50	0.53	0.19	2.63	0.52	0.18
01600.02.1	Negotiation	2.38	0.52	0.18	2.25	0.46	0.16
01600.02.1	Instructing	2.88	0.35	0.13	3.13	0.35	0.13
01600.02.1	Service Orientation	2.88	0.35	0.13	3.00	0.00	0.00
01600.02.1	Complex Problem Solving	3.75	0.46	0.16	3.63	0.52	0.18
01600.02.1	Operations Analysis	2.25	0.46	0.16	2.25	0.46	0.16
01600.02.1	Technology Design	2.75	0.46	0.16	2.88	0.35	0.13
01600.02.1	Equipment Selection	3.13	0.35	0.13	3.25	0.46	0.16
01600.02.1	Installation	3.13	0.64	0.23	3.25	0.46	0.16
01600.02.1	Programming	2.88	0.35	0.13	2.75	0.46	0.16
01600.02.1	Quality Control Analysis	3.63	0.52	0.18	3.88	0.35	0.13
01600.02.1	Operations Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
01600.02.1	Operation and Control	3.38	0.52	0.18	3.63	0.52	0.18
01600.02.1	Equipment Maintenance	3.88	0.35	0.13	3.88	0.35	0.13
01600.02.1	Troubleshooting	4.00	0.00	0.00	4.00	0.00	0.00
01600.02.1	Repairing	4.00	0.00	0.00	4.00	0.00	0.00
01600.02.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01600.02.1	Systems Evaluation	3.13	0.35	0.13	3.25	0.46	0.16
01600.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.13	0.35	0.13
01600.02.1	Time Management	3.13	0.35	0.13	2.88	0.35	0.13
01600.02.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
01600.02.1	M. of Material Resources	1.75	0.46	0.16	1.25	0.89	0.31
01600.02.1	M. of Personnel Resources	2.50	0.53	0.19	2.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Mechanical Engineering Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00133.03.1	Reading Comprehension	3.88	0.35	0.13	4.13	0.35	0.13
00133.03.1	Active Listening	3.63	0.74	0.26	3.63	0.52	0.18
00133.03.1	Writing	3.50	0.53	0.19	3.50	0.53	0.19
00133.03.1	Speaking	3.50	0.53	0.19	3.50	0.53	0.19
00133.03.1	Mathematics	3.13	0.35	0.13	3.38	0.74	0.26
00133.03.1	Science	2.88	0.35	0.13	3.00	0.53	0.19
00133.03.1	Critical Thinking	3.63	0.52	0.18	3.75	0.71	0.25
00133.03.1	Active Learning	3.25	0.46	0.16	3.25	0.71	0.25
00133.03.1	Learning Strategies	2.88	0.35	0.13	3.13	0.35	0.13
00133.03.1	Monitoring	3.38	0.52	0.18	3.38	0.52	0.18
00133.03.1	Social Perceptiveness	2.88	0.35	0.13	3.00	0.53	0.19
00133.03.1	Coordination	3.38	0.52	0.18	3.25	0.46	0.16
00133.03.1	Persuasion	2.75	0.46	0.16	2.75	0.46	0.16
00133.03.1	Negotiation	2.75	0.46	0.16	2.38	0.52	0.18
00133.03.1	Instructing	2.88	0.35	0.13	3.00	0.00	0.00
00133.03.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
00133.03.1	Complex Problem Solving	3.50	0.53	0.19	3.25	0.46	0.16
00133.03.1	Operations Analysis	2.25	0.46	0.16	2.88	0.64	0.23
00133.03.1	Technology Design	2.13	0.35	0.13	2.13	0.35	0.13
00133.03.1	Equipment Selection	2.63	0.52	0.18	2.50	0.76	0.27
00133.03.1	Installation	1.13	0.35	0.13	0.25	0.71	0.25
00133.03.1	Programming	2.00	0.53	0.19	1.25	0.89	0.31
00133.03.1	Quality Control Analysis	3.25	0.46	0.16	3.38	0.52	0.18
00133.03.1	Operations Monitoring	3.63	0.52	0.18	3.25	0.46	0.16
00133.03.1	Operation and Control	3.13	0.35	0.13	3.13	0.35	0.13
00133.03.1	Equipment Maintenance	2.50	0.53	0.19	2.63	0.52	0.18
00133.03.1	Troubleshooting	3.00	0.53	0.19	3.13	0.35	0.13
00133.03.1	Repairing	2.63	0.52	0.18	2.75	0.46	0.16
00133.03.1	Systems Analysis	3.00	0.53	0.19	3.00	0.53	0.19
00133.03.1	Systems Evaluation	2.88	0.64	0.23	3.13	0.35	0.13
00133.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.25	0.46	0.16
00133.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00133.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
00133.03.1	M. of Material Resources	1.75	0.46	0.16	0.88	0.64	0.23
00133.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.75	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Anthropologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00219.03.1	Reading Comprehension	4.25	0.46	0.16	5.00	0.00	0.00
00219.03.1	Active Listening	4.00	0.53	0.19	4.38	0.52	0.18
00219.03.1	Writing	4.25	0.46	0.16	5.13	0.35	0.13
00219.03.1	Speaking	4.00	0.00	0.00	4.88	0.35	0.13
00219.03.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
00219.03.1	Science	4.00	0.53	0.19	4.63	0.52	0.18
00219.03.1	Critical Thinking	4.00	0.00	0.00	4.50	0.53	0.19
00219.03.1	Active Learning	4.00	0.00	0.00	4.38	0.52	0.18
00219.03.1	Learning Strategies	3.38	0.52	0.18	4.00	0.53	0.19
00219.03.1	Monitoring	3.13	0.35	0.13	3.63	0.52	0.18
00219.03.1	Social Perceptiveness	3.75	0.46	0.16	4.00	0.00	0.00
00219.03.1	Coordination	3.00	0.00	0.00	3.25	0.46	0.16
00219.03.1	Persuasion	2.88	0.35	0.13	3.13	0.64	0.23
00219.03.1	Negotiation	2.38	0.74	0.26	2.50	1.07	0.38
00219.03.1	Instructing	3.25	0.46	0.16	4.00	0.00	0.00
00219.03.1	Service Orientation	2.63	0.52	0.18	2.63	0.52	0.18
00219.03.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
00219.03.1	Operations Analysis	2.63	0.52	0.18	3.13	0.35	0.13
00219.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00219.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00219.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00219.03.1	Programming	1.75	0.46	0.16	1.25	0.89	0.31
00219.03.1	Quality Control Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00219.03.1	Operations Monitoring	1.63	0.52	0.18	0.63	0.52	0.18
00219.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00219.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00219.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00219.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00219.03.1	Systems Analysis	3.25	0.46	0.16	3.88	0.35	0.13
00219.03.1	Systems Evaluation	3.00	0.00	0.00	3.50	0.53	0.19
00219.03.1	Judg. and Dec. Making	3.75	0.46	0.16	4.13	0.35	0.13
00219.03.1	Time Management	3.00	0.53	0.19	3.25	0.46	0.16
00219.03.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
00219.03.1	M. of Material Resources	1.88	0.35	0.13	1.25	0.71	0.25
00219.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Forest and Conservation Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01239.03.1	Reading Comprehension	3.38	0.52	0.18	3.75	0.46	0.16
01239.03.1	Active Listening	3.75	0.46	0.16	3.75	0.46	0.16
01239.03.1	Writing	3.00	0.00	0.00	3.13	0.35	0.13
01239.03.1	Speaking	3.25	0.46	0.16	3.50	0.53	0.19
01239.03.1	Mathematics	2.75	0.46	0.16	2.75	0.46	0.16
01239.03.1	Science	2.75	0.46	0.16	2.25	0.46	0.16
01239.03.1	Critical Thinking	3.75	0.46	0.16	3.38	0.52	0.18
01239.03.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
01239.03.1	Learning Strategies	3.00	0.53	0.19	3.00	0.00	0.00
01239.03.1	Monitoring	3.13	0.35	0.13	3.63	0.52	0.18
01239.03.1	Social Perceptiveness	3.13	0.35	0.13	3.13	0.35	0.13
01239.03.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
01239.03.1	Persuasion	2.88	0.35	0.13	3.13	0.35	0.13
01239.03.1	Negotiation	2.25	0.46	0.16	2.38	0.52	0.18
01239.03.1	Instructing	3.13	0.64	0.23	3.00	0.00	0.00
01239.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
01239.03.1	Complex Problem Solving	3.00	0.00	0.00	3.00	0.00	0.00
01239.03.1	Operations Analysis	1.88	0.35	0.13	1.13	0.64	0.23
01239.03.1	Technology Design	2.00	0.53	0.19	1.13	0.64	0.23
01239.03.1	Equipment Selection	2.13	0.35	0.13	1.88	0.35	0.13
01239.03.1	Installation	1.25	0.46	0.16	0.25	0.46	0.16
01239.03.1	Programming	2.00	0.53	0.19	1.63	0.92	0.32
01239.03.1	Quality Control Analysis	2.63	0.52	0.18	2.75	0.46	0.16
01239.03.1	Operations Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
01239.03.1	Operation and Control	2.75	0.46	0.16	2.88	0.35	0.13
01239.03.1	Equipment Maintenance	2.00	0.00	0.00	1.88	0.35	0.13
01239.03.1	Troubleshooting	2.00	0.00	0.00	2.00	0.00	0.00
01239.03.1	Repairing	2.00	0.00	0.00	1.88	0.35	0.13
01239.03.1	Systems Analysis	3.00	0.53	0.19	3.00	0.00	0.00
01239.03.1	Systems Evaluation	2.75	0.46	0.16	3.00	0.00	0.00
01239.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.38	0.52	0.18
01239.03.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
01239.03.1	M. of Financial Resources	2.00	0.00	0.00	1.38	0.52	0.18
01239.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
01239.03.1	M. of Personnel Resources	2.88	0.64	0.23	3.13	0.64	0.23

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Educational, Guidance, School, and Vocational Counselors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00280.03.1	Reading Comprehension	4.13	0.35	0.13	4.25	0.46	0.16
00280.03.1	Active Listening	4.38	0.52	0.18	4.13	0.35	0.13
00280.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
00280.03.1	Speaking	4.25	0.46	0.16	4.00	0.00	0.00
00280.03.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
00280.03.1	Science	1.63	0.52	0.18	0.63	0.52	0.18
00280.03.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
00280.03.1	Active Learning	3.88	0.35	0.13	3.88	0.35	0.13
00280.03.1	Learning Strategies	3.75	0.46	0.16	3.63	0.52	0.18
00280.03.1	Monitoring	3.75	0.46	0.16	3.75	0.46	0.16
00280.03.1	Social Perceptiveness	4.25	0.46	0.16	5.13	0.35	0.13
00280.03.1	Coordination	3.88	0.35	0.13	3.88	0.35	0.13
00280.03.1	Persuasion	3.88	0.35	0.13	3.88	0.35	0.13
00280.03.1	Negotiation	3.75	0.46	0.16	3.25	0.46	0.16
00280.03.1	Instructing	3.88	0.35	0.13	3.50	0.53	0.19
00280.03.1	Service Orientation	4.13	0.35	0.13	4.00	0.00	0.00
00280.03.1	Complex Problem Solving	3.88	0.35	0.13	3.75	0.46	0.16
00280.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00280.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00280.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00280.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00280.03.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
00280.03.1	Quality Control Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00280.03.1	Operations Monitoring	1.88	0.35	0.13	1.00	0.53	0.19
00280.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00280.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00280.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00280.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00280.03.1	Systems Analysis	3.25	0.46	0.16	3.13	0.35	0.13
00280.03.1	Systems Evaluation	3.13	0.35	0.13	3.38	0.52	0.18
00280.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.00	0.00
00280.03.1	Time Management	3.38	0.52	0.18	3.88	0.35	0.13
00280.03.1	M. of Financial Resources	1.50	0.53	0.19	0.63	0.74	0.26
00280.03.1	M. of Material Resources	1.50	0.53	0.19	0.63	0.74	0.26
00280.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Child, Family, and School Social Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00227.03.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
00227.03.1	Active Listening	4.88	0.35	0.13	4.75	0.46	0.16
00227.03.1	Writing	3.75	0.46	0.16	4.13	0.35	0.13
00227.03.1	Speaking	4.50	0.53	0.19	4.13	0.35	0.13
00227.03.1	Mathematics	2.00	0.00	0.00	1.88	0.35	0.13
00227.03.1	Science	2.25	0.89	0.31	2.00	1.31	0.46
00227.03.1	Critical Thinking	4.13	0.35	0.13	4.25	0.46	0.16
00227.03.1	Active Learning	3.38	0.52	0.18	3.75	0.46	0.16
00227.03.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
00227.03.1	Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
00227.03.1	Social Perceptiveness	4.13	0.35	0.13	4.63	0.52	0.18
00227.03.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
00227.03.1	Persuasion	3.75	0.46	0.16	3.88	0.35	0.13
00227.03.1	Negotiation	3.75	0.46	0.16	4.00	0.00	0.00
00227.03.1	Instructing	3.13	0.35	0.13	3.25	0.46	0.16
00227.03.1	Service Orientation	4.00	0.00	0.00	4.13	0.35	0.13
00227.03.1	Complex Problem Solving	3.88	0.35	0.13	3.50	0.53	0.19
00227.03.1	Operations Analysis	2.63	0.52	0.18	3.00	0.93	0.33
00227.03.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
00227.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00227.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00227.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
00227.03.1	Quality Control Analysis	1.75	0.46	0.16	1.00	0.76	0.27
00227.03.1	Operations Monitoring	2.13	0.35	0.13	2.00	0.53	0.19
00227.03.1	Operation and Control	2.00	0.00	0.00	1.63	0.52	0.18
00227.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00227.03.1	Troubleshooting	1.50	0.53	0.19	0.63	0.74	0.26
00227.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00227.03.1	Systems Analysis	3.13	0.35	0.13	3.00	0.00	0.00
00227.03.1	Systems Evaluation	2.88	0.35	0.13	3.13	0.35	0.13
00227.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.00	0.00	0.00
00227.03.1	Time Management	3.75	0.46	0.16	3.88	0.35	0.13
00227.03.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
00227.03.1	M. of Material Resources	1.38	0.52	0.18	0.38	0.52	0.18
00227.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Paralegals and Legal Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00239.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00239.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00239.03.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13
00239.03.1	Speaking	3.75	0.46	0.16	3.75	0.46	0.16
00239.03.1	Mathematics	1.88	0.35	0.13	1.63	0.92	0.32
00239.03.1	Science	1.63	0.52	0.18	0.75	0.71	0.25
00239.03.1	Critical Thinking	3.38	0.52	0.18	3.50	0.53	0.19
00239.03.1	Active Learning	3.13	0.35	0.13	3.25	0.46	0.16
00239.03.1	Learning Strategies	2.25	0.46	0.16	2.13	0.35	0.13
00239.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00239.03.1	Social Perceptiveness	2.88	0.35	0.13	3.13	0.35	0.13
00239.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00239.03.1	Persuasion	2.75	0.46	0.16	2.88	0.35	0.13
00239.03.1	Negotiation	2.50	0.53	0.19	2.50	0.53	0.19
00239.03.1	Instructing	2.00	0.53	0.19	2.00	0.93	0.33
00239.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00239.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00239.03.1	Operations Analysis	1.50	0.53	0.19	0.50	0.53	0.19
00239.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00239.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
00239.03.1	Quality Control Analysis	1.25	0.46	0.16	0.25	0.46	0.16
00239.03.1	Operations Monitoring	1.75	0.46	0.16	0.75	0.46	0.16
00239.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	Systems Analysis	2.25	0.46	0.16	2.13	0.35	0.13
00239.03.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
00239.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00239.03.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
00239.03.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	M. of Material Resources	1.00	0.00	0.00	0.00	0.00	0.00
00239.03.1	M. of Personnel Resources	2.00	0.53	0.19	1.75	0.71	0.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Elementary School Teachers, Except Special Education

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00259.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00259.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00259.03.1	Writing	3.88	0.35	0.13	3.88	0.35	0.13
00259.03.1	Speaking	4.25	0.46	0.16	4.00	0.00	0.00
00259.03.1	Mathematics	2.88	0.35	0.13	2.75	0.46	0.16
00259.03.1	Science	2.13	0.35	0.13	1.75	0.46	0.16
00259.03.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
00259.03.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
00259.03.1	Learning Strategies	4.13	0.35	0.13	4.50	0.53	0.19
00259.03.1	Monitoring	3.88	0.35	0.13	4.25	0.46	0.16
00259.03.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.53	0.19
00259.03.1	Coordination	3.88	0.35	0.13	3.63	0.52	0.18
00259.03.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
00259.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
00259.03.1	Instructing	4.25	0.46	0.16	4.13	0.35	0.13
00259.03.1	Service Orientation	3.63	0.52	0.18	3.38	0.52	0.18
00259.03.1	Complex Problem Solving	3.25	0.46	0.16	3.38	0.52	0.18
00259.03.1	Operations Analysis	2.00	0.53	0.19	1.63	0.92	0.32
00259.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00259.03.1	Equipment Selection	1.50	0.53	0.19	0.50	0.53	0.19
00259.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00259.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00259.03.1	Quality Control Analysis	2.00	0.53	0.19	1.13	0.64	0.23
00259.03.1	Operations Monitoring	1.75	0.46	0.16	0.88	0.64	0.23
00259.03.1	Operation and Control	1.38	0.52	0.18	0.38	0.52	0.18
00259.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00259.03.1	Troubleshooting	1.25	0.46	0.16	0.25	0.46	0.16
00259.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00259.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
00259.03.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
00259.03.1	Judg. and Dec. Making	3.75	0.46	0.16	3.63	0.52	0.18
00259.03.1	Time Management	3.50	0.53	0.19	3.38	0.52	0.18
00259.03.1	M. of Financial Resources	1.13	0.35	0.13	0.25	0.71	0.25
00259.03.1	M. of Material Resources	1.75	0.46	0.16	1.00	0.76	0.27
00259.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Middle School Teachers, Except Special and Career/Technical Education

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01284.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
01284.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01284.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
01284.03.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
01284.03.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
01284.03.1	Science	1.63	0.74	0.26	0.88	1.13	0.40
01284.03.1	Critical Thinking	3.63	0.52	0.18	3.63	0.52	0.18
01284.03.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01284.03.1	Learning Strategies	4.00	0.00	0.00	4.00	0.00	0.00
01284.03.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
01284.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
01284.03.1	Coordination	3.63	0.52	0.18	3.63	0.52	0.18
01284.03.1	Persuasion	3.13	0.35	0.13	3.13	0.35	0.13
01284.03.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
01284.03.1	Instructing	4.13	0.35	0.13	4.00	0.00	0.00
01284.03.1	Service Orientation	3.38	0.52	0.18	3.38	0.52	0.18
01284.03.1	Complex Problem Solving	3.75	0.46	0.16	3.13	0.35	0.13
01284.03.1	Operations Analysis	1.25	0.46	0.16	0.38	0.74	0.26
01284.03.1	Technology Design	1.63	0.52	0.18	0.88	0.83	0.30
01284.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01284.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01284.03.1	Programming	1.38	0.52	0.18	0.63	0.92	0.32
01284.03.1	Quality Control Analysis	1.63	0.52	0.18	1.13	0.99	0.35
01284.03.1	Operations Monitoring	1.88	0.35	0.13	1.00	0.53	0.19
01284.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01284.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01284.03.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
01284.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01284.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01284.03.1	Systems Evaluation	3.00	0.00	0.00	3.00	0.00	0.00
01284.03.1	Judg. and Dec. Making	3.50	0.53	0.19	3.25	0.46	0.16
01284.03.1	Time Management	3.88	0.35	0.13	3.50	0.53	0.19
01284.03.1	M. of Financial Resources	1.50	0.53	0.19	0.63	0.74	0.26
01284.03.1	M. of Material Resources	1.75	0.46	0.16	1.00	0.76	0.27
01284.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Career/Technical Education Teachers, Middle School

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01285.03.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
01285.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01285.03.1	Writing	3.63	0.52	0.18	3.63	0.52	0.18
01285.03.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
01285.03.1	Mathematics	2.50	0.53	0.19	2.38	0.74	0.26
01285.03.1	Science	1.88	0.35	0.13	1.38	0.74	0.26
01285.03.1	Critical Thinking	3.88	0.35	0.13	3.88	0.35	0.13
01285.03.1	Active Learning	3.50	0.53	0.19	3.50	0.76	0.27
01285.03.1	Learning Strategies	4.00	0.00	0.00	4.00	0.00	0.00
01285.03.1	Monitoring	3.88	0.35	0.13	3.75	0.46	0.16
01285.03.1	Social Perceptiveness	3.88	0.35	0.13	3.88	0.64	0.23
01285.03.1	Coordination	3.38	0.52	0.18	3.13	0.35	0.13
01285.03.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
01285.03.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
01285.03.1	Instructing	4.00	0.00	0.00	4.00	0.00	0.00
01285.03.1	Service Orientation	3.25	0.46	0.16	3.13	0.35	0.13
01285.03.1	Complex Problem Solving	3.25	0.46	0.16	3.00	0.00	0.00
01285.03.1	Operations Analysis	2.63	0.52	0.18	2.63	0.52	0.18
01285.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01285.03.1	Equipment Selection	1.63	0.52	0.18	0.63	0.52	0.18
01285.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01285.03.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
01285.03.1	Quality Control Analysis	2.00	0.53	0.19	1.88	0.83	0.30
01285.03.1	Operations Monitoring	2.00	0.53	0.19	1.75	0.71	0.25
01285.03.1	Operation and Control	1.88	0.35	0.13	1.63	0.74	0.26
01285.03.1	Equipment Maintenance	1.25	0.46	0.16	0.25	0.46	0.16
01285.03.1	Troubleshooting	1.88	0.35	0.13	1.38	0.74	0.26
01285.03.1	Repairing	1.38	0.52	0.18	0.38	0.52	0.18
01285.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01285.03.1	Systems Evaluation	3.00	0.00	0.00	3.13	0.35	0.13
01285.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.00	0.00	0.00
01285.03.1	Time Management	3.00	0.00	0.00	3.00	0.53	0.19
01285.03.1	M. of Financial Resources	1.75	0.46	0.16	1.13	0.83	0.30
01285.03.1	M. of Material Resources	2.25	0.46	0.16	2.00	0.00	0.00
01285.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Secondary School Teachers, Except Special and Career/Technical Education

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01286.03.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
01286.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01286.03.1	Writing	3.75	0.46	0.16	3.88	0.64	0.23
01286.03.1	Speaking	4.13	0.35	0.13	4.13	0.35	0.13
01286.03.1	Mathematics	2.88	0.35	0.13	3.00	0.53	0.19
01286.03.1	Science	2.00	0.00	0.00	1.75	0.46	0.16
01286.03.1	Critical Thinking	3.88	0.35	0.13	3.88	0.35	0.13
01286.03.1	Active Learning	3.63	0.52	0.18	3.75	0.71	0.25
01286.03.1	Learning Strategies	4.00	0.00	0.00	4.38	0.74	0.26
01286.03.1	Monitoring	3.88	0.35	0.13	4.13	0.35	0.13
01286.03.1	Social Perceptiveness	3.88	0.35	0.13	3.88	0.35	0.13
01286.03.1	Coordination	3.50	0.53	0.19	3.38	0.52	0.18
01286.03.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01286.03.1	Negotiation	3.13	0.35	0.13	2.88	0.35	0.13
01286.03.1	Instructing	4.13	0.35	0.13	4.13	0.35	0.13
01286.03.1	Service Orientation	3.13	0.35	0.13	3.50	0.53	0.19
01286.03.1	Complex Problem Solving	3.50	0.53	0.19	3.50	0.53	0.19
01286.03.1	Operations Analysis	1.63	0.52	0.18	1.25	1.04	0.37
01286.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01286.03.1	Equipment Selection	1.38	0.52	0.18	0.38	0.52	0.18
01286.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01286.03.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
01286.03.1	Quality Control Analysis	1.88	0.64	0.23	1.38	0.92	0.32
01286.03.1	Operations Monitoring	1.63	0.52	0.18	0.63	0.52	0.18
01286.03.1	Operation and Control	1.38	0.52	0.18	0.38	0.52	0.18
01286.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01286.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01286.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01286.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01286.03.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01286.03.1	Judg. and Dec. Making	3.75	0.46	0.16	3.63	0.52	0.18
01286.03.1	Time Management	3.38	0.52	0.18	3.38	0.52	0.18
01286.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01286.03.1	M. of Material Resources	1.88	0.35	0.13	1.75	0.71	0.25
01286.03.1	M. of Personnel Resources	2.75	0.46	0.16	3.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Career/Technical Education Teachers, Secondary School

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01287.03.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
01287.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01287.03.1	Writing	3.88	0.35	0.13	3.88	0.35	0.13
01287.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01287.03.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
01287.03.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
01287.03.1	Critical Thinking	3.88	0.35	0.13	3.88	0.35	0.13
01287.03.1	Active Learning	3.63	0.52	0.18	3.75	0.71	0.25
01287.03.1	Learning Strategies	3.88	0.35	0.13	4.00	0.53	0.19
01287.03.1	Monitoring	3.88	0.35	0.13	4.00	0.53	0.19
01287.03.1	Social Perceptiveness	3.75	0.46	0.16	3.75	0.46	0.16
01287.03.1	Coordination	3.75	0.46	0.16	3.63	0.52	0.18
01287.03.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
01287.03.1	Negotiation	3.00	0.00	0.00	3.25	0.46	0.16
01287.03.1	Instructing	4.13	0.35	0.13	4.13	0.35	0.13
01287.03.1	Service Orientation	3.75	0.46	0.16	3.50	0.53	0.19
01287.03.1	Complex Problem Solving	3.75	0.46	0.16	3.38	0.52	0.18
01287.03.1	Operations Analysis	1.38	0.52	0.18	0.63	0.92	0.32
01287.03.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01287.03.1	Equipment Selection	1.75	0.46	0.16	1.00	0.76	0.27
01287.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01287.03.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
01287.03.1	Quality Control Analysis	2.00	0.00	0.00	1.63	0.52	0.18
01287.03.1	Operations Monitoring	2.25	0.46	0.16	2.00	0.00	0.00
01287.03.1	Operation and Control	2.00	0.00	0.00	1.88	0.35	0.13
01287.03.1	Equipment Maintenance	1.63	0.52	0.18	0.75	0.71	0.25
01287.03.1	Troubleshooting	2.00	0.00	0.00	1.63	0.52	0.18
01287.03.1	Repairing	1.50	0.53	0.19	0.63	0.74	0.26
01287.03.1	Systems Analysis	2.88	0.64	0.23	3.00	0.53	0.19
01287.03.1	Systems Evaluation	3.13	0.35	0.13	3.25	0.46	0.16
01287.03.1	Judg. and Dec. Making	3.50	0.53	0.19	3.13	0.35	0.13
01287.03.1	Time Management	3.50	0.53	0.19	3.38	0.52	0.18
01287.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01287.03.1	M. of Material Resources	2.25	0.46	0.16	2.00	0.00	0.00
01287.03.1	M. of Personnel Resources	2.75	0.71	0.25	2.63	1.06	0.38

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Special Education Teachers, Middle School

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01289.03.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01289.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01289.03.1	Writing	3.75	0.46	0.16	4.00	0.00	0.00
01289.03.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
01289.03.1	Mathematics	2.63	0.52	0.18	2.75	0.46	0.16
01289.03.1	Science	1.50	0.53	0.19	0.50	0.53	0.19
01289.03.1	Critical Thinking	3.88	0.35	0.13	3.88	0.35	0.13
01289.03.1	Active Learning	4.00	0.00	0.00	3.88	0.35	0.13
01289.03.1	Learning Strategies	4.00	0.00	0.00	4.13	0.35	0.13
01289.03.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
01289.03.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.00	0.00
01289.03.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
01289.03.1	Persuasion	3.25	0.46	0.16	3.25	0.46	0.16
01289.03.1	Negotiation	3.25	0.46	0.16	3.13	0.35	0.13
01289.03.1	Instructing	4.13	0.35	0.13	4.00	0.00	0.00
01289.03.1	Service Orientation	3.75	0.46	0.16	3.38	0.52	0.18
01289.03.1	Complex Problem Solving	3.63	0.52	0.18	3.13	0.35	0.13
01289.03.1	Operations Analysis	1.38	0.74	0.26	0.63	1.19	0.42
01289.03.1	Technology Design	1.63	0.52	0.18	1.00	0.93	0.33
01289.03.1	Equipment Selection	1.13	0.35	0.13	0.25	0.71	0.25
01289.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01289.03.1	Programming	1.50	0.53	0.19	0.75	0.89	0.31
01289.03.1	Quality Control Analysis	1.38	0.52	0.18	0.50	0.76	0.27
01289.03.1	Operations Monitoring	1.50	0.53	0.19	0.50	0.53	0.19
01289.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01289.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01289.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01289.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01289.03.1	Systems Analysis	2.88	0.64	0.23	3.00	0.53	0.19
01289.03.1	Systems Evaluation	2.88	0.64	0.23	3.00	0.93	0.33
01289.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.25	0.46	0.16
01289.03.1	Time Management	3.88	0.35	0.13	3.75	0.46	0.16
01289.03.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
01289.03.1	M. of Material Resources	1.38	0.52	0.18	0.38	0.52	0.18
01289.03.1	M. of Personnel Resources	3.00	0.53	0.19	3.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Special Education Teachers, Secondary School

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01290.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
01290.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01290.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
01290.03.1	Speaking	4.00	0.00	0.00	3.88	0.35	0.13
01290.03.1	Mathematics	2.75	0.46	0.16	2.88	0.35	0.13
01290.03.1	Science	2.00	0.00	0.00	1.63	0.52	0.18
01290.03.1	Critical Thinking	3.75	0.46	0.16	4.00	0.00	0.00
01290.03.1	Active Learning	3.38	0.52	0.18	3.88	0.35	0.13
01290.03.1	Learning Strategies	4.13	0.35	0.13	4.75	0.46	0.16
01290.03.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
01290.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
01290.03.1	Coordination	3.88	0.35	0.13	3.63	0.52	0.18
01290.03.1	Persuasion	3.25	0.46	0.16	3.00	0.00	0.00
01290.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01290.03.1	Instructing	4.00	0.53	0.19	3.88	0.35	0.13
01290.03.1	Service Orientation	4.00	0.00	0.00	3.88	0.35	0.13
01290.03.1	Complex Problem Solving	3.75	0.46	0.16	3.25	0.46	0.16
01290.03.1	Operations Analysis	2.13	0.64	0.23	2.38	1.06	0.38
01290.03.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01290.03.1	Equipment Selection	1.13	0.35	0.13	0.25	0.71	0.25
01290.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01290.03.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
01290.03.1	Quality Control Analysis	2.00	0.00	0.00	1.63	0.52	0.18
01290.03.1	Operations Monitoring	2.00	0.00	0.00	1.63	0.52	0.18
01290.03.1	Operation and Control	1.13	0.35	0.13	0.25	0.71	0.25
01290.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01290.03.1	Troubleshooting	1.38	0.52	0.18	0.50	0.76	0.27
01290.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01290.03.1	Systems Analysis	2.88	0.35	0.13	2.63	0.52	0.18
01290.03.1	Systems Evaluation	2.88	0.64	0.23	2.88	0.35	0.13
01290.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.50	0.53	0.19
01290.03.1	Time Management	3.75	0.46	0.16	3.25	0.46	0.16
01290.03.1	M. of Financial Resources	2.00	0.00	0.00	1.00	0.00	0.00
01290.03.1	M. of Material Resources	2.13	0.35	0.13	2.00	0.76	0.27
01290.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Adult Basic and Secondary Education and Literacy Teachers and Instructors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01291.03.1	Reading Comprehension	3.75	0.46	0.16	3.88	0.35	0.13
01291.03.1	Active Listening	3.75	0.46	0.16	3.75	0.46	0.16
01291.03.1	Writing	3.63	0.52	0.18	3.88	0.35	0.13
01291.03.1	Speaking	3.75	0.46	0.16	4.00	0.00	0.00
01291.03.1	Mathematics	2.63	0.52	0.18	2.50	0.76	0.27
01291.03.1	Science	1.75	0.71	0.25	0.63	0.52	0.18
01291.03.1	Critical Thinking	3.50	0.53	0.19	3.50	0.53	0.19
01291.03.1	Active Learning	3.50	0.53	0.19	3.25	0.46	0.16
01291.03.1	Learning Strategies	3.75	0.46	0.16	3.88	0.35	0.13
01291.03.1	Monitoring	3.63	0.52	0.18	3.88	0.35	0.13
01291.03.1	Social Perceptiveness	3.50	0.53	0.19	3.75	0.46	0.16
01291.03.1	Coordination	3.00	0.00	0.00	3.38	0.52	0.18
01291.03.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
01291.03.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01291.03.1	Instructing	4.25	0.46	0.16	4.00	0.00	0.00
01291.03.1	Service Orientation	3.38	0.52	0.18	3.13	0.35	0.13
01291.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
01291.03.1	Operations Analysis	1.38	0.52	0.18	0.63	0.92	0.32
01291.03.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
01291.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01291.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01291.03.1	Programming	1.38	0.52	0.18	0.63	0.92	0.32
01291.03.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01291.03.1	Operations Monitoring	1.88	0.35	0.13	1.13	0.64	0.23
01291.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01291.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01291.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01291.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01291.03.1	Systems Analysis	2.88	0.64	0.23	2.88	0.35	0.13
01291.03.1	Systems Evaluation	2.75	0.46	0.16	2.88	0.35	0.13
01291.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.00	0.00	0.00
01291.03.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
01291.03.1	M. of Financial Resources	1.13	0.35	0.13	0.13	0.35	0.13
01291.03.1	M. of Material Resources	1.13	0.35	0.13	0.13	0.35	0.13
01291.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Curators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00275.03.1	Reading Comprehension	4.00	0.00	0.00	4.63	0.52	0.18
00275.03.1	Active Listening	3.88	0.35	0.13	4.25	0.46	0.16
00275.03.1	Writing	3.88	0.35	0.13	4.63	0.52	0.18
00275.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00275.03.1	Mathematics	2.88	0.35	0.13	3.00	0.00	0.00
00275.03.1	Science	2.00	0.53	0.19	1.25	0.71	0.25
00275.03.1	Critical Thinking	3.75	0.46	0.16	4.38	0.52	0.18
00275.03.1	Active Learning	3.50	0.53	0.19	4.13	0.35	0.13
00275.03.1	Learning Strategies	3.25	0.46	0.16	3.50	0.53	0.19
00275.03.1	Monitoring	3.38	0.52	0.18	4.00	0.00	0.00
00275.03.1	Social Perceptiveness	3.25	0.46	0.16	3.38	0.74	0.26
00275.03.1	Coordination	3.13	0.35	0.13	3.75	0.46	0.16
00275.03.1	Persuasion	3.00	0.00	0.00	3.63	0.52	0.18
00275.03.1	Negotiation	3.00	0.00	0.00	3.38	0.52	0.18
00275.03.1	Instructing	3.00	0.00	0.00	3.38	0.52	0.18
00275.03.1	Service Orientation	2.88	0.35	0.13	3.00	0.53	0.19
00275.03.1	Complex Problem Solving	3.63	0.52	0.18	3.63	0.52	0.18
00275.03.1	Operations Analysis	2.38	0.52	0.18	2.38	0.74	0.26
00275.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00275.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00275.03.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
00275.03.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
00275.03.1	Quality Control Analysis	2.38	0.52	0.18	2.50	0.53	0.19
00275.03.1	Operations Monitoring	1.75	0.46	0.16	1.25	0.89	0.31
00275.03.1	Operation and Control	1.38	0.52	0.18	0.38	0.52	0.18
00275.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00275.03.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
00275.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00275.03.1	Systems Analysis	3.38	0.52	0.18	3.38	0.52	0.18
00275.03.1	Systems Evaluation	3.25	0.46	0.16	3.75	0.46	0.16
00275.03.1	Judg. and Dec. Making	3.50	0.53	0.19	3.88	0.35	0.13
00275.03.1	Time Management	3.13	0.35	0.13	3.63	0.52	0.18
00275.03.1	M. of Financial Resources	2.88	0.35	0.13	3.63	0.52	0.18
00275.03.1	M. of Material Resources	3.00	0.00	0.00	3.75	0.46	0.16
00275.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Museum Technicians and Conservators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00278.03.1	Reading Comprehension	3.63	0.52	0.18	4.13	0.35	0.13
00278.03.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
00278.03.1	Writing	3.25	0.46	0.16	3.75	0.46	0.16
00278.03.1	Speaking	3.63	0.52	0.18	3.50	0.53	0.19
00278.03.1	Mathematics	2.25	0.46	0.16	2.50	0.53	0.19
00278.03.1	Science	2.38	0.52	0.18	2.25	0.46	0.16
00278.03.1	Critical Thinking	3.25	0.46	0.16	3.38	0.52	0.18
00278.03.1	Active Learning	3.00	0.00	0.00	3.13	0.35	0.13
00278.03.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
00278.03.1	Monitoring	3.13	0.35	0.13	3.25	0.46	0.16
00278.03.1	Social Perceptiveness	2.88	0.35	0.13	3.00	0.53	0.19
00278.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00278.03.1	Persuasion	2.50	0.53	0.19	2.50	0.53	0.19
00278.03.1	Negotiation	2.50	0.53	0.19	2.50	0.53	0.19
00278.03.1	Instructing	3.00	0.00	0.00	3.13	0.35	0.13
00278.03.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
00278.03.1	Complex Problem Solving	3.13	0.64	0.23	3.00	0.53	0.19
00278.03.1	Operations Analysis	1.38	0.52	0.18	0.50	0.76	0.27
00278.03.1	Technology Design	1.88	0.64	0.23	1.38	0.92	0.32
00278.03.1	Equipment Selection	1.63	0.52	0.18	1.00	0.93	0.33
00278.03.1	Installation	1.38	0.52	0.18	0.50	0.76	0.27
00278.03.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
00278.03.1	Quality Control Analysis	2.38	0.52	0.18	2.75	0.46	0.16
00278.03.1	Operations Monitoring	2.50	0.76	0.27	2.00	0.93	0.33
00278.03.1	Operation and Control	1.75	0.46	0.16	1.38	0.92	0.32
00278.03.1	Equipment Maintenance	1.38	0.52	0.18	0.38	0.52	0.18
00278.03.1	Troubleshooting	1.75	0.46	0.16	1.00	0.76	0.27
00278.03.1	Repairing	1.75	0.46	0.16	0.88	0.64	0.23
00278.03.1	Systems Analysis	2.75	0.46	0.16	2.75	0.46	0.16
00278.03.1	Systems Evaluation	2.75	0.46	0.16	2.75	0.46	0.16
00278.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.13	0.35	0.13
00278.03.1	Time Management	2.75	0.46	0.16	2.88	0.35	0.13
00278.03.1	M. of Financial Resources	1.75	0.46	0.16	1.13	0.83	0.30
00278.03.1	M. of Material Resources	2.13	0.64	0.23	1.63	0.92	0.32
00278.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Instructional Coordinators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00284.03.1	Reading Comprehension	4.00	0.00	0.00	4.63	0.52	0.18
00284.03.1	Active Listening	4.00	0.00	0.00	4.38	0.52	0.18
00284.03.1	Writing	4.13	0.35	0.13	4.50	0.53	0.19
00284.03.1	Speaking	4.13	0.35	0.13	4.38	0.52	0.18
00284.03.1	Mathematics	2.75	0.46	0.16	2.88	0.35	0.13
00284.03.1	Science	1.50	0.53	0.19	0.63	0.74	0.26
00284.03.1	Critical Thinking	3.88	0.35	0.13	4.13	0.35	0.13
00284.03.1	Active Learning	3.88	0.35	0.13	4.13	0.35	0.13
00284.03.1	Learning Strategies	4.25	0.46	0.16	4.75	0.71	0.25
00284.03.1	Monitoring	4.00	0.00	0.00	4.25	0.46	0.16
00284.03.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.00	0.00
00284.03.1	Coordination	3.88	0.35	0.13	3.88	0.35	0.13
00284.03.1	Persuasion	3.25	0.71	0.25	3.38	0.74	0.26
00284.03.1	Negotiation	3.13	0.64	0.23	3.38	0.74	0.26
00284.03.1	Instructing	4.13	0.35	0.13	4.25	0.46	0.16
00284.03.1	Service Orientation	3.63	0.52	0.18	3.63	0.52	0.18
00284.03.1	Complex Problem Solving	3.88	0.35	0.13	3.88	0.35	0.13
00284.03.1	Operations Analysis	2.00	0.76	0.27	1.50	1.31	0.46
00284.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00284.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00284.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00284.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
00284.03.1	Quality Control Analysis	1.88	0.64	0.23	1.50	0.93	0.33
00284.03.1	Operations Monitoring	1.63	0.52	0.18	1.25	1.04	0.37
00284.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00284.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00284.03.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
00284.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00284.03.1	Systems Analysis	3.25	0.46	0.16	3.75	0.46	0.16
00284.03.1	Systems Evaluation	3.25	0.46	0.16	3.88	0.64	0.23
00284.03.1	Judg. and Dec. Making	3.75	0.46	0.16	4.13	0.35	0.13
00284.03.1	Time Management	3.63	0.52	0.18	3.88	0.35	0.13
00284.03.1	M. of Financial Resources	2.25	0.46	0.16	2.38	0.52	0.18
00284.03.1	M. of Material Resources	2.50	0.53	0.19	2.50	0.53	0.19
00284.03.1	M. of Personnel Resources	3.13	0.64	0.23	3.38	0.74	0.26

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Teacher Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00285.03.1	Reading Comprehension	3.13	0.35	0.13	3.25	0.46	0.16
00285.03.1	Active Listening	3.75	0.46	0.16	3.13	0.35	0.13
00285.03.1	Writing	2.88	0.35	0.13	2.75	0.46	0.16
00285.03.1	Speaking	3.75	0.46	0.16	3.13	0.35	0.13
00285.03.1	Mathematics	2.00	0.00	0.00	1.88	0.35	0.13
00285.03.1	Science	1.63	0.52	0.18	0.63	0.52	0.18
00285.03.1	Critical Thinking	3.00	0.00	0.00	3.00	0.00	0.00
00285.03.1	Active Learning	3.00	0.00	0.00	3.13	0.35	0.13
00285.03.1	Learning Strategies	3.13	0.35	0.13	3.50	0.53	0.19
00285.03.1	Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
00285.03.1	Social Perceptiveness	3.25	0.46	0.16	3.25	0.46	0.16
00285.03.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
00285.03.1	Persuasion	2.75	0.46	0.16	2.75	0.46	0.16
00285.03.1	Negotiation	2.63	0.52	0.18	2.00	0.00	0.00
00285.03.1	Instructing	3.25	0.46	0.16	3.13	0.35	0.13
00285.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00285.03.1	Complex Problem Solving	2.75	0.46	0.16	2.50	0.53	0.19
00285.03.1	Operations Analysis	1.50	0.53	0.19	0.63	0.74	0.26
00285.03.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
00285.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00285.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00285.03.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
00285.03.1	Quality Control Analysis	1.88	0.35	0.13	0.88	0.35	0.13
00285.03.1	Operations Monitoring	1.50	0.53	0.19	0.75	0.89	0.31
00285.03.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
00285.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00285.03.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
00285.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00285.03.1	Systems Analysis	2.13	0.35	0.13	2.00	0.53	0.19
00285.03.1	Systems Evaluation	2.00	0.00	0.00	1.75	0.46	0.16
00285.03.1	Judg. and Dec. Making	3.00	0.00	0.00	2.25	0.46	0.16
00285.03.1	Time Management	2.63	0.52	0.18	2.50	0.53	0.19
00285.03.1	M. of Financial Resources	1.13	0.35	0.13	0.13	0.35	0.13
00285.03.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
00285.03.1	M. of Personnel Resources	2.13	0.64	0.23	1.50	0.76	0.27

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Choreographers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00386.02.1	Reading Comprehension	3.63	0.52	0.18	3.25	0.46	0.16
00386.02.1	Active Listening	4.00	0.00	0.00	3.88	0.35	0.13
00386.02.1	Writing	3.13	0.35	0.13	3.00	0.00	0.00
00386.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00386.02.1	Mathematics	1.88	0.35	0.13	1.00	0.53	0.19
00386.02.1	Science	1.50	0.53	0.19	0.50	0.53	0.19
00386.02.1	Critical Thinking	3.75	0.46	0.16	3.50	0.53	0.19
00386.02.1	Active Learning	3.38	0.52	0.18	3.25	0.46	0.16
00386.02.1	Learning Strategies	3.50	0.53	0.19	3.38	0.52	0.18
00386.02.1	Monitoring	3.88	0.35	0.13	3.63	0.74	0.26
00386.02.1	Social Perceptiveness	3.75	0.46	0.16	3.75	0.46	0.16
00386.02.1	Coordination	3.88	0.35	0.13	4.00	0.00	0.00
00386.02.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
00386.02.1	Negotiation	3.00	0.53	0.19	2.88	0.35	0.13
00386.02.1	Instructing	4.13	0.35	0.13	4.25	0.46	0.16
00386.02.1	Service Orientation	3.25	0.46	0.16	3.13	0.35	0.13
00386.02.1	Complex Problem Solving	3.13	0.35	0.13	3.13	0.35	0.13
00386.02.1	Operations Analysis	2.88	0.64	0.23	2.88	0.64	0.23
00386.02.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00386.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00386.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00386.02.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00386.02.1	Quality Control Analysis	1.50	0.53	0.19	0.63	0.74	0.26
00386.02.1	Operations Monitoring	1.50	0.53	0.19	0.50	0.53	0.19
00386.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00386.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00386.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00386.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00386.02.1	Systems Analysis	2.75	0.71	0.25	2.75	0.71	0.25
00386.02.1	Systems Evaluation	2.88	0.64	0.23	2.75	0.71	0.25
00386.02.1	Judg. and Dec. Making	3.63	0.52	0.18	3.13	0.35	0.13
00386.02.1	Time Management	3.63	0.52	0.18	3.38	0.52	0.18
00386.02.1	M. of Financial Resources	1.75	0.46	0.16	0.75	0.46	0.16
00386.02.1	M. of Material Resources	1.88	0.35	0.13	1.13	0.64	0.23
00386.02.1	M. of Personnel Resources	3.25	0.71	0.25	3.50	0.76	0.27

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Audio and Video Equipment Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01308.03.1	Reading Comprehension	3.50	0.53	0.19	3.63	0.52	0.18
01308.03.1	Active Listening	3.13	0.35	0.13	3.25	0.46	0.16
01308.03.1	Writing	3.13	0.35	0.13	3.13	0.35	0.13
01308.03.1	Speaking	3.13	0.35	0.13	3.13	0.35	0.13
01308.03.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01308.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01308.03.1	Critical Thinking	3.50	0.53	0.19	3.75	0.46	0.16
01308.03.1	Active Learning	3.00	0.53	0.19	3.00	0.00	0.00
01308.03.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
01308.03.1	Monitoring	3.75	0.46	0.16	3.38	0.52	0.18
01308.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01308.03.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
01308.03.1	Persuasion	2.63	0.52	0.18	2.50	0.53	0.19
01308.03.1	Negotiation	2.50	0.53	0.19	2.50	0.53	0.19
01308.03.1	Instructing	2.88	0.35	0.13	3.00	0.00	0.00
01308.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
01308.03.1	Complex Problem Solving	3.25	0.46	0.16	3.00	0.00	0.00
01308.03.1	Operations Analysis	2.13	0.64	0.23	1.63	1.06	0.38
01308.03.1	Technology Design	2.00	0.53	0.19	1.75	0.89	0.31
01308.03.1	Equipment Selection	2.75	0.46	0.16	2.25	0.46	0.16
01308.03.1	Installation	2.50	0.76	0.27	2.13	0.99	0.35
01308.03.1	Programming	2.00	0.53	0.19	1.25	0.89	0.31
01308.03.1	Quality Control Analysis	2.88	0.35	0.13	3.00	0.00	0.00
01308.03.1	Operations Monitoring	3.50	0.53	0.19	3.13	0.35	0.13
01308.03.1	Operation and Control	3.00	0.53	0.19	3.00	0.53	0.19
01308.03.1	Equipment Maintenance	2.38	0.52	0.18	2.38	0.52	0.18
01308.03.1	Troubleshooting	2.75	0.46	0.16	2.88	0.35	0.13
01308.03.1	Repairing	2.25	0.46	0.16	2.50	0.53	0.19
01308.03.1	Systems Analysis	3.00	0.53	0.19	2.88	0.35	0.13
01308.03.1	Systems Evaluation	2.88	0.64	0.23	2.75	0.46	0.16
01308.03.1	Judg. and Dec. Making	3.00	0.53	0.19	2.88	0.35	0.13
01308.03.1	Time Management	3.00	0.00	0.00	3.00	0.53	0.19
01308.03.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
01308.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
01308.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.75	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Forest Firefighters

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00545.03.1	Reading Comprehension	3.50	0.53	0.19	3.50	0.53	0.19
00545.03.1	Active Listening	3.88	0.35	0.13	3.75	0.46	0.16
00545.03.1	Writing	2.88	0.35	0.13	2.88	0.35	0.13
00545.03.1	Speaking	3.88	0.35	0.13	3.25	0.46	0.16
00545.03.1	Mathematics	2.38	0.52	0.18	2.25	0.46	0.16
00545.03.1	Science	1.63	0.52	0.18	0.88	0.83	0.30
00545.03.1	Critical Thinking	3.63	0.52	0.18	3.63	0.52	0.18
00545.03.1	Active Learning	3.13	0.35	0.13	3.00	0.00	0.00
00545.03.1	Learning Strategies	3.13	0.35	0.13	3.00	0.00	0.00
00545.03.1	Monitoring	3.88	0.35	0.13	3.75	0.46	0.16
00545.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00545.03.1	Coordination	3.88	0.35	0.13	3.88	0.35	0.13
00545.03.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
00545.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
00545.03.1	Instructing	3.50	0.53	0.19	3.13	0.35	0.13
00545.03.1	Service Orientation	3.50	0.53	0.19	3.38	0.52	0.18
00545.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00545.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00545.03.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
00545.03.1	Equipment Selection	2.63	0.52	0.18	2.88	0.35	0.13
00545.03.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
00545.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00545.03.1	Quality Control Analysis	2.63	0.74	0.26	2.63	1.06	0.38
00545.03.1	Operations Monitoring	3.75	0.46	0.16	3.13	0.35	0.13
00545.03.1	Operation and Control	3.50	0.53	0.19	3.00	0.00	0.00
00545.03.1	Equipment Maintenance	2.63	0.52	0.18	2.75	0.46	0.16
00545.03.1	Troubleshooting	2.88	0.35	0.13	3.00	0.00	0.00
00545.03.1	Repairing	2.75	0.46	0.16	2.88	0.35	0.13
00545.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
00545.03.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.00	0.00
00545.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.00	0.00	0.00
00545.03.1	Time Management	3.25	0.46	0.16	3.00	0.00	0.00
00545.03.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
00545.03.1	M. of Material Resources	2.00	0.00	0.00	2.13	0.35	0.13
00545.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Fire Investigators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00542.03.1	Reading Comprehension	3.75	0.46	0.16	4.13	0.35	0.13
00542.03.1	Active Listening	4.13	0.35	0.13	4.13	0.35	0.13
00542.03.1	Writing	3.88	0.64	0.23	3.88	0.35	0.13
00542.03.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
00542.03.1	Mathematics	2.75	0.46	0.16	3.00	0.53	0.19
00542.03.1	Science	3.13	0.35	0.13	3.25	0.46	0.16
00542.03.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
00542.03.1	Active Learning	3.25	0.46	0.16	3.50	0.76	0.27
00542.03.1	Learning Strategies	3.13	0.35	0.13	3.00	0.00	0.00
00542.03.1	Monitoring	3.38	0.52	0.18	3.50	0.53	0.19
00542.03.1	Social Perceptiveness	3.25	0.46	0.16	3.25	0.46	0.16
00542.03.1	Coordination	3.50	0.53	0.19	3.50	0.53	0.19
00542.03.1	Persuasion	3.00	0.00	0.00	3.25	0.46	0.16
00542.03.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
00542.03.1	Instructing	3.25	0.46	0.16	3.00	0.00	0.00
00542.03.1	Service Orientation	2.88	0.35	0.13	2.88	0.35	0.13
00542.03.1	Complex Problem Solving	3.88	0.35	0.13	3.38	0.52	0.18
00542.03.1	Operations Analysis	1.13	0.35	0.13	0.13	0.35	0.13
00542.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00542.03.1	Equipment Selection	1.75	0.46	0.16	1.13	0.83	0.30
00542.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00542.03.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
00542.03.1	Quality Control Analysis	2.00	0.53	0.19	1.75	0.89	0.31
00542.03.1	Operations Monitoring	2.25	0.46	0.16	2.00	0.53	0.19
00542.03.1	Operation and Control	2.00	0.53	0.19	1.88	0.83	0.30
00542.03.1	Equipment Maintenance	1.63	0.52	0.18	0.88	0.83	0.30
00542.03.1	Troubleshooting	2.00	0.00	0.00	1.88	0.35	0.13
00542.03.1	Repairing	1.38	0.52	0.18	0.50	0.76	0.27
00542.03.1	Systems Analysis	2.63	0.52	0.18	2.88	0.35	0.13
00542.03.1	Systems Evaluation	2.75	0.46	0.16	2.88	0.35	0.13
00542.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.75	0.46	0.16
00542.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00542.03.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
00542.03.1	M. of Material Resources	1.88	0.35	0.13	1.13	0.64	0.23
00542.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Animal Control Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00563.02.1	Reading Comprehension	3.13	0.35	0.13	3.00	0.00	0.00
00563.02.1	Active Listening	3.75	0.46	0.16	3.38	0.74	0.26
00563.02.1	Writing	3.00	0.53	0.19	2.88	0.35	0.13
00563.02.1	Speaking	3.75	0.46	0.16	3.00	0.53	0.19
00563.02.1	Mathematics	1.88	0.35	0.13	1.25	0.71	0.25
00563.02.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
00563.02.1	Critical Thinking	3.50	0.53	0.19	3.50	0.76	0.27
00563.02.1	Active Learning	3.00	0.00	0.00	2.88	0.35	0.13
00563.02.1	Learning Strategies	2.50	0.53	0.19	2.63	0.52	0.18
00563.02.1	Monitoring	3.00	0.00	0.00	2.88	0.35	0.13
00563.02.1	Social Perceptiveness	3.13	0.35	0.13	2.88	0.35	0.13
00563.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00563.02.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
00563.02.1	Negotiation	2.63	0.52	0.18	2.50	0.53	0.19
00563.02.1	Instructing	2.50	0.53	0.19	2.63	0.52	0.18
00563.02.1	Service Orientation	3.13	0.35	0.13	2.88	0.35	0.13
00563.02.1	Complex Problem Solving	2.88	0.35	0.13	2.75	0.46	0.16
00563.02.1	Operations Analysis	1.75	0.46	0.16	1.38	0.92	0.32
00563.02.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00563.02.1	Equipment Selection	1.38	0.52	0.18	0.38	0.52	0.18
00563.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00563.02.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
00563.02.1	Quality Control Analysis	1.63	0.52	0.18	1.25	1.04	0.37
00563.02.1	Operations Monitoring	2.00	0.53	0.19	1.75	0.71	0.25
00563.02.1	Operation and Control	1.88	0.35	0.13	1.50	0.76	0.27
00563.02.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
00563.02.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
00563.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00563.02.1	Systems Analysis	2.13	0.35	0.13	1.88	0.35	0.13
00563.02.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.64	0.23
00563.02.1	Judg. and Dec. Making	3.00	0.00	0.00	2.88	0.35	0.13
00563.02.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00563.02.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00563.02.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
00563.02.1	M. of Personnel Resources	2.25	0.46	0.16	2.00	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Cooks, Restaurant

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00575.03.1	Reading Comprehension	2.88	0.35	0.13	2.38	0.52	0.18
00575.03.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00575.03.1	Writing	2.25	0.46	0.16	2.50	0.53	0.19
00575.03.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00575.03.1	Mathematics	2.50	0.53	0.19	2.25	0.46	0.16
00575.03.1	Science	1.25	0.46	0.16	0.38	0.74	0.26
00575.03.1	Critical Thinking	3.00	0.00	0.00	3.00	0.00	0.00
00575.03.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00575.03.1	Learning Strategies	2.13	0.35	0.13	2.38	0.52	0.18
00575.03.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00575.03.1	Social Perceptiveness	2.88	0.35	0.13	2.88	0.35	0.13
00575.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00575.03.1	Persuasion	2.38	0.52	0.18	2.13	0.35	0.13
00575.03.1	Negotiation	2.38	0.52	0.18	2.25	0.46	0.16
00575.03.1	Instructing	2.13	0.35	0.13	2.50	0.53	0.19
00575.03.1	Service Orientation	2.38	0.52	0.18	2.38	0.52	0.18
00575.03.1	Complex Problem Solving	2.25	0.46	0.16	2.13	0.35	0.13
00575.03.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00575.03.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00575.03.1	Equipment Selection	1.75	0.46	0.16	1.13	0.83	0.30
00575.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00575.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00575.03.1	Quality Control Analysis	2.75	0.46	0.16	2.50	0.53	0.19
00575.03.1	Operations Monitoring	2.75	0.46	0.16	2.38	0.52	0.18
00575.03.1	Operation and Control	2.25	0.46	0.16	2.00	0.53	0.19
00575.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00575.03.1	Troubleshooting	2.00	0.00	0.00	1.25	0.46	0.16
00575.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00575.03.1	Systems Analysis	2.25	0.46	0.16	2.00	0.00	0.00
00575.03.1	Systems Evaluation	2.25	0.46	0.16	2.13	0.35	0.13
00575.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.63	0.52	0.18
00575.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00575.03.1	M. of Financial Resources	2.13	0.64	0.23	1.75	0.71	0.25
00575.03.1	M. of Material Resources	2.25	0.46	0.16	2.13	0.35	0.13
00575.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.50	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Cooks, Short Order

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00578.03.1	Reading Comprehension	3.00	0.53	0.19	2.75	0.46	0.16
00578.03.1	Active Listening	3.25	0.46	0.16	2.88	0.35	0.13
00578.03.1	Writing	2.25	0.46	0.16	2.63	0.52	0.18
00578.03.1	Speaking	3.00	0.00	0.00	2.88	0.35	0.13
00578.03.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00578.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00578.03.1	Critical Thinking	3.00	0.00	0.00	2.75	0.46	0.16
00578.03.1	Active Learning	2.88	0.35	0.13	2.63	0.52	0.18
00578.03.1	Learning Strategies	2.13	0.35	0.13	2.25	0.46	0.16
00578.03.1	Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
00578.03.1	Social Perceptiveness	2.88	0.35	0.13	2.75	0.46	0.16
00578.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00578.03.1	Persuasion	2.75	0.46	0.16	2.63	0.52	0.18
00578.03.1	Negotiation	2.63	0.52	0.18	2.25	0.46	0.16
00578.03.1	Instructing	2.25	0.46	0.16	2.38	0.52	0.18
00578.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00578.03.1	Complex Problem Solving	2.88	0.35	0.13	2.13	0.64	0.23
00578.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00578.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00578.03.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
00578.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00578.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00578.03.1	Quality Control Analysis	2.00	0.00	0.00	1.63	0.52	0.18
00578.03.1	Operations Monitoring	2.13	0.35	0.13	1.88	0.35	0.13
00578.03.1	Operation and Control	1.63	0.52	0.18	0.75	0.71	0.25
00578.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00578.03.1	Troubleshooting	2.00	0.00	0.00	1.50	0.53	0.19
00578.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00578.03.1	Systems Analysis	1.63	0.52	0.18	1.13	0.99	0.35
00578.03.1	Systems Evaluation	2.00	0.00	0.00	1.88	0.35	0.13
00578.03.1	Judg. and Dec. Making	2.63	0.52	0.18	2.38	0.52	0.18
00578.03.1	Time Management	3.00	0.00	0.00	2.75	0.46	0.16
00578.03.1	M. of Financial Resources	1.88	0.35	0.13	1.50	0.76	0.27
00578.03.1	M. of Material Resources	2.25	0.46	0.16	1.88	0.35	0.13
00578.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.25	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Counter Attendants, Cafeteria, Food Concession, and Coffee Shop

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00572.03.1	Reading Comprehension	2.88	0.35	0.13	2.63	0.52	0.18
00572.03.1	Active Listening	3.63	0.52	0.18	2.75	0.46	0.16
00572.03.1	Writing	2.63	0.52	0.18	2.50	0.53	0.19
00572.03.1	Speaking	3.00	0.00	0.00	2.75	0.46	0.16
00572.03.1	Mathematics	2.63	0.52	0.18	2.00	0.00	0.00
00572.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Critical Thinking	2.88	0.35	0.13	2.50	0.53	0.19
00572.03.1	Active Learning	2.63	0.52	0.18	2.13	0.35	0.13
00572.03.1	Learning Strategies	2.00	0.00	0.00	2.00	0.00	0.00
00572.03.1	Monitoring	2.88	0.35	0.13	2.38	0.52	0.18
00572.03.1	Social Perceptiveness	3.00	0.00	0.00	2.63	0.52	0.18
00572.03.1	Coordination	2.88	0.35	0.13	2.63	0.52	0.18
00572.03.1	Persuasion	2.75	0.46	0.16	2.50	0.53	0.19
00572.03.1	Negotiation	2.50	0.53	0.19	2.13	0.35	0.13
00572.03.1	Instructing	2.63	0.52	0.18	2.13	0.35	0.13
00572.03.1	Service Orientation	3.25	0.46	0.16	2.75	0.46	0.16
00572.03.1	Complex Problem Solving	2.75	0.46	0.16	2.50	0.53	0.19
00572.03.1	Operations Analysis	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00572.03.1	Quality Control Analysis	2.13	0.35	0.13	1.63	0.52	0.18
00572.03.1	Operations Monitoring	2.00	0.00	0.00	2.00	0.00	0.00
00572.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Troubleshooting	2.00	0.00	0.00	1.00	0.00	0.00
00572.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00572.03.1	Systems Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00572.03.1	Systems Evaluation	2.00	0.00	0.00	1.75	0.46	0.16
00572.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.13	0.35	0.13
00572.03.1	Time Management	3.00	0.00	0.00	2.50	0.53	0.19
00572.03.1	M. of Financial Resources	2.00	0.00	0.00	1.00	0.00	0.00
00572.03.1	M. of Material Resources	2.00	0.00	0.00	1.00	0.00	0.00
00572.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Waiters and Waitresses

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00568.03.1	Reading Comprehension	2.75	0.46	0.16	2.38	0.52	0.18
00568.03.1	Active Listening	3.75	0.46	0.16	2.88	0.64	0.23
00568.03.1	Writing	2.00	0.00	0.00	2.13	0.35	0.13
00568.03.1	Speaking	3.63	0.52	0.18	2.50	0.76	0.27
00568.03.1	Mathematics	2.13	0.35	0.13	1.75	0.46	0.16
00568.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00568.03.1	Critical Thinking	2.88	0.35	0.13	2.75	0.46	0.16
00568.03.1	Active Learning	2.88	0.35	0.13	2.13	0.35	0.13
00568.03.1	Learning Strategies	2.38	0.52	0.18	2.13	0.35	0.13
00568.03.1	Monitoring	3.00	0.53	0.19	2.75	0.46	0.16
00568.03.1	Social Perceptiveness	3.50	0.53	0.19	2.75	0.46	0.16
00568.03.1	Coordination	3.13	0.64	0.23	2.75	0.46	0.16
00568.03.1	Persuasion	2.88	0.35	0.13	2.13	0.35	0.13
00568.03.1	Negotiation	2.63	0.52	0.18	2.13	0.35	0.13
00568.03.1	Instructing	2.38	0.52	0.18	2.13	0.35	0.13
00568.03.1	Service Orientation	3.63	0.52	0.18	2.88	0.35	0.13
00568.03.1	Complex Problem Solving	2.88	0.35	0.13	2.13	0.35	0.13
00568.03.1	Operations Analysis	1.00	0.00	0.00	0.00	0.00	0.00
00568.03.1	Technology Design	1.13	0.35	0.13	0.13	0.35	0.13
00568.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00568.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00568.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00568.03.1	Quality Control Analysis	2.00	0.53	0.19	1.25	0.71	0.25
00568.03.1	Operations Monitoring	1.88	0.35	0.13	1.38	0.92	0.32
00568.03.1	Operation and Control	1.63	0.52	0.18	0.75	0.71	0.25
00568.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00568.03.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
00568.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00568.03.1	Systems Analysis	2.00	0.00	0.00	1.25	0.46	0.16
00568.03.1	Systems Evaluation	2.00	0.00	0.00	1.38	0.52	0.18
00568.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.25	0.46	0.16
00568.03.1	Time Management	2.75	0.46	0.16	2.25	0.46	0.16
00568.03.1	M. of Financial Resources	1.50	0.53	0.19	0.63	0.74	0.26
00568.03.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
00568.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00566.03.1	Reading Comprehension	2.88	0.35	0.13	2.38	0.74	0.26
00566.03.1	Active Listening	3.63	0.52	0.18	2.88	0.35	0.13
00566.03.1	Writing	2.38	0.52	0.18	2.13	0.35	0.13
00566.03.1	Speaking	3.38	0.52	0.18	2.88	0.35	0.13
00566.03.1	Mathematics	2.13	0.35	0.13	1.88	0.35	0.13
00566.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00566.03.1	Critical Thinking	2.88	0.64	0.23	2.63	0.74	0.26
00566.03.1	Active Learning	2.63	0.52	0.18	2.38	0.52	0.18
00566.03.1	Learning Strategies	2.25	0.46	0.16	2.13	0.35	0.13
00566.03.1	Monitoring	2.75	0.46	0.16	2.00	0.53	0.19
00566.03.1	Social Perceptiveness	3.25	0.46	0.16	2.88	0.35	0.13
00566.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00566.03.1	Persuasion	2.75	0.46	0.16	2.75	0.46	0.16
00566.03.1	Negotiation	2.88	0.35	0.13	2.63	0.52	0.18
00566.03.1	Instructing	2.50	0.53	0.19	2.00	0.00	0.00
00566.03.1	Service Orientation	3.25	0.46	0.16	3.13	0.35	0.13
00566.03.1	Complex Problem Solving	2.25	0.71	0.25	1.75	0.71	0.25
00566.03.1	Operations Analysis	1.00	0.00	0.00	0.00	0.00	0.00
00566.03.1	Technology Design	1.13	0.35	0.13	0.13	0.35	0.13
00566.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00566.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00566.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00566.03.1	Quality Control Analysis	1.63	0.52	0.18	0.63	0.52	0.18
00566.03.1	Operations Monitoring	1.50	0.53	0.19	0.50	0.53	0.19
00566.03.1	Operation and Control	1.13	0.35	0.13	0.25	0.71	0.25
00566.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00566.03.1	Troubleshooting	1.25	0.46	0.16	0.25	0.46	0.16
00566.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00566.03.1	Systems Analysis	2.13	0.35	0.13	1.88	0.35	0.13
00566.03.1	Systems Evaluation	1.88	0.35	0.13	1.63	0.74	0.26
00566.03.1	Judg. and Dec. Making	2.50	0.53	0.19	1.88	0.35	0.13
00566.03.1	Time Management	2.63	0.74	0.26	2.38	1.06	0.38
00566.03.1	M. of Financial Resources	1.25	0.46	0.16	0.25	0.46	0.16
00566.03.1	M. of Material Resources	1.25	0.46	0.16	0.25	0.46	0.16
00566.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Tree Trimmers and Pruners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00651.02.1	Reading Comprehension	2.63	0.52	0.18	2.50	0.53	0.19
00651.02.1	Active Listening	2.88	0.35	0.13	2.63	0.52	0.18
00651.02.1	Writing	2.50	0.53	0.19	2.50	0.53	0.19
00651.02.1	Speaking	3.00	0.00	0.00	2.75	0.46	0.16
00651.02.1	Mathematics	1.88	0.35	0.13	1.38	0.74	0.26
00651.02.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
00651.02.1	Critical Thinking	3.25	0.46	0.16	3.00	0.00	0.00
00651.02.1	Active Learning	2.63	0.52	0.18	2.13	0.35	0.13
00651.02.1	Learning Strategies	2.25	0.46	0.16	2.00	0.00	0.00
00651.02.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00651.02.1	Social Perceptiveness	2.63	0.52	0.18	2.50	0.53	0.19
00651.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00651.02.1	Persuasion	2.38	0.74	0.26	2.13	0.99	0.35
00651.02.1	Negotiation	2.25	0.71	0.25	2.00	0.93	0.33
00651.02.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00651.02.1	Service Orientation	2.88	0.35	0.13	2.50	0.53	0.19
00651.02.1	Complex Problem Solving	3.13	0.64	0.23	2.75	0.46	0.16
00651.02.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
00651.02.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
00651.02.1	Equipment Selection	2.88	0.64	0.23	2.13	0.35	0.13
00651.02.1	Installation	1.25	0.46	0.16	0.38	0.74	0.26
00651.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00651.02.1	Quality Control Analysis	2.75	0.71	0.25	2.63	0.52	0.18
00651.02.1	Operations Monitoring	3.63	0.74	0.26	3.00	0.53	0.19
00651.02.1	Operation and Control	3.75	0.46	0.16	3.13	0.35	0.13
00651.02.1	Equipment Maintenance	2.75	0.46	0.16	2.38	0.52	0.18
00651.02.1	Troubleshooting	2.75	0.46	0.16	2.25	0.46	0.16
00651.02.1	Repairing	2.25	0.46	0.16	2.00	0.00	0.00
00651.02.1	Systems Analysis	2.25	0.46	0.16	2.00	0.00	0.00
00651.02.1	Systems Evaluation	2.00	0.00	0.00	1.63	0.52	0.18
00651.02.1	Judg. and Dec. Making	2.75	0.46	0.16	2.50	0.53	0.19
00651.02.1	Time Management	2.75	0.46	0.16	3.00	0.00	0.00
00651.02.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
00651.02.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
00651.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Barbers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00601.02.1	Reading Comprehension	2.75	0.46	0.16	2.13	0.35	0.13
00601.02.1	Active Listening	3.38	0.52	0.18	3.00	0.00	0.00
00601.02.1	Writing	2.00	0.00	0.00	2.00	0.00	0.00
00601.02.1	Speaking	3.13	0.35	0.13	2.75	0.46	0.16
00601.02.1	Mathematics	1.88	0.35	0.13	1.13	0.64	0.23
00601.02.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
00601.02.1	Critical Thinking	2.88	0.35	0.13	2.75	0.46	0.16
00601.02.1	Active Learning	2.50	0.53	0.19	2.50	0.53	0.19
00601.02.1	Learning Strategies	1.88	0.35	0.13	1.63	0.74	0.26
00601.02.1	Monitoring	2.88	0.35	0.13	2.75	0.46	0.16
00601.02.1	Social Perceptiveness	3.13	0.64	0.23	2.88	0.35	0.13
00601.02.1	Coordination	2.50	0.53	0.19	2.38	0.52	0.18
00601.02.1	Persuasion	2.25	0.46	0.16	2.00	0.53	0.19
00601.02.1	Negotiation	2.00	0.53	0.19	1.50	0.76	0.27
00601.02.1	Instructing	1.63	0.52	0.18	0.75	0.71	0.25
00601.02.1	Service Orientation	3.13	0.35	0.13	3.00	0.00	0.00
00601.02.1	Complex Problem Solving	2.25	0.71	0.25	2.13	0.99	0.35
00601.02.1	Operations Analysis	2.13	0.83	0.30	1.25	0.89	0.31
00601.02.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
00601.02.1	Equipment Selection	1.88	0.35	0.13	1.25	0.71	0.25
00601.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00601.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00601.02.1	Quality Control Analysis	1.88	0.35	0.13	1.63	0.92	0.32
00601.02.1	Operations Monitoring	2.00	0.53	0.19	1.50	0.76	0.27
00601.02.1	Operation and Control	1.88	0.35	0.13	1.50	0.76	0.27
00601.02.1	Equipment Maintenance	2.00	0.00	0.00	1.00	0.00	0.00
00601.02.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
00601.02.1	Repairing	1.88	0.35	0.13	0.88	0.35	0.13
00601.02.1	Systems Analysis	1.75	0.46	0.16	0.88	0.64	0.23
00601.02.1	Systems Evaluation	1.63	0.52	0.18	0.75	0.71	0.25
00601.02.1	Judg. and Dec. Making	3.00	0.00	0.00	2.13	0.35	0.13
00601.02.1	Time Management	2.63	0.52	0.18	2.75	0.46	0.16
00601.02.1	M. of Financial Resources	1.75	0.46	0.16	1.13	0.83	0.30
00601.02.1	M. of Material Resources	2.00	0.53	0.19	1.13	0.64	0.23
00601.02.1	M. of Personnel Resources	2.00	0.53	0.19	1.75	0.89	0.31

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Makeup Artists, Theatrical and Performance

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00603.02.1	Reading Comprehension	3.25	0.46	0.16	3.25	0.46	0.16
00603.02.1	Active Listening	3.25	0.46	0.16	3.25	0.46	0.16
00603.02.1	Writing	2.75	0.46	0.16	2.75	0.46	0.16
00603.02.1	Speaking	3.50	0.53	0.19	3.13	0.35	0.13
00603.02.1	Mathematics	2.00	0.00	0.00	2.13	0.35	0.13
00603.02.1	Science	1.63	0.52	0.18	0.63	0.52	0.18
00603.02.1	Critical Thinking	3.13	0.35	0.13	3.25	0.46	0.16
00603.02.1	Active Learning	3.00	0.00	0.00	3.25	0.46	0.16
00603.02.1	Learning Strategies	2.50	0.53	0.19	2.50	0.53	0.19
00603.02.1	Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
00603.02.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00603.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00603.02.1	Persuasion	2.63	0.52	0.18	2.63	0.52	0.18
00603.02.1	Negotiation	2.50	0.53	0.19	2.38	0.52	0.18
00603.02.1	Instructing	2.63	0.52	0.18	2.75	0.46	0.16
00603.02.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
00603.02.1	Complex Problem Solving	2.88	0.64	0.23	2.75	0.46	0.16
00603.02.1	Operations Analysis	2.63	0.52	0.18	2.63	0.52	0.18
00603.02.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00603.02.1	Equipment Selection	1.63	0.52	0.18	0.63	0.52	0.18
00603.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00603.02.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00603.02.1	Quality Control Analysis	2.25	0.46	0.16	2.25	0.46	0.16
00603.02.1	Operations Monitoring	1.88	0.35	0.13	1.50	0.76	0.27
00603.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00603.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00603.02.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
00603.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00603.02.1	Systems Analysis	2.50	0.53	0.19	2.38	0.52	0.18
00603.02.1	Systems Evaluation	2.38	0.52	0.18	2.25	0.46	0.16
00603.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00603.02.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00603.02.1	M. of Financial Resources	2.63	0.74	0.26	2.75	1.16	0.41
00603.02.1	M. of Material Resources	2.63	0.52	0.18	2.50	0.76	0.27
00603.02.1	M. of Personnel Resources	2.38	0.52	0.18	2.25	0.71	0.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Baggage Porters and Bellhops

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00611.03.1	Reading Comprehension	2.88	0.35	0.13	2.63	0.52	0.18
00611.03.1	Active Listening	3.63	0.52	0.18	3.13	0.35	0.13
00611.03.1	Writing	2.75	0.46	0.16	2.13	0.35	0.13
00611.03.1	Speaking	3.63	0.52	0.18	2.63	0.52	0.18
00611.03.1	Mathematics	2.00	0.00	0.00	1.88	0.35	0.13
00611.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00611.03.1	Critical Thinking	3.00	0.00	0.00	2.75	0.46	0.16
00611.03.1	Active Learning	2.25	0.46	0.16	2.13	0.35	0.13
00611.03.1	Learning Strategies	2.25	0.46	0.16	2.00	0.00	0.00
00611.03.1	Monitoring	2.88	0.35	0.13	2.25	0.46	0.16
00611.03.1	Social Perceptiveness	2.88	0.35	0.13	2.38	0.52	0.18
00611.03.1	Coordination	3.00	0.00	0.00	2.75	0.46	0.16
00611.03.1	Persuasion	2.25	0.46	0.16	2.13	0.35	0.13
00611.03.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
00611.03.1	Instructing	2.50	0.53	0.19	2.50	0.53	0.19
00611.03.1	Service Orientation	3.75	0.46	0.16	3.00	0.00	0.00
00611.03.1	Complex Problem Solving	2.88	0.35	0.13	2.13	0.35	0.13
00611.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00611.03.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00611.03.1	Equipment Selection	1.50	0.53	0.19	0.50	0.53	0.19
00611.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00611.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00611.03.1	Quality Control Analysis	2.00	0.00	0.00	1.63	0.52	0.18
00611.03.1	Operations Monitoring	2.38	0.52	0.18	2.13	0.35	0.13
00611.03.1	Operation and Control	2.38	0.52	0.18	2.13	0.35	0.13
00611.03.1	Equipment Maintenance	1.63	0.52	0.18	0.75	0.71	0.25
00611.03.1	Troubleshooting	2.00	0.00	0.00	1.75	0.46	0.16
00611.03.1	Repairing	1.63	0.52	0.18	0.75	0.71	0.25
00611.03.1	Systems Analysis	2.13	0.35	0.13	2.00	0.00	0.00
00611.03.1	Systems Evaluation	2.00	0.00	0.00	2.13	0.35	0.13
00611.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.25	0.46	0.16
00611.03.1	Time Management	2.88	0.35	0.13	2.25	0.46	0.16
00611.03.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
00611.03.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
00611.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.25	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Nannies

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01361.02.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
01361.02.1	Active Listening	3.88	0.35	0.13	3.00	0.00	0.00
01361.02.1	Writing	3.13	0.35	0.13	2.88	0.35	0.13
01361.02.1	Speaking	3.88	0.35	0.13	3.38	0.52	0.18
01361.02.1	Mathematics	1.63	0.52	0.18	0.75	0.71	0.25
01361.02.1	Science	1.75	0.46	0.16	1.00	0.76	0.27
01361.02.1	Critical Thinking	3.50	0.53	0.19	3.25	0.46	0.16
01361.02.1	Active Learning	3.00	0.00	0.00	3.00	0.53	0.19
01361.02.1	Learning Strategies	3.25	0.46	0.16	3.25	0.46	0.16
01361.02.1	Monitoring	4.00	0.00	0.00	3.88	0.35	0.13
01361.02.1	Social Perceptiveness	4.00	0.00	0.00	3.88	0.35	0.13
01361.02.1	Coordination	3.50	0.53	0.19	3.13	0.35	0.13
01361.02.1	Persuasion	3.50	0.53	0.19	3.25	0.46	0.16
01361.02.1	Negotiation	3.13	0.35	0.13	2.88	0.35	0.13
01361.02.1	Instructing	3.25	0.46	0.16	3.00	0.00	0.00
01361.02.1	Service Orientation	3.75	0.46	0.16	3.50	0.53	0.19
01361.02.1	Complex Problem Solving	3.63	0.74	0.26	3.00	0.00	0.00
01361.02.1	Operations Analysis	1.75	0.46	0.16	1.25	0.89	0.31
01361.02.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
01361.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01361.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01361.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01361.02.1	Quality Control Analysis	1.75	0.46	0.16	1.38	0.92	0.32
01361.02.1	Operations Monitoring	1.75	0.46	0.16	1.25	0.89	0.31
01361.02.1	Operation and Control	1.75	0.46	0.16	1.38	0.92	0.32
01361.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01361.02.1	Troubleshooting	1.13	0.35	0.13	0.13	0.35	0.13
01361.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01361.02.1	Systems Analysis	2.38	0.52	0.18	2.00	0.00	0.00
01361.02.1	Systems Evaluation	2.75	0.46	0.16	2.50	0.53	0.19
01361.02.1	Judg. and Dec. Making	3.75	0.46	0.16	3.00	0.00	0.00
01361.02.1	Time Management	3.63	0.52	0.18	3.00	0.53	0.19
01361.02.1	M. of Financial Resources	1.88	0.35	0.13	1.25	0.71	0.25
01361.02.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
01361.02.1	M. of Personnel Resources	2.50	0.53	0.19	2.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

First-Line Supervisors of Retail Sales Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01363.03.1	Reading Comprehension	3.00	0.00	0.00	3.88	0.35	0.13
01363.03.1	Active Listening	3.88	0.35	0.13	3.63	0.52	0.18
01363.03.1	Writing	3.00	0.00	0.00	3.63	0.52	0.18
01363.03.1	Speaking	3.75	0.46	0.16	3.88	0.35	0.13
01363.03.1	Mathematics	2.75	0.46	0.16	3.00	0.00	0.00
01363.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01363.03.1	Critical Thinking	3.50	0.53	0.19	3.88	0.35	0.13
01363.03.1	Active Learning	3.00	0.00	0.00	3.38	0.52	0.18
01363.03.1	Learning Strategies	3.00	0.00	0.00	3.50	0.53	0.19
01363.03.1	Monitoring	3.50	0.53	0.19	3.88	0.35	0.13
01363.03.1	Social Perceptiveness	3.50	0.53	0.19	3.75	0.46	0.16
01363.03.1	Coordination	3.50	0.53	0.19	3.63	0.52	0.18
01363.03.1	Persuasion	3.25	0.46	0.16	3.63	0.52	0.18
01363.03.1	Negotiation	3.25	0.46	0.16	3.63	0.52	0.18
01363.03.1	Instructing	3.25	0.46	0.16	3.63	0.52	0.18
01363.03.1	Service Orientation	3.75	0.71	0.25	3.75	0.46	0.16
01363.03.1	Complex Problem Solving	3.00	0.00	0.00	3.50	0.53	0.19
01363.03.1	Operations Analysis	2.50	0.76	0.27	2.13	0.99	0.35
01363.03.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
01363.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01363.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01363.03.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
01363.03.1	Quality Control Analysis	2.13	0.83	0.30	2.00	1.31	0.46
01363.03.1	Operations Monitoring	1.88	0.35	0.13	1.50	0.76	0.27
01363.03.1	Operation and Control	1.50	0.53	0.19	0.88	0.99	0.35
01363.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01363.03.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
01363.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01363.03.1	Systems Analysis	3.00	0.00	0.00	2.88	0.35	0.13
01363.03.1	Systems Evaluation	3.00	0.00	0.00	3.00	0.00	0.00
01363.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.53	0.19
01363.03.1	Time Management	3.13	0.35	0.13	3.63	0.52	0.18
01363.03.1	M. of Financial Resources	2.50	0.53	0.19	2.75	0.46	0.16
01363.03.1	M. of Material Resources	2.63	0.52	0.18	2.75	0.46	0.16
01363.03.1	M. of Personnel Resources	3.25	0.46	0.16	3.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Cashiers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00439.03.1	Reading Comprehension	2.88	0.35	0.13	2.63	0.52	0.18
00439.03.1	Active Listening	3.13	0.35	0.13	2.88	0.35	0.13
00439.03.1	Writing	2.25	0.46	0.16	2.38	0.52	0.18
00439.03.1	Speaking	3.13	0.35	0.13	2.88	0.35	0.13
00439.03.1	Mathematics	3.00	0.00	0.00	2.25	0.46	0.16
00439.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00439.03.1	Critical Thinking	2.88	0.35	0.13	2.63	0.52	0.18
00439.03.1	Active Learning	2.38	0.52	0.18	2.25	0.46	0.16
00439.03.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
00439.03.1	Monitoring	2.88	0.35	0.13	2.50	0.53	0.19
00439.03.1	Social Perceptiveness	3.00	0.00	0.00	2.63	0.52	0.18
00439.03.1	Coordination	2.88	0.35	0.13	2.63	0.52	0.18
00439.03.1	Persuasion	2.63	0.52	0.18	2.13	0.35	0.13
00439.03.1	Negotiation	2.63	0.52	0.18	2.13	0.35	0.13
00439.03.1	Instructing	2.63	0.52	0.18	2.25	0.46	0.16
00439.03.1	Service Orientation	3.25	0.46	0.16	2.75	0.46	0.16
00439.03.1	Complex Problem Solving	2.25	0.46	0.16	2.13	0.35	0.13
00439.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00439.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00439.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00439.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00439.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00439.03.1	Quality Control Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00439.03.1	Operations Monitoring	1.88	0.35	0.13	1.63	0.74	0.26
00439.03.1	Operation and Control	1.88	0.35	0.13	1.38	0.74	0.26
00439.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00439.03.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
00439.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00439.03.1	Systems Analysis	2.00	0.00	0.00	2.00	0.00	0.00
00439.03.1	Systems Evaluation	2.00	0.00	0.00	1.75	0.46	0.16
00439.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.13	0.35	0.13
00439.03.1	Time Management	2.88	0.35	0.13	2.63	0.52	0.18
00439.03.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
00439.03.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
00439.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Retail Salespersons

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00435.03.1	Reading Comprehension	3.00	0.53	0.19	3.13	0.35	0.13
00435.03.1	Active Listening	3.75	0.46	0.16	3.75	0.46	0.16
00435.03.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
00435.03.1	Speaking	3.75	0.46	0.16	3.13	0.35	0.13
00435.03.1	Mathematics	2.63	0.52	0.18	2.00	0.00	0.00
00435.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00435.03.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
00435.03.1	Active Learning	3.00	0.00	0.00	2.88	0.35	0.13
00435.03.1	Learning Strategies	2.63	0.52	0.18	2.25	0.46	0.16
00435.03.1	Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
00435.03.1	Social Perceptiveness	3.50	0.53	0.19	3.13	0.35	0.13
00435.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00435.03.1	Persuasion	3.88	0.35	0.13	4.00	0.00	0.00
00435.03.1	Negotiation	3.50	0.53	0.19	3.75	0.46	0.16
00435.03.1	Instructing	2.88	0.35	0.13	2.75	0.46	0.16
00435.03.1	Service Orientation	3.75	0.46	0.16	3.88	0.35	0.13
00435.03.1	Complex Problem Solving	2.75	0.46	0.16	2.50	0.53	0.19
00435.03.1	Operations Analysis	1.50	0.53	0.19	0.63	0.74	0.26
00435.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
00435.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00435.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00435.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00435.03.1	Quality Control Analysis	2.00	0.00	0.00	1.25	0.46	0.16
00435.03.1	Operations Monitoring	2.00	0.00	0.00	1.50	0.53	0.19
00435.03.1	Operation and Control	2.00	0.00	0.00	1.38	0.52	0.18
00435.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00435.03.1	Troubleshooting	1.75	0.46	0.16	0.88	0.64	0.23
00435.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00435.03.1	Systems Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00435.03.1	Systems Evaluation	2.00	0.00	0.00	2.00	0.00	0.00
00435.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.75	0.46	0.16
00435.03.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00435.03.1	M. of Financial Resources	2.13	0.35	0.13	1.25	0.46	0.16
00435.03.1	M. of Material Resources	2.00	0.00	0.00	1.00	0.00	0.00
00435.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Advertising Sales Agents

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00424.03.1	Reading Comprehension	3.38	0.52	0.18	3.88	0.35	0.13
00424.03.1	Active Listening	3.75	0.46	0.16	4.00	0.00	0.00
00424.03.1	Writing	3.13	0.35	0.13	3.38	0.52	0.18
00424.03.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
00424.03.1	Mathematics	2.75	0.46	0.16	2.75	0.46	0.16
00424.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00424.03.1	Critical Thinking	3.25	0.46	0.16	3.75	0.46	0.16
00424.03.1	Active Learning	2.88	0.35	0.13	3.63	0.52	0.18
00424.03.1	Learning Strategies	2.63	0.52	0.18	2.63	0.52	0.18
00424.03.1	Monitoring	3.00	0.00	0.00	3.38	0.52	0.18
00424.03.1	Social Perceptiveness	3.88	0.35	0.13	3.63	0.52	0.18
00424.03.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
00424.03.1	Persuasion	4.00	0.53	0.19	4.00	0.00	0.00
00424.03.1	Negotiation	3.75	0.46	0.16	3.88	0.35	0.13
00424.03.1	Instructing	2.25	0.46	0.16	2.75	0.46	0.16
00424.03.1	Service Orientation	3.88	0.35	0.13	3.75	0.46	0.16
00424.03.1	Complex Problem Solving	3.00	0.00	0.00	3.13	0.35	0.13
00424.03.1	Operations Analysis	2.13	0.64	0.23	2.00	0.93	0.33
00424.03.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00424.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00424.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00424.03.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00424.03.1	Quality Control Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00424.03.1	Operations Monitoring	2.00	0.00	0.00	2.00	0.53	0.19
00424.03.1	Operation and Control	2.00	0.00	0.00	2.00	0.00	0.00
00424.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00424.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00424.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00424.03.1	Systems Analysis	3.00	0.00	0.00	2.88	0.35	0.13
00424.03.1	Systems Evaluation	2.13	0.35	0.13	2.75	0.46	0.16
00424.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.25	0.46	0.16
00424.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00424.03.1	M. of Financial Resources	2.00	0.00	0.00	1.88	0.35	0.13
00424.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
00424.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Insurance Sales Agents

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00416.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00416.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00416.03.1	Writing	3.63	0.52	0.18	3.63	0.52	0.18
00416.03.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00416.03.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
00416.03.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
00416.03.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
00416.03.1	Active Learning	3.00	0.00	0.00	3.38	0.52	0.18
00416.03.1	Learning Strategies	2.75	0.46	0.16	2.75	0.46	0.16
00416.03.1	Monitoring	2.88	0.35	0.13	3.00	0.00	0.00
00416.03.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.53	0.19
00416.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00416.03.1	Persuasion	3.63	0.52	0.18	3.88	0.64	0.23
00416.03.1	Negotiation	3.25	0.46	0.16	3.38	0.52	0.18
00416.03.1	Instructing	2.63	0.52	0.18	2.88	0.35	0.13
00416.03.1	Service Orientation	3.38	0.74	0.26	3.50	0.53	0.19
00416.03.1	Complex Problem Solving	2.88	0.35	0.13	3.13	0.35	0.13
00416.03.1	Operations Analysis	1.88	0.35	0.13	1.50	0.76	0.27
00416.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00416.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00416.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00416.03.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
00416.03.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
00416.03.1	Operations Monitoring	1.75	0.46	0.16	1.25	0.89	0.31
00416.03.1	Operation and Control	1.75	0.46	0.16	1.00	0.76	0.27
00416.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00416.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00416.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00416.03.1	Systems Analysis	2.75	0.46	0.16	3.00	0.53	0.19
00416.03.1	Systems Evaluation	2.75	0.46	0.16	3.00	0.53	0.19
00416.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.25	0.46	0.16
00416.03.1	Time Management	3.50	0.53	0.19	3.00	0.00	0.00
00416.03.1	M. of Financial Resources	1.25	0.46	0.16	0.25	0.46	0.16
00416.03.1	M. of Material Resources	1.13	0.35	0.13	0.13	0.35	0.13
00416.03.1	M. of Personnel Resources	2.00	0.53	0.19	1.88	0.83	0.30

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Door-To-Door Sales Workers, News and Street Vendors, and Related Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01371.02.1	Reading Comprehension	3.00	0.53	0.19	2.75	0.46	0.16
01371.02.1	Active Listening	3.38	0.52	0.18	3.13	0.64	0.23
01371.02.1	Writing	2.88	0.35	0.13	2.75	0.46	0.16
01371.02.1	Speaking	4.00	0.53	0.19	3.38	0.52	0.18
01371.02.1	Mathematics	1.88	0.35	0.13	1.13	0.64	0.23
01371.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01371.02.1	Critical Thinking	2.88	0.35	0.13	3.13	0.64	0.23
01371.02.1	Active Learning	2.63	0.52	0.18	2.63	0.52	0.18
01371.02.1	Learning Strategies	2.25	0.46	0.16	2.00	0.00	0.00
01371.02.1	Monitoring	2.75	0.46	0.16	2.88	0.35	0.13
01371.02.1	Social Perceptiveness	3.75	0.46	0.16	3.13	0.35	0.13
01371.02.1	Coordination	3.25	0.46	0.16	3.13	0.35	0.13
01371.02.1	Persuasion	4.00	0.53	0.19	4.00	0.00	0.00
01371.02.1	Negotiation	3.25	0.46	0.16	3.38	0.52	0.18
01371.02.1	Instructing	2.38	0.52	0.18	2.13	0.35	0.13
01371.02.1	Service Orientation	3.63	0.52	0.18	3.13	0.35	0.13
01371.02.1	Complex Problem Solving	2.63	0.74	0.26	2.25	1.04	0.37
01371.02.1	Operations Analysis	1.75	0.46	0.16	1.13	0.83	0.30
01371.02.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
01371.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01371.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01371.02.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01371.02.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01371.02.1	Operations Monitoring	1.38	0.52	0.18	0.38	0.52	0.18
01371.02.1	Operation and Control	1.38	0.52	0.18	0.63	0.92	0.32
01371.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01371.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01371.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01371.02.1	Systems Analysis	2.00	0.00	0.00	1.75	0.46	0.16
01371.02.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.53	0.19
01371.02.1	Judg. and Dec. Making	3.00	0.00	0.00	2.88	0.35	0.13
01371.02.1	Time Management	2.75	0.46	0.16	2.88	0.35	0.13
01371.02.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
01371.02.1	M. of Material Resources	1.75	0.46	0.16	1.25	0.89	0.31
01371.02.1	M. of Personnel Resources	1.88	0.64	0.23	1.38	0.92	0.32

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Bill and Account Collectors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00465.03.1	Reading Comprehension	3.13	0.35	0.13	3.63	0.52	0.18
00465.03.1	Active Listening	3.88	0.35	0.13	3.63	0.52	0.18
00465.03.1	Writing	3.25	0.46	0.16	3.13	0.35	0.13
00465.03.1	Speaking	3.88	0.35	0.13	3.63	0.52	0.18
00465.03.1	Mathematics	2.63	0.52	0.18	2.63	0.52	0.18
00465.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00465.03.1	Critical Thinking	3.13	0.35	0.13	3.50	0.53	0.19
00465.03.1	Active Learning	2.88	0.35	0.13	2.75	0.46	0.16
00465.03.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
00465.03.1	Monitoring	3.00	0.00	0.00	2.88	0.35	0.13
00465.03.1	Social Perceptiveness	3.38	0.52	0.18	3.00	0.00	0.00
00465.03.1	Coordination	2.88	0.35	0.13	2.88	0.35	0.13
00465.03.1	Persuasion	3.38	0.52	0.18	3.63	0.52	0.18
00465.03.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
00465.03.1	Instructing	2.38	0.52	0.18	2.38	0.52	0.18
00465.03.1	Service Orientation	3.00	0.00	0.00	2.75	0.46	0.16
00465.03.1	Complex Problem Solving	2.88	0.35	0.13	2.88	0.35	0.13
00465.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00465.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00465.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00465.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00465.03.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
00465.03.1	Quality Control Analysis	1.63	0.52	0.18	0.88	0.83	0.30
00465.03.1	Operations Monitoring	1.88	0.35	0.13	1.00	0.53	0.19
00465.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00465.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00465.03.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
00465.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00465.03.1	Systems Analysis	2.25	0.46	0.16	2.38	0.52	0.18
00465.03.1	Systems Evaluation	2.00	0.00	0.00	2.00	0.00	0.00
00465.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.75	0.46	0.16
00465.03.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00465.03.1	M. of Financial Resources	1.50	0.53	0.19	0.75	0.89	0.31
00465.03.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
00465.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Tellers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00450.03.1	Reading Comprehension	3.13	0.35	0.13	3.25	0.46	0.16
00450.03.1	Active Listening	3.50	0.53	0.19	3.63	0.52	0.18
00450.03.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
00450.03.1	Speaking	3.25	0.46	0.16	3.00	0.00	0.00
00450.03.1	Mathematics	3.00	0.53	0.19	2.75	0.46	0.16
00450.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00450.03.1	Critical Thinking	3.13	0.35	0.13	3.25	0.46	0.16
00450.03.1	Active Learning	2.88	0.35	0.13	3.00	0.00	0.00
00450.03.1	Learning Strategies	2.25	0.46	0.16	2.50	0.53	0.19
00450.03.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00450.03.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
00450.03.1	Coordination	2.88	0.35	0.13	2.75	0.46	0.16
00450.03.1	Persuasion	2.75	0.46	0.16	2.38	0.52	0.18
00450.03.1	Negotiation	2.50	0.53	0.19	2.13	0.35	0.13
00450.03.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
00450.03.1	Service Orientation	3.13	0.35	0.13	3.00	0.00	0.00
00450.03.1	Complex Problem Solving	2.88	0.35	0.13	2.88	0.35	0.13
00450.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00450.03.1	Technology Design	1.38	0.52	0.18	0.50	0.76	0.27
00450.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00450.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00450.03.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
00450.03.1	Quality Control Analysis	1.88	0.35	0.13	1.50	0.76	0.27
00450.03.1	Operations Monitoring	2.00	0.00	0.00	2.00	0.53	0.19
00450.03.1	Operation and Control	2.00	0.00	0.00	1.38	0.52	0.18
00450.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00450.03.1	Troubleshooting	1.50	0.53	0.19	0.63	0.74	0.26
00450.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00450.03.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00450.03.1	Systems Evaluation	2.38	0.52	0.18	2.25	0.46	0.16
00450.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.88	0.35	0.13
00450.03.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00450.03.1	M. of Financial Resources	1.63	0.52	0.18	1.00	0.93	0.33
00450.03.1	M. of Material Resources	1.50	0.53	0.19	0.88	1.13	0.40
00450.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.25	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Library Assistants, Clerical

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00472.03.1	Reading Comprehension	3.25	0.46	0.16	3.25	0.46	0.16
00472.03.1	Active Listening	3.25	0.46	0.16	3.00	0.00	0.00
00472.03.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
00472.03.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00472.03.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
00472.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00472.03.1	Critical Thinking	3.00	0.00	0.00	2.88	0.64	0.23
00472.03.1	Active Learning	2.25	0.46	0.16	2.13	0.35	0.13
00472.03.1	Learning Strategies	2.50	0.53	0.19	2.13	0.35	0.13
00472.03.1	Monitoring	2.88	0.35	0.13	2.75	0.46	0.16
00472.03.1	Social Perceptiveness	2.88	0.35	0.13	2.75	0.46	0.16
00472.03.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
00472.03.1	Persuasion	2.13	0.35	0.13	2.13	0.35	0.13
00472.03.1	Negotiation	2.00	0.00	0.00	2.13	0.35	0.13
00472.03.1	Instructing	2.75	0.46	0.16	2.50	0.53	0.19
00472.03.1	Service Orientation	3.38	0.52	0.18	3.00	0.00	0.00
00472.03.1	Complex Problem Solving	2.88	0.35	0.13	2.13	0.35	0.13
00472.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00472.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00472.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00472.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00472.03.1	Programming	1.50	0.76	0.27	0.50	0.76	0.27
00472.03.1	Quality Control Analysis	2.00	0.53	0.19	1.25	0.71	0.25
00472.03.1	Operations Monitoring	1.75	0.46	0.16	1.00	0.76	0.27
00472.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00472.03.1	Equipment Maintenance	1.25	0.46	0.16	0.25	0.46	0.16
00472.03.1	Troubleshooting	1.25	0.46	0.16	0.25	0.46	0.16
00472.03.1	Repairing	1.25	0.71	0.25	0.25	0.71	0.25
00472.03.1	Systems Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00472.03.1	Systems Evaluation	2.00	0.00	0.00	1.75	0.46	0.16
00472.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.25	0.46	0.16
00472.03.1	Time Management	2.88	0.35	0.13	2.50	0.53	0.19
00472.03.1	M. of Financial Resources	1.88	0.35	0.13	1.13	0.64	0.23
00472.03.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
00472.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Weighers, Measurers, Checkers, and Samplers, Recordkeeping

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00520.02.1	Reading Comprehension	3.25	0.46	0.16	3.00	0.00	0.00
00520.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00520.02.1	Writing	2.88	0.64	0.23	3.00	0.00	0.00
00520.02.1	Speaking	3.13	0.35	0.13	3.00	0.00	0.00
00520.02.1	Mathematics	2.88	0.35	0.13	2.75	0.46	0.16
00520.02.1	Science	1.50	0.76	0.27	0.75	1.16	0.41
00520.02.1	Critical Thinking	3.38	0.52	0.18	3.00	0.00	0.00
00520.02.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00520.02.1	Learning Strategies	2.75	0.46	0.16	2.50	0.53	0.19
00520.02.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00520.02.1	Social Perceptiveness	3.00	0.00	0.00	2.88	0.35	0.13
00520.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00520.02.1	Persuasion	2.88	0.35	0.13	2.25	0.46	0.16
00520.02.1	Negotiation	2.50	0.53	0.19	2.13	0.35	0.13
00520.02.1	Instructing	2.50	0.53	0.19	2.38	0.52	0.18
00520.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00520.02.1	Complex Problem Solving	2.88	0.35	0.13	2.75	0.46	0.16
00520.02.1	Operations Analysis	1.25	0.46	0.16	0.50	0.93	0.33
00520.02.1	Technology Design	1.38	0.52	0.18	0.50	0.76	0.27
00520.02.1	Equipment Selection	1.75	0.71	0.25	1.25	1.04	0.37
00520.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00520.02.1	Programming	1.75	0.46	0.16	1.13	0.83	0.30
00520.02.1	Quality Control Analysis	3.00	0.76	0.27	2.75	0.46	0.16
00520.02.1	Operations Monitoring	2.63	0.52	0.18	2.25	1.04	0.37
00520.02.1	Operation and Control	2.00	0.76	0.27	1.75	1.16	0.41
00520.02.1	Equipment Maintenance	1.75	0.71	0.25	1.25	1.04	0.37
00520.02.1	Troubleshooting	1.75	0.71	0.25	1.38	1.19	0.42
00520.02.1	Repairing	1.63	0.52	0.18	1.25	1.04	0.37
00520.02.1	Systems Analysis	2.38	0.52	0.18	2.13	0.35	0.13
00520.02.1	Systems Evaluation	2.25	0.46	0.16	2.13	0.35	0.13
00520.02.1	Judg. and Dec. Making	2.88	0.35	0.13	2.88	0.35	0.13
00520.02.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00520.02.1	M. of Financial Resources	1.63	0.52	0.18	1.13	0.99	0.35
00520.02.1	M. of Material Resources	1.63	0.52	0.18	1.00	0.93	0.33
00520.02.1	M. of Personnel Resources	2.38	0.52	0.18	2.75	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Legal Secretaries

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00477.03.1	Reading Comprehension	3.88	0.35	0.13	3.88	0.35	0.13
00477.03.1	Active Listening	3.75	0.46	0.16	4.00	0.00	0.00
00477.03.1	Writing	3.88	0.35	0.13	3.88	0.35	0.13
00477.03.1	Speaking	3.75	0.46	0.16	3.25	0.46	0.16
00477.03.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00477.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
00477.03.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00477.03.1	Learning Strategies	2.25	0.46	0.16	2.00	0.53	0.19
00477.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00477.03.1	Social Perceptiveness	3.00	0.00	0.00	2.88	0.35	0.13
00477.03.1	Coordination	3.00	0.00	0.00	2.63	0.52	0.18
00477.03.1	Persuasion	2.75	0.46	0.16	2.25	0.46	0.16
00477.03.1	Negotiation	2.38	0.52	0.18	2.25	0.46	0.16
00477.03.1	Instructing	2.00	0.00	0.00	1.88	0.35	0.13
00477.03.1	Service Orientation	2.75	0.46	0.16	3.00	0.53	0.19
00477.03.1	Complex Problem Solving	2.88	0.35	0.13	2.63	0.52	0.18
00477.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00477.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
00477.03.1	Quality Control Analysis	2.13	0.83	0.30	1.63	0.74	0.26
00477.03.1	Operations Monitoring	2.00	0.00	0.00	1.00	0.00	0.00
00477.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00477.03.1	Systems Analysis	2.00	0.00	0.00	2.13	0.35	0.13
00477.03.1	Systems Evaluation	2.00	0.00	0.00	1.88	0.35	0.13
00477.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.63	0.52	0.18
00477.03.1	Time Management	3.25	0.46	0.16	3.13	0.64	0.23
00477.03.1	M. of Financial Resources	1.25	0.46	0.16	0.25	0.46	0.16
00477.03.1	M. of Material Resources	1.13	0.35	0.13	0.13	0.35	0.13
00477.03.1	M. of Personnel Resources	2.00	0.00	0.00	1.75	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Computer Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00501.03.1	Reading Comprehension	3.63	0.52	0.18	3.75	0.46	0.16
00501.03.1	Active Listening	3.63	0.52	0.18	3.38	0.52	0.18
00501.03.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
00501.03.1	Speaking	3.38	0.52	0.18	3.25	0.46	0.16
00501.03.1	Mathematics	2.50	0.53	0.19	2.38	0.52	0.18
00501.03.1	Science	1.75	0.46	0.16	1.38	0.92	0.32
00501.03.1	Critical Thinking	3.63	0.52	0.18	3.75	0.46	0.16
00501.03.1	Active Learning	3.00	0.00	0.00	3.13	0.35	0.13
00501.03.1	Learning Strategies	2.88	0.35	0.13	3.13	0.35	0.13
00501.03.1	Monitoring	3.63	0.52	0.18	4.13	0.35	0.13
00501.03.1	Social Perceptiveness	2.75	0.46	0.16	2.88	0.35	0.13
00501.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00501.03.1	Persuasion	2.50	0.53	0.19	2.63	0.52	0.18
00501.03.1	Negotiation	2.38	0.74	0.26	2.38	1.06	0.38
00501.03.1	Instructing	2.88	0.35	0.13	3.50	0.53	0.19
00501.03.1	Service Orientation	2.88	0.35	0.13	3.13	0.35	0.13
00501.03.1	Complex Problem Solving	3.38	0.52	0.18	3.25	0.46	0.16
00501.03.1	Operations Analysis	1.50	0.53	0.19	1.00	1.07	0.38
00501.03.1	Technology Design	1.75	0.46	0.16	1.50	0.93	0.33
00501.03.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
00501.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00501.03.1	Programming	2.88	0.35	0.13	2.88	0.35	0.13
00501.03.1	Quality Control Analysis	3.00	0.00	0.00	3.25	0.46	0.16
00501.03.1	Operations Monitoring	3.88	0.35	0.13	3.75	0.46	0.16
00501.03.1	Operation and Control	3.25	0.46	0.16	3.25	0.46	0.16
00501.03.1	Equipment Maintenance	1.38	0.52	0.18	0.38	0.52	0.18
00501.03.1	Troubleshooting	3.00	0.53	0.19	3.50	0.53	0.19
00501.03.1	Repairing	1.13	0.35	0.13	0.13	0.35	0.13
00501.03.1	Systems Analysis	3.25	0.46	0.16	3.13	0.35	0.13
00501.03.1	Systems Evaluation	2.88	0.35	0.13	3.13	0.35	0.13
00501.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00501.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00501.03.1	M. of Financial Resources	1.88	0.64	0.23	1.25	1.04	0.37
00501.03.1	M. of Material Resources	1.75	0.46	0.16	1.63	1.06	0.38
00501.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.50	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Data Entry Keyers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00503.02.1	Reading Comprehension	3.63	0.52	0.18	3.38	0.52	0.18
00503.02.1	Active Listening	3.38	0.52	0.18	3.00	0.00	0.00
00503.02.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
00503.02.1	Speaking	2.88	0.35	0.13	3.00	0.00	0.00
00503.02.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00503.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00503.02.1	Critical Thinking	2.88	0.35	0.13	2.88	0.35	0.13
00503.02.1	Active Learning	2.75	0.46	0.16	2.13	0.35	0.13
00503.02.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
00503.02.1	Monitoring	3.25	0.46	0.16	2.25	0.46	0.16
00503.02.1	Social Perceptiveness	2.63	0.52	0.18	2.50	0.53	0.19
00503.02.1	Coordination	2.75	0.46	0.16	2.13	0.35	0.13
00503.02.1	Persuasion	2.38	0.52	0.18	2.13	0.35	0.13
00503.02.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
00503.02.1	Instructing	2.63	0.52	0.18	2.38	0.52	0.18
00503.02.1	Service Orientation	2.75	0.46	0.16	2.13	0.35	0.13
00503.02.1	Complex Problem Solving	2.88	0.35	0.13	2.50	0.53	0.19
00503.02.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00503.02.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00503.02.1	Equipment Selection	1.50	0.53	0.19	0.50	0.53	0.19
00503.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00503.02.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
00503.02.1	Quality Control Analysis	2.00	0.76	0.27	1.00	0.76	0.27
00503.02.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
00503.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00503.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00503.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00503.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00503.02.1	Systems Analysis	2.00	0.00	0.00	2.13	0.35	0.13
00503.02.1	Systems Evaluation	2.00	0.00	0.00	2.00	0.53	0.19
00503.02.1	Judg. and Dec. Making	2.63	0.52	0.18	2.38	0.52	0.18
00503.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00503.02.1	M. of Financial Resources	1.88	0.35	0.13	0.88	0.35	0.13
00503.02.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
00503.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.25	0.46	0.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Insurance Policy Processing Clerks

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00462.03.1	Reading Comprehension	3.25	0.46	0.16	3.50	0.53	0.19
00462.03.1	Active Listening	3.63	0.52	0.18	3.75	0.46	0.16
00462.03.1	Writing	3.13	0.64	0.23	3.00	0.00	0.00
00462.03.1	Speaking	3.38	0.52	0.18	3.63	0.52	0.18
00462.03.1	Mathematics	2.75	0.46	0.16	3.00	0.00	0.00
00462.03.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
00462.03.1	Critical Thinking	3.13	0.35	0.13	3.50	0.53	0.19
00462.03.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00462.03.1	Learning Strategies	2.00	0.00	0.00	2.00	0.00	0.00
00462.03.1	Monitoring	2.75	0.46	0.16	2.75	0.46	0.16
00462.03.1	Social Perceptiveness	2.63	0.52	0.18	2.50	0.53	0.19
00462.03.1	Coordination	2.63	0.52	0.18	2.50	0.53	0.19
00462.03.1	Persuasion	2.25	0.71	0.25	1.88	0.83	0.30
00462.03.1	Negotiation	2.25	0.71	0.25	1.75	0.71	0.25
00462.03.1	Instructing	1.88	0.35	0.13	1.75	0.71	0.25
00462.03.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
00462.03.1	Complex Problem Solving	2.75	0.46	0.16	2.75	0.46	0.16
00462.03.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
00462.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00462.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00462.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00462.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
00462.03.1	Quality Control Analysis	1.63	0.52	0.18	0.63	0.52	0.18
00462.03.1	Operations Monitoring	1.75	0.46	0.16	0.88	0.64	0.23
00462.03.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
00462.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00462.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00462.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00462.03.1	Systems Analysis	2.38	0.52	0.18	2.00	0.00	0.00
00462.03.1	Systems Evaluation	2.25	0.46	0.16	2.00	0.53	0.19
00462.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.13	0.35	0.13
00462.03.1	Time Management	3.00	0.00	0.00	2.63	0.52	0.18
00462.03.1	M. of Financial Resources	1.75	0.46	0.16	1.38	0.92	0.32
00462.03.1	M. of Material Resources	1.75	0.46	0.16	1.50	0.93	0.33
00462.03.1	M. of Personnel Resources	1.75	0.46	0.16	1.50	0.93	0.33

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Office Clerks, General

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00497.03.1	Reading Comprehension	3.75	0.46	0.16	3.50	0.53	0.19
00497.03.1	Active Listening	3.75	0.46	0.16	3.50	0.53	0.19
00497.03.1	Writing	3.13	0.35	0.13	3.13	0.35	0.13
00497.03.1	Speaking	3.63	0.52	0.18	3.00	0.00	0.00
00497.03.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
00497.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00497.03.1	Critical Thinking	3.00	0.00	0.00	3.00	0.00	0.00
00497.03.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00497.03.1	Learning Strategies	2.13	0.35	0.13	2.25	0.46	0.16
00497.03.1	Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
00497.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00497.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00497.03.1	Persuasion	2.63	0.52	0.18	2.13	0.35	0.13
00497.03.1	Negotiation	2.63	0.52	0.18	2.13	0.35	0.13
00497.03.1	Instructing	2.75	0.46	0.16	2.75	0.46	0.16
00497.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00497.03.1	Complex Problem Solving	2.63	0.52	0.18	2.25	0.46	0.16
00497.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00497.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00497.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00497.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00497.03.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
00497.03.1	Quality Control Analysis	1.75	0.71	0.25	1.00	0.93	0.33
00497.03.1	Operations Monitoring	2.13	0.35	0.13	2.00	0.00	0.00
00497.03.1	Operation and Control	1.38	0.52	0.18	0.38	0.52	0.18
00497.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00497.03.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
00497.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00497.03.1	Systems Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00497.03.1	Systems Evaluation	2.00	0.00	0.00	1.75	0.46	0.16
00497.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.25	0.46	0.16
00497.03.1	Time Management	3.00	0.00	0.00	2.75	0.46	0.16
00497.03.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
00497.03.1	M. of Material Resources	1.88	0.64	0.23	1.38	0.92	0.32
00497.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Animal Breeders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00643.02.1	Reading Comprehension	2.88	0.35	0.13	2.88	0.35	0.13
00643.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00643.02.1	Writing	2.75	0.71	0.25	2.75	0.46	0.16
00643.02.1	Speaking	3.00	0.00	0.00	2.75	0.46	0.16
00643.02.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
00643.02.1	Science	3.00	0.00	0.00	2.88	0.35	0.13
00643.02.1	Critical Thinking	3.25	0.46	0.16	3.25	0.46	0.16
00643.02.1	Active Learning	3.00	0.53	0.19	2.75	0.71	0.25
00643.02.1	Learning Strategies	2.13	0.35	0.13	2.00	0.00	0.00
00643.02.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00643.02.1	Social Perceptiveness	2.63	0.52	0.18	2.38	0.52	0.18
00643.02.1	Coordination	2.50	0.76	0.27	2.25	1.04	0.37
00643.02.1	Persuasion	2.38	0.52	0.18	2.38	0.52	0.18
00643.02.1	Negotiation	1.75	0.46	0.16	1.50	0.93	0.33
00643.02.1	Instructing	1.88	0.35	0.13	1.63	0.74	0.26
00643.02.1	Service Orientation	2.38	0.52	0.18	2.13	0.35	0.13
00643.02.1	Complex Problem Solving	3.00	0.53	0.19	2.88	0.35	0.13
00643.02.1	Operations Analysis	1.63	0.52	0.18	1.25	1.04	0.37
00643.02.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00643.02.1	Equipment Selection	1.38	0.52	0.18	0.50	0.76	0.27
00643.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00643.02.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00643.02.1	Quality Control Analysis	2.63	0.52	0.18	2.75	0.46	0.16
00643.02.1	Operations Monitoring	2.88	0.35	0.13	2.75	0.46	0.16
00643.02.1	Operation and Control	2.63	0.52	0.18	2.63	0.52	0.18
00643.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00643.02.1	Troubleshooting	2.00	0.00	0.00	1.63	0.52	0.18
00643.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00643.02.1	Systems Analysis	2.38	0.52	0.18	2.25	0.46	0.16
00643.02.1	Systems Evaluation	2.13	0.64	0.23	1.88	0.83	0.30
00643.02.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00643.02.1	Time Management	2.75	0.46	0.16	2.75	0.46	0.16
00643.02.1	M. of Financial Resources	2.13	0.64	0.23	1.63	0.92	0.32
00643.02.1	M. of Material Resources	2.00	0.53	0.19	1.75	0.89	0.31
00643.02.1	M. of Personnel Resources	2.00	0.53	0.19	1.75	0.71	0.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Brickmasons and Blockmasons

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00792.03.1	Reading Comprehension	2.75	0.46	0.16	2.38	0.52	0.18
00792.03.1	Active Listening	3.00	0.00	0.00	2.75	0.46	0.16
00792.03.1	Writing	2.25	0.46	0.16	2.13	0.35	0.13
00792.03.1	Speaking	3.00	0.00	0.00	2.50	0.53	0.19
00792.03.1	Mathematics	2.88	0.35	0.13	3.38	0.52	0.18
00792.03.1	Science	1.75	0.46	0.16	1.25	1.04	0.37
00792.03.1	Critical Thinking	3.13	0.35	0.13	3.00	0.00	0.00
00792.03.1	Active Learning	2.88	0.35	0.13	2.13	0.35	0.13
00792.03.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
00792.03.1	Monitoring	3.00	0.53	0.19	2.88	0.35	0.13
00792.03.1	Social Perceptiveness	2.75	0.46	0.16	2.25	0.46	0.16
00792.03.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
00792.03.1	Persuasion	2.50	0.53	0.19	2.25	0.46	0.16
00792.03.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
00792.03.1	Instructing	2.25	0.46	0.16	2.13	0.35	0.13
00792.03.1	Service Orientation	2.25	0.46	0.16	2.13	0.35	0.13
00792.03.1	Complex Problem Solving	2.88	0.35	0.13	2.25	0.46	0.16
00792.03.1	Operations Analysis	2.13	0.64	0.23	1.63	0.74	0.26
00792.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00792.03.1	Equipment Selection	2.63	0.52	0.18	2.00	0.53	0.19
00792.03.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
00792.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00792.03.1	Quality Control Analysis	3.00	0.00	0.00	2.88	0.35	0.13
00792.03.1	Operations Monitoring	3.00	0.00	0.00	2.25	0.46	0.16
00792.03.1	Operation and Control	2.63	0.52	0.18	2.13	0.35	0.13
00792.03.1	Equipment Maintenance	2.00	0.00	0.00	2.00	0.00	0.00
00792.03.1	Troubleshooting	2.00	0.00	0.00	2.00	0.00	0.00
00792.03.1	Repairing	2.00	0.00	0.00	1.88	0.35	0.13
00792.03.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00792.03.1	Systems Evaluation	2.00	0.00	0.00	2.13	0.35	0.13
00792.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.13	0.35	0.13
00792.03.1	Time Management	3.00	0.00	0.00	2.63	0.52	0.18
00792.03.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
00792.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
00792.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Cement Masons and Concrete Finishers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01398.03.1	Reading Comprehension	2.38	0.52	0.18	1.88	0.35	0.13
01398.03.1	Active Listening	3.00	0.53	0.19	2.25	0.46	0.16
01398.03.1	Writing	2.00	0.00	0.00	1.88	0.35	0.13
01398.03.1	Speaking	3.13	0.35	0.13	2.00	0.53	0.19
01398.03.1	Mathematics	2.63	0.52	0.18	2.75	0.46	0.16
01398.03.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
01398.03.1	Critical Thinking	3.00	0.00	0.00	2.38	0.52	0.18
01398.03.1	Active Learning	2.13	0.35	0.13	1.75	0.46	0.16
01398.03.1	Learning Strategies	2.38	0.52	0.18	2.00	0.00	0.00
01398.03.1	Monitoring	3.25	0.46	0.16	2.88	0.35	0.13
01398.03.1	Social Perceptiveness	2.50	0.53	0.19	1.88	0.35	0.13
01398.03.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
01398.03.1	Persuasion	2.13	0.35	0.13	1.63	0.52	0.18
01398.03.1	Negotiation	2.00	0.00	0.00	1.50	0.53	0.19
01398.03.1	Instructing	2.50	0.53	0.19	2.00	0.00	0.00
01398.03.1	Service Orientation	2.25	0.71	0.25	1.63	0.74	0.26
01398.03.1	Complex Problem Solving	3.00	0.53	0.19	2.63	0.52	0.18
01398.03.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
01398.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
01398.03.1	Equipment Selection	2.13	0.35	0.13	1.63	0.52	0.18
01398.03.1	Installation	1.38	0.74	0.26	0.38	0.74	0.26
01398.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
01398.03.1	Quality Control Analysis	3.13	0.35	0.13	2.75	0.46	0.16
01398.03.1	Operations Monitoring	2.75	0.71	0.25	2.38	0.52	0.18
01398.03.1	Operation and Control	2.88	0.64	0.23	2.75	0.46	0.16
01398.03.1	Equipment Maintenance	2.00	0.53	0.19	1.25	0.71	0.25
01398.03.1	Troubleshooting	2.38	0.52	0.18	1.75	0.46	0.16
01398.03.1	Repairing	1.88	0.64	0.23	1.13	0.83	0.30
01398.03.1	Systems Analysis	2.00	0.53	0.19	1.63	0.74	0.26
01398.03.1	Systems Evaluation	2.00	0.53	0.19	1.63	0.74	0.26
01398.03.1	Judg. and Dec. Making	3.00	0.00	0.00	2.13	0.35	0.13
01398.03.1	Time Management	3.13	0.35	0.13	2.75	0.46	0.16
01398.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01398.03.1	M. of Material Resources	1.88	0.35	0.13	1.13	0.64	0.23
01398.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Pile-Driver Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00809.02.1	Reading Comprehension	2.50	0.53	0.19	2.25	0.46	0.16
00809.02.1	Active Listening	3.00	0.53	0.19	2.75	0.46	0.16
00809.02.1	Writing	2.25	0.71	0.25	1.88	0.83	0.30
00809.02.1	Speaking	2.75	0.46	0.16	2.38	0.52	0.18
00809.02.1	Mathematics	2.13	0.35	0.13	1.38	0.74	0.26
00809.02.1	Science	1.38	0.52	0.18	0.38	0.52	0.18
00809.02.1	Critical Thinking	2.88	0.35	0.13	3.00	0.00	0.00
00809.02.1	Active Learning	2.00	0.00	0.00	2.00	0.00	0.00
00809.02.1	Learning Strategies	1.88	0.35	0.13	1.63	0.74	0.26
00809.02.1	Monitoring	3.25	0.46	0.16	2.88	0.35	0.13
00809.02.1	Social Perceptiveness	2.50	0.76	0.27	2.00	0.93	0.33
00809.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00809.02.1	Persuasion	1.88	0.35	0.13	1.63	0.74	0.26
00809.02.1	Negotiation	1.88	0.35	0.13	1.63	0.74	0.26
00809.02.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
00809.02.1	Service Orientation	2.00	0.00	0.00	1.75	0.46	0.16
00809.02.1	Complex Problem Solving	2.75	0.46	0.16	2.25	0.46	0.16
00809.02.1	Operations Analysis	1.13	0.35	0.13	0.13	0.35	0.13
00809.02.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
00809.02.1	Equipment Selection	2.13	0.35	0.13	1.88	0.35	0.13
00809.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00809.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00809.02.1	Quality Control Analysis	2.88	0.35	0.13	2.88	0.35	0.13
00809.02.1	Operations Monitoring	4.00	0.00	0.00	3.63	0.52	0.18
00809.02.1	Operation and Control	4.13	0.35	0.13	3.75	0.46	0.16
00809.02.1	Equipment Maintenance	3.25	0.46	0.16	3.13	0.35	0.13
00809.02.1	Troubleshooting	3.13	0.35	0.13	3.00	0.00	0.00
00809.02.1	Repairing	2.75	0.71	0.25	2.88	0.35	0.13
00809.02.1	Systems Analysis	2.00	0.00	0.00	1.25	0.46	0.16
00809.02.1	Systems Evaluation	2.00	0.00	0.00	1.25	0.46	0.16
00809.02.1	Judg. and Dec. Making	2.75	0.46	0.16	2.50	0.53	0.19
00809.02.1	Time Management	2.88	0.35	0.13	2.75	0.46	0.16
00809.02.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
00809.02.1	M. of Material Resources	1.75	0.46	0.16	0.75	0.46	0.16
00809.02.1	M. of Personnel Resources	1.88	0.64	0.23	1.38	0.92	0.32

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Helpers--Extraction Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01162.02.1	Reading Comprehension	2.75	0.46	0.16	2.50	0.53	0.19
01162.02.1	Active Listening	3.00	0.53	0.19	2.63	0.52	0.18
01162.02.1	Writing	2.38	0.52	0.18	2.25	0.46	0.16
01162.02.1	Speaking	2.88	0.35	0.13	2.38	0.52	0.18
01162.02.1	Mathematics	2.50	0.53	0.19	2.25	0.46	0.16
01162.02.1	Science	1.38	0.52	0.18	0.50	0.76	0.27
01162.02.1	Critical Thinking	3.13	0.35	0.13	2.88	0.35	0.13
01162.02.1	Active Learning	2.88	0.35	0.13	2.63	0.52	0.18
01162.02.1	Learning Strategies	2.63	0.52	0.18	2.25	0.46	0.16
01162.02.1	Monitoring	3.75	0.46	0.16	3.13	0.35	0.13
01162.02.1	Social Perceptiveness	2.75	0.46	0.16	2.38	0.52	0.18
01162.02.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
01162.02.1	Persuasion	2.13	0.35	0.13	2.00	0.53	0.19
01162.02.1	Negotiation	2.00	0.00	0.00	1.88	0.35	0.13
01162.02.1	Instructing	2.38	0.52	0.18	2.25	0.46	0.16
01162.02.1	Service Orientation	2.38	0.52	0.18	2.00	0.00	0.00
01162.02.1	Complex Problem Solving	2.88	0.35	0.13	2.63	0.52	0.18
01162.02.1	Operations Analysis	1.00	0.00	0.00	0.00	0.00	0.00
01162.02.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01162.02.1	Equipment Selection	3.13	0.35	0.13	2.75	0.46	0.16
01162.02.1	Installation	1.25	0.46	0.16	0.38	0.74	0.26
01162.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01162.02.1	Quality Control Analysis	3.13	0.35	0.13	2.63	0.52	0.18
01162.02.1	Operations Monitoring	3.63	0.52	0.18	3.38	0.52	0.18
01162.02.1	Operation and Control	3.50	0.53	0.19	3.00	0.00	0.00
01162.02.1	Equipment Maintenance	3.50	0.53	0.19	3.13	0.35	0.13
01162.02.1	Troubleshooting	3.38	0.52	0.18	3.00	0.00	0.00
01162.02.1	Repairing	3.38	0.52	0.18	3.13	0.35	0.13
01162.02.1	Systems Analysis	2.13	0.35	0.13	1.88	0.35	0.13
01162.02.1	Systems Evaluation	1.88	0.35	0.13	1.63	0.74	0.26
01162.02.1	Judg. and Dec. Making	3.00	0.00	0.00	2.63	0.52	0.18
01162.02.1	Time Management	2.63	0.52	0.18	2.25	0.46	0.16
01162.02.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01162.02.1	M. of Material Resources	2.00	0.53	0.19	1.50	0.76	0.27
01162.02.1	M. of Personnel Resources	2.50	0.53	0.19	2.00	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Radio Mechanics

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00724.02.1	Reading Comprehension	3.00	0.00	0.00	3.25	0.46	0.16
00724.02.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
00724.02.1	Writing	2.88	0.35	0.13	2.75	0.46	0.16
00724.02.1	Speaking	3.13	0.35	0.13	3.00	0.00	0.00
00724.02.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00724.02.1	Science	2.00	0.53	0.19	1.75	0.89	0.31
00724.02.1	Critical Thinking	3.50	1.07	0.38	2.88	1.25	0.44
00724.02.1	Active Learning	2.88	0.35	0.13	2.88	0.35	0.13
00724.02.1	Learning Strategies	2.75	0.46	0.16	2.25	0.46	0.16
00724.02.1	Monitoring	2.75	0.46	0.16	2.88	0.35	0.13
00724.02.1	Social Perceptiveness	2.75	0.46	0.16	2.63	0.52	0.18
00724.02.1	Coordination	2.63	0.52	0.18	2.13	0.35	0.13
00724.02.1	Persuasion	2.13	0.35	0.13	2.13	0.35	0.13
00724.02.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
00724.02.1	Instructing	2.13	0.35	0.13	2.25	0.46	0.16
00724.02.1	Service Orientation	2.75	0.46	0.16	2.38	0.52	0.18
00724.02.1	Complex Problem Solving	3.25	0.46	0.16	2.88	0.35	0.13
00724.02.1	Operations Analysis	1.75	0.46	0.16	1.63	1.06	0.38
00724.02.1	Technology Design	1.88	0.35	0.13	1.25	0.71	0.25
00724.02.1	Equipment Selection	2.75	0.46	0.16	2.63	0.52	0.18
00724.02.1	Installation	2.75	0.89	0.31	2.75	1.16	0.41
00724.02.1	Programming	2.00	0.53	0.19	1.13	0.64	0.23
00724.02.1	Quality Control Analysis	3.50	0.76	0.27	3.25	0.71	0.25
00724.02.1	Operations Monitoring	3.25	0.46	0.16	3.13	0.35	0.13
00724.02.1	Operation and Control	2.88	0.35	0.13	3.00	0.00	0.00
00724.02.1	Equipment Maintenance	3.38	0.52	0.18	3.00	0.00	0.00
00724.02.1	Troubleshooting	3.50	0.76	0.27	3.75	0.46	0.16
00724.02.1	Repairing	4.00	0.53	0.19	3.75	0.46	0.16
00724.02.1	Systems Analysis	2.88	0.35	0.13	2.63	0.74	0.26
00724.02.1	Systems Evaluation	2.75	0.46	0.16	2.50	0.53	0.19
00724.02.1	Judg. and Dec. Making	3.25	0.46	0.16	3.00	0.00	0.00
00724.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00724.02.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
00724.02.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
00724.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Automotive Master Mechanics

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00703.03.1	Reading Comprehension	3.13	0.35	0.13	3.00	0.00	0.00
00703.03.1	Active Listening	3.25	0.46	0.16	3.13	0.35	0.13
00703.03.1	Writing	2.88	0.35	0.13	2.75	0.46	0.16
00703.03.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00703.03.1	Mathematics	2.00	0.00	0.00	2.50	0.53	0.19
00703.03.1	Science	1.75	0.46	0.16	1.75	1.16	0.41
00703.03.1	Critical Thinking	3.75	0.46	0.16	3.25	0.46	0.16
00703.03.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
00703.03.1	Learning Strategies	2.38	0.52	0.18	2.75	0.46	0.16
00703.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00703.03.1	Social Perceptiveness	3.00	0.00	0.00	2.50	0.53	0.19
00703.03.1	Coordination	2.88	0.35	0.13	2.75	0.46	0.16
00703.03.1	Persuasion	2.75	0.46	0.16	2.63	0.52	0.18
00703.03.1	Negotiation	2.75	0.46	0.16	2.38	0.52	0.18
00703.03.1	Instructing	2.25	0.46	0.16	2.88	0.35	0.13
00703.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00703.03.1	Complex Problem Solving	3.38	0.74	0.26	3.13	0.35	0.13
00703.03.1	Operations Analysis	2.25	0.71	0.25	1.75	0.89	0.31
00703.03.1	Technology Design	2.00	0.53	0.19	1.38	0.74	0.26
00703.03.1	Equipment Selection	3.63	0.52	0.18	3.00	0.00	0.00
00703.03.1	Installation	2.75	0.89	0.31	2.63	1.19	0.42
00703.03.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00703.03.1	Quality Control Analysis	3.75	0.46	0.16	3.63	0.52	0.18
00703.03.1	Operations Monitoring	4.00	0.00	0.00	3.88	0.35	0.13
00703.03.1	Operation and Control	3.75	0.46	0.16	3.63	0.52	0.18
00703.03.1	Equipment Maintenance	4.00	0.00	0.00	4.00	0.00	0.00
00703.03.1	Troubleshooting	3.88	0.35	0.13	4.00	0.00	0.00
00703.03.1	Repairing	4.13	0.35	0.13	4.00	0.00	0.00
00703.03.1	Systems Analysis	2.88	0.35	0.13	2.88	0.64	0.23
00703.03.1	Systems Evaluation	2.88	0.35	0.13	2.88	0.35	0.13
00703.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.00	0.53	0.19
00703.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00703.03.1	M. of Financial Resources	2.00	0.00	0.00	1.75	0.46	0.16
00703.03.1	M. of Material Resources	2.13	0.35	0.13	1.88	0.35	0.13
00703.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Outdoor Power Equipment and Other Small Engine Mechanics

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00719.02.1	Reading Comprehension	2.88	0.35	0.13	2.63	0.52	0.18
00719.02.1	Active Listening	3.13	0.35	0.13	2.75	0.46	0.16
00719.02.1	Writing	2.63	0.52	0.18	2.50	0.53	0.19
00719.02.1	Speaking	2.88	0.35	0.13	2.50	0.53	0.19
00719.02.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00719.02.1	Science	1.75	0.46	0.16	1.13	0.83	0.30
00719.02.1	Critical Thinking	3.25	0.46	0.16	3.00	0.00	0.00
00719.02.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00719.02.1	Learning Strategies	2.50	0.53	0.19	2.13	0.35	0.13
00719.02.1	Monitoring	2.88	0.35	0.13	2.75	0.46	0.16
00719.02.1	Social Perceptiveness	2.75	0.46	0.16	2.38	0.52	0.18
00719.02.1	Coordination	2.75	0.46	0.16	2.88	0.35	0.13
00719.02.1	Persuasion	2.13	0.35	0.13	2.13	0.35	0.13
00719.02.1	Negotiation	2.00	0.53	0.19	1.63	0.74	0.26
00719.02.1	Instructing	2.13	0.35	0.13	2.25	0.46	0.16
00719.02.1	Service Orientation	2.38	0.52	0.18	2.50	0.53	0.19
00719.02.1	Complex Problem Solving	3.00	0.53	0.19	2.75	0.46	0.16
00719.02.1	Operations Analysis	1.50	0.53	0.19	0.50	0.53	0.19
00719.02.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00719.02.1	Equipment Selection	3.25	0.46	0.16	2.75	0.46	0.16
00719.02.1	Installation	1.75	0.71	0.25	0.75	0.71	0.25
00719.02.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
00719.02.1	Quality Control Analysis	3.13	0.35	0.13	3.00	0.00	0.00
00719.02.1	Operations Monitoring	3.38	0.52	0.18	3.00	0.53	0.19
00719.02.1	Operation and Control	3.25	0.46	0.16	3.00	0.00	0.00
00719.02.1	Equipment Maintenance	3.88	0.35	0.13	3.63	0.52	0.18
00719.02.1	Troubleshooting	3.75	0.46	0.16	3.63	0.52	0.18
00719.02.1	Repairing	3.88	0.35	0.13	3.63	0.52	0.18
00719.02.1	Systems Analysis	2.25	0.46	0.16	2.13	0.64	0.23
00719.02.1	Systems Evaluation	2.38	0.52	0.18	2.00	0.53	0.19
00719.02.1	Judg. and Dec. Making	2.88	0.35	0.13	2.75	0.46	0.16
00719.02.1	Time Management	2.75	0.46	0.16	2.63	0.52	0.18
00719.02.1	M. of Financial Resources	1.75	0.46	0.16	1.13	0.83	0.30
00719.02.1	M. of Material Resources	2.00	0.00	0.00	1.13	0.35	0.13
00719.02.1	M. of Personnel Resources	1.88	0.35	0.13	1.75	0.71	0.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Home Appliance Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01424.02.1	Reading Comprehension	3.13	0.35	0.13	2.88	0.35	0.13
01424.02.1	Active Listening	3.38	0.52	0.18	3.13	0.35	0.13
01424.02.1	Writing	2.75	0.46	0.16	2.75	0.46	0.16
01424.02.1	Speaking	3.50	0.53	0.19	3.00	0.00	0.00
01424.02.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
01424.02.1	Science	1.75	0.46	0.16	1.25	0.89	0.31
01424.02.1	Critical Thinking	3.75	0.46	0.16	3.25	0.46	0.16
01424.02.1	Active Learning	2.88	0.35	0.13	2.25	0.46	0.16
01424.02.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
01424.02.1	Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
01424.02.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
01424.02.1	Coordination	2.75	0.46	0.16	2.75	0.46	0.16
01424.02.1	Persuasion	2.75	0.46	0.16	2.13	0.35	0.13
01424.02.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
01424.02.1	Instructing	2.25	0.46	0.16	2.50	0.53	0.19
01424.02.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
01424.02.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
01424.02.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
01424.02.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01424.02.1	Equipment Selection	3.00	0.53	0.19	2.88	0.35	0.13
01424.02.1	Installation	3.00	0.00	0.00	2.38	0.52	0.18
01424.02.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01424.02.1	Quality Control Analysis	3.50	0.76	0.27	3.63	0.74	0.26
01424.02.1	Operations Monitoring	3.50	0.53	0.19	3.25	0.46	0.16
01424.02.1	Operation and Control	2.88	0.35	0.13	3.00	0.00	0.00
01424.02.1	Equipment Maintenance	3.63	0.74	0.26	3.13	0.64	0.23
01424.02.1	Troubleshooting	3.63	0.74	0.26	3.63	0.52	0.18
01424.02.1	Repairing	3.88	0.35	0.13	3.88	0.35	0.13
01424.02.1	Systems Analysis	2.63	0.52	0.18	2.13	0.35	0.13
01424.02.1	Systems Evaluation	2.25	0.46	0.16	2.00	0.00	0.00
01424.02.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
01424.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01424.02.1	M. of Financial Resources	2.00	0.00	0.00	1.25	0.46	0.16
01424.02.1	M. of Material Resources	2.13	0.35	0.13	1.75	0.71	0.25
01424.02.1	M. of Personnel Resources	2.50	0.53	0.19	2.13	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Millwrights

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00698.03.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
00698.03.1	Active Listening	3.25	0.46	0.16	3.00	0.00	0.00
00698.03.1	Writing	2.75	0.46	0.16	2.88	0.35	0.13
00698.03.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00698.03.1	Mathematics	2.63	0.52	0.18	2.75	0.46	0.16
00698.03.1	Science	1.50	0.53	0.19	0.63	0.74	0.26
00698.03.1	Critical Thinking	3.63	0.52	0.18	3.13	0.35	0.13
00698.03.1	Active Learning	2.88	0.35	0.13	3.13	0.35	0.13
00698.03.1	Learning Strategies	3.00	0.00	0.00	2.88	0.35	0.13
00698.03.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00698.03.1	Social Perceptiveness	3.00	0.00	0.00	2.88	0.35	0.13
00698.03.1	Coordination	3.00	0.53	0.19	3.50	0.53	0.19
00698.03.1	Persuasion	3.00	0.53	0.19	2.88	0.35	0.13
00698.03.1	Negotiation	3.00	0.53	0.19	2.75	0.46	0.16
00698.03.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
00698.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00698.03.1	Complex Problem Solving	3.00	0.00	0.00	3.00	0.00	0.00
00698.03.1	Operations Analysis	1.75	0.71	0.25	1.13	1.36	0.48
00698.03.1	Technology Design	2.00	0.53	0.19	1.75	0.89	0.31
00698.03.1	Equipment Selection	3.00	0.00	0.00	2.50	0.53	0.19
00698.03.1	Installation	3.75	1.16	0.41	3.38	1.41	0.50
00698.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
00698.03.1	Quality Control Analysis	3.38	0.52	0.18	3.38	0.52	0.18
00698.03.1	Operations Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
00698.03.1	Operation and Control	3.38	0.52	0.18	3.50	0.53	0.19
00698.03.1	Equipment Maintenance	3.75	0.46	0.16	3.88	0.35	0.13
00698.03.1	Troubleshooting	3.63	0.52	0.18	3.88	0.35	0.13
00698.03.1	Repairing	3.63	0.52	0.18	3.88	0.35	0.13
00698.03.1	Systems Analysis	2.50	0.53	0.19	2.75	0.46	0.16
00698.03.1	Systems Evaluation	2.63	0.52	0.18	2.88	0.35	0.13
00698.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00698.03.1	Time Management	3.38	0.52	0.18	3.25	0.46	0.16
00698.03.1	M. of Financial Resources	2.00	0.00	0.00	1.63	0.74	0.26
00698.03.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
00698.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.63	0.74	0.26

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SE_M > 0.51$

Watch Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00751.02.1	Reading Comprehension	2.88	0.35	0.13	2.88	0.35	0.13
00751.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00751.02.1	Writing	2.25	0.46	0.16	2.25	0.46	0.16
00751.02.1	Speaking	3.00	0.00	0.00	2.75	0.46	0.16
00751.02.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00751.02.1	Science	1.75	0.46	0.16	1.25	0.89	0.31
00751.02.1	Critical Thinking	3.13	0.35	0.13	3.00	0.53	0.19
00751.02.1	Active Learning	2.25	0.46	0.16	2.25	0.46	0.16
00751.02.1	Learning Strategies	2.00	0.00	0.00	1.63	0.52	0.18
00751.02.1	Monitoring	2.63	0.52	0.18	2.25	0.46	0.16
00751.02.1	Social Perceptiveness	2.75	0.46	0.16	2.50	0.53	0.19
00751.02.1	Coordination	2.25	0.46	0.16	2.13	0.35	0.13
00751.02.1	Persuasion	2.13	0.35	0.13	2.13	0.35	0.13
00751.02.1	Negotiation	2.25	0.46	0.16	1.63	0.52	0.18
00751.02.1	Instructing	2.00	0.00	0.00	1.63	0.52	0.18
00751.02.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
00751.02.1	Complex Problem Solving	2.88	0.35	0.13	2.88	0.35	0.13
00751.02.1	Operations Analysis	2.00	0.53	0.19	1.00	0.53	0.19
00751.02.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00751.02.1	Equipment Selection	2.63	0.52	0.18	2.25	0.46	0.16
00751.02.1	Installation	1.50	0.53	0.19	0.63	0.74	0.26
00751.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00751.02.1	Quality Control Analysis	3.00	0.00	0.00	3.00	0.00	0.00
00751.02.1	Operations Monitoring	3.13	0.35	0.13	2.50	0.53	0.19
00751.02.1	Operation and Control	2.75	0.46	0.16	2.13	0.35	0.13
00751.02.1	Equipment Maintenance	3.00	0.00	0.00	3.13	0.35	0.13
00751.02.1	Troubleshooting	3.00	0.53	0.19	3.13	0.35	0.13
00751.02.1	Repairing	3.88	0.35	0.13	3.50	0.53	0.19
00751.02.1	Systems Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00751.02.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.00	0.00
00751.02.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00751.02.1	Time Management	2.38	0.52	0.18	2.25	0.46	0.16
00751.02.1	M. of Financial Resources	2.13	0.35	0.13	1.50	0.53	0.19
00751.02.1	M. of Material Resources	2.25	0.46	0.16	1.50	0.76	0.27
00751.02.1	M. of Personnel Resources	2.00	0.00	0.00	1.88	0.35	0.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Rolling Machine Setters, Operators, and Tenders, Metal and Plastic

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00947.02.1	Reading Comprehension	3.00	0.53	0.19	2.88	0.35	0.13
00947.02.1	Active Listening	3.13	0.64	0.23	2.75	0.46	0.16
00947.02.1	Writing	2.63	0.52	0.18	2.63	0.52	0.18
00947.02.1	Speaking	3.25	0.46	0.16	2.75	0.46	0.16
00947.02.1	Mathematics	2.38	0.52	0.18	2.50	0.53	0.19
00947.02.1	Science	1.38	0.52	0.18	0.38	0.52	0.18
00947.02.1	Critical Thinking	3.13	0.35	0.13	3.00	0.00	0.00
00947.02.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
00947.02.1	Learning Strategies	2.88	0.35	0.13	2.75	0.46	0.16
00947.02.1	Monitoring	3.50	0.53	0.19	3.00	0.00	0.00
00947.02.1	Social Perceptiveness	2.88	0.35	0.13	2.50	0.53	0.19
00947.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00947.02.1	Persuasion	1.88	0.35	0.13	1.75	0.71	0.25
00947.02.1	Negotiation	2.00	0.53	0.19	1.63	0.74	0.26
00947.02.1	Instructing	2.75	0.46	0.16	2.88	0.35	0.13
00947.02.1	Service Orientation	2.38	0.52	0.18	2.00	0.53	0.19
00947.02.1	Complex Problem Solving	3.00	0.53	0.19	2.75	0.46	0.16
00947.02.1	Operations Analysis	1.75	0.46	0.16	1.13	0.83	0.30
00947.02.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00947.02.1	Equipment Selection	2.63	0.52	0.18	2.38	0.52	0.18
00947.02.1	Installation	2.38	0.52	0.18	2.00	0.53	0.19
00947.02.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
00947.02.1	Quality Control Analysis	3.63	0.52	0.18	3.88	0.35	0.13
00947.02.1	Operations Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
00947.02.1	Operation and Control	4.00	0.00	0.00	3.88	0.35	0.13
00947.02.1	Equipment Maintenance	3.00	0.00	0.00	3.00	0.00	0.00
00947.02.1	Troubleshooting	3.00	0.00	0.00	3.00	0.00	0.00
00947.02.1	Repairing	3.00	0.00	0.00	2.88	0.35	0.13
00947.02.1	Systems Analysis	2.75	0.46	0.16	2.75	0.46	0.16
00947.02.1	Systems Evaluation	2.75	0.46	0.16	2.38	0.52	0.18
00947.02.1	Judg. and Dec. Making	3.00	0.00	0.00	2.88	0.35	0.13
00947.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00947.02.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
00947.02.1	M. of Material Resources	1.88	0.35	0.13	1.25	0.71	0.25
00947.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.63	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Metal-Refining Furnace Operators and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00969.02.1	Reading Comprehension	3.00	0.00	0.00	2.88	0.35	0.13
00969.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00969.02.1	Writing	2.75	0.46	0.16	2.75	0.46	0.16
00969.02.1	Speaking	3.00	0.00	0.00	2.88	0.35	0.13
00969.02.1	Mathematics	2.50	0.53	0.19	2.63	0.52	0.18
00969.02.1	Science	2.00	0.53	0.19	1.63	0.74	0.26
00969.02.1	Critical Thinking	3.00	0.00	0.00	3.00	0.00	0.00
00969.02.1	Active Learning	2.88	0.35	0.13	2.13	0.35	0.13
00969.02.1	Learning Strategies	2.25	0.46	0.16	2.00	0.00	0.00
00969.02.1	Monitoring	3.63	0.52	0.18	3.13	0.35	0.13
00969.02.1	Social Perceptiveness	2.88	0.35	0.13	2.38	0.52	0.18
00969.02.1	Coordination	2.75	0.46	0.16	2.25	0.46	0.16
00969.02.1	Persuasion	2.25	0.46	0.16	2.25	0.46	0.16
00969.02.1	Negotiation	2.13	0.35	0.13	2.00	0.00	0.00
00969.02.1	Instructing	2.63	0.52	0.18	2.13	0.35	0.13
00969.02.1	Service Orientation	2.13	0.35	0.13	2.13	0.35	0.13
00969.02.1	Complex Problem Solving	3.00	0.00	0.00	2.88	0.35	0.13
00969.02.1	Operations Analysis	1.75	0.46	0.16	0.75	0.46	0.16
00969.02.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00969.02.1	Equipment Selection	2.75	0.46	0.16	2.00	0.00	0.00
00969.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00969.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00969.02.1	Quality Control Analysis	3.00	0.00	0.00	3.13	0.35	0.13
00969.02.1	Operations Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
00969.02.1	Operation and Control	3.75	0.46	0.16	3.75	0.46	0.16
00969.02.1	Equipment Maintenance	2.88	0.35	0.13	2.88	0.35	0.13
00969.02.1	Troubleshooting	2.88	0.35	0.13	2.75	0.71	0.25
00969.02.1	Repairing	2.75	0.46	0.16	2.25	0.46	0.16
00969.02.1	Systems Analysis	2.38	0.52	0.18	2.13	0.35	0.13
00969.02.1	Systems Evaluation	2.63	0.52	0.18	2.13	0.35	0.13
00969.02.1	Judg. and Dec. Making	2.75	0.46	0.16	2.75	0.46	0.16
00969.02.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00969.02.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
00969.02.1	M. of Material Resources	2.00	0.53	0.19	1.75	0.89	0.31
00969.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.38	0.52	0.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Pourers and Casters, Metal

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01070.02.1	Reading Comprehension	2.75	0.46	0.16	2.50	0.53	0.19
01070.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01070.02.1	Writing	2.25	0.46	0.16	2.00	0.53	0.19
01070.02.1	Speaking	2.88	0.35	0.13	2.63	0.52	0.18
01070.02.1	Mathematics	1.88	0.35	0.13	1.63	0.74	0.26
01070.02.1	Science	1.75	0.46	0.16	1.13	0.83	0.30
01070.02.1	Critical Thinking	3.00	0.00	0.00	3.00	0.00	0.00
01070.02.1	Active Learning	2.25	0.46	0.16	2.13	0.35	0.13
01070.02.1	Learning Strategies	2.25	0.46	0.16	2.13	0.35	0.13
01070.02.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01070.02.1	Social Perceptiveness	2.75	0.46	0.16	2.13	0.35	0.13
01070.02.1	Coordination	3.00	0.00	0.00	2.63	0.52	0.18
01070.02.1	Persuasion	2.13	0.35	0.13	2.13	0.35	0.13
01070.02.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
01070.02.1	Instructing	2.25	0.46	0.16	2.13	0.35	0.13
01070.02.1	Service Orientation	2.25	0.46	0.16	2.13	0.35	0.13
01070.02.1	Complex Problem Solving	2.75	0.46	0.16	2.13	0.35	0.13
01070.02.1	Operations Analysis	1.75	0.46	0.16	1.00	0.93	0.33
01070.02.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
01070.02.1	Equipment Selection	2.25	0.46	0.16	2.13	0.35	0.13
01070.02.1	Installation	1.13	0.35	0.13	0.25	0.71	0.25
01070.02.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01070.02.1	Quality Control Analysis	3.00	0.53	0.19	3.00	0.00	0.00
01070.02.1	Operations Monitoring	3.25	0.46	0.16	3.13	0.35	0.13
01070.02.1	Operation and Control	3.25	0.46	0.16	3.00	0.53	0.19
01070.02.1	Equipment Maintenance	3.00	0.53	0.19	2.75	0.46	0.16
01070.02.1	Troubleshooting	2.63	0.52	0.18	2.75	0.46	0.16
01070.02.1	Repairing	2.38	0.52	0.18	2.25	0.46	0.16
01070.02.1	Systems Analysis	1.75	0.71	0.25	1.25	1.16	0.41
01070.02.1	Systems Evaluation	1.88	0.35	0.13	1.50	0.93	0.33
01070.02.1	Judg. and Dec. Making	3.00	0.53	0.19	3.00	0.00	0.00
01070.02.1	Time Management	2.88	0.35	0.13	2.25	0.46	0.16
01070.02.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
01070.02.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
01070.02.1	M. of Personnel Resources	2.25	0.46	0.16	1.75	0.71	0.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Layout Workers, Metal and Plastic

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00854.02.1	Reading Comprehension	3.00	0.53	0.19	2.88	0.35	0.13
00854.02.1	Active Listening	2.88	0.35	0.13	2.88	0.35	0.13
00854.02.1	Writing	2.50	0.53	0.19	2.88	0.35	0.13
00854.02.1	Speaking	2.88	0.35	0.13	2.50	0.53	0.19
00854.02.1	Mathematics	3.13	0.35	0.13	3.13	0.35	0.13
00854.02.1	Science	1.25	0.46	0.16	0.38	0.74	0.26
00854.02.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
00854.02.1	Active Learning	2.75	0.71	0.25	2.63	0.52	0.18
00854.02.1	Learning Strategies	2.13	0.35	0.13	2.00	0.00	0.00
00854.02.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00854.02.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
00854.02.1	Coordination	2.88	0.35	0.13	3.00	0.00	0.00
00854.02.1	Persuasion	2.13	0.35	0.13	1.75	0.46	0.16
00854.02.1	Negotiation	1.88	0.35	0.13	1.63	0.74	0.26
00854.02.1	Instructing	2.38	0.52	0.18	2.50	0.53	0.19
00854.02.1	Service Orientation	2.00	0.00	0.00	2.00	0.53	0.19
00854.02.1	Complex Problem Solving	3.00	0.53	0.19	2.88	0.35	0.13
00854.02.1	Operations Analysis	2.25	0.46	0.16	2.00	0.53	0.19
00854.02.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
00854.02.1	Equipment Selection	2.75	0.71	0.25	2.00	0.00	0.00
00854.02.1	Installation	1.63	0.74	0.26	0.88	1.13	0.40
00854.02.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00854.02.1	Quality Control Analysis	3.00	0.53	0.19	2.88	0.35	0.13
00854.02.1	Operations Monitoring	3.00	0.00	0.00	2.75	0.46	0.16
00854.02.1	Operation and Control	2.88	0.35	0.13	2.75	0.46	0.16
00854.02.1	Equipment Maintenance	2.00	0.00	0.00	2.00	0.00	0.00
00854.02.1	Troubleshooting	2.13	0.35	0.13	2.00	0.00	0.00
00854.02.1	Repairing	2.00	0.00	0.00	2.00	0.00	0.00
00854.02.1	Systems Analysis	2.13	0.35	0.13	1.88	0.35	0.13
00854.02.1	Systems Evaluation	2.13	0.64	0.23	1.88	0.83	0.30
00854.02.1	Judg. and Dec. Making	3.00	0.53	0.19	2.75	0.46	0.16
00854.02.1	Time Management	2.75	0.46	0.16	2.50	0.53	0.19
00854.02.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
00854.02.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
00854.02.1	M. of Personnel Resources	1.88	0.35	0.13	2.25	1.04	0.37

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Water and Wastewater Treatment Plant and System Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01084.03.1	Reading Comprehension	3.13	0.35	0.13	3.25	0.46	0.16
01084.03.1	Active Listening	3.38	0.52	0.18	3.13	0.35	0.13
01084.03.1	Writing	2.88	0.64	0.23	2.88	0.35	0.13
01084.03.1	Speaking	3.25	0.46	0.16	3.00	0.00	0.00
01084.03.1	Mathematics	3.00	0.53	0.19	3.00	0.53	0.19
01084.03.1	Science	2.63	0.74	0.26	2.13	0.64	0.23
01084.03.1	Critical Thinking	3.25	0.46	0.16	3.25	0.46	0.16
01084.03.1	Active Learning	2.88	0.35	0.13	3.13	0.35	0.13
01084.03.1	Learning Strategies	2.63	0.52	0.18	2.75	0.46	0.16
01084.03.1	Monitoring	3.63	0.52	0.18	3.75	0.71	0.25
01084.03.1	Social Perceptiveness	2.88	0.35	0.13	2.88	0.35	0.13
01084.03.1	Coordination	2.88	0.35	0.13	3.13	0.35	0.13
01084.03.1	Persuasion	2.25	0.71	0.25	2.00	1.07	0.38
01084.03.1	Negotiation	2.25	0.46	0.16	1.88	0.64	0.23
01084.03.1	Instructing	2.63	0.52	0.18	2.88	0.35	0.13
01084.03.1	Service Orientation	2.50	0.53	0.19	2.25	0.46	0.16
01084.03.1	Complex Problem Solving	3.00	0.53	0.19	3.00	0.00	0.00
01084.03.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
01084.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01084.03.1	Equipment Selection	2.63	0.52	0.18	2.63	0.52	0.18
01084.03.1	Installation	1.25	0.46	0.16	0.25	0.46	0.16
01084.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01084.03.1	Quality Control Analysis	3.38	0.52	0.18	3.38	0.52	0.18
01084.03.1	Operations Monitoring	3.88	0.35	0.13	3.75	0.46	0.16
01084.03.1	Operation and Control	3.75	0.46	0.16	3.25	0.46	0.16
01084.03.1	Equipment Maintenance	3.25	0.46	0.16	3.25	0.46	0.16
01084.03.1	Troubleshooting	3.25	0.46	0.16	3.25	0.46	0.16
01084.03.1	Repairing	3.25	0.46	0.16	3.25	0.46	0.16
01084.03.1	Systems Analysis	2.88	0.64	0.23	2.63	0.52	0.18
01084.03.1	Systems Evaluation	3.00	0.53	0.19	3.00	0.53	0.19
01084.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
01084.03.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01084.03.1	M. of Financial Resources	1.75	0.46	0.16	0.75	0.46	0.16
01084.03.1	M. of Material Resources	2.00	0.53	0.19	1.00	0.53	0.19
01084.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.38	0.74	0.26

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Paper Goods Machine Setters, Operators, and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01014.02.1	Reading Comprehension	2.75	0.46	0.16	2.25	0.46	0.16
01014.02.1	Active Listening	3.00	0.00	0.00	2.75	0.46	0.16
01014.02.1	Writing	2.25	0.46	0.16	2.13	0.35	0.13
01014.02.1	Speaking	3.00	0.00	0.00	2.75	0.46	0.16
01014.02.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
01014.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01014.02.1	Critical Thinking	3.00	0.00	0.00	2.88	0.35	0.13
01014.02.1	Active Learning	2.88	0.35	0.13	2.25	0.46	0.16
01014.02.1	Learning Strategies	2.00	0.00	0.00	2.13	0.35	0.13
01014.02.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01014.02.1	Social Perceptiveness	2.88	0.35	0.13	2.50	0.53	0.19
01014.02.1	Coordination	2.88	0.35	0.13	2.63	0.52	0.18
01014.02.1	Persuasion	2.38	0.52	0.18	2.13	0.35	0.13
01014.02.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
01014.02.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
01014.02.1	Service Orientation	2.38	0.52	0.18	2.13	0.35	0.13
01014.02.1	Complex Problem Solving	2.88	0.35	0.13	2.38	0.52	0.18
01014.02.1	Operations Analysis	2.00	0.53	0.19	1.75	0.89	0.31
01014.02.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
01014.02.1	Equipment Selection	2.25	0.46	0.16	2.25	0.46	0.16
01014.02.1	Installation	1.38	0.52	0.18	0.63	1.06	0.38
01014.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01014.02.1	Quality Control Analysis	3.13	0.35	0.13	2.75	0.46	0.16
01014.02.1	Operations Monitoring	3.63	0.52	0.18	3.13	0.35	0.13
01014.02.1	Operation and Control	3.25	0.71	0.25	3.00	0.53	0.19
01014.02.1	Equipment Maintenance	2.88	0.64	0.23	2.75	0.71	0.25
01014.02.1	Troubleshooting	2.75	0.46	0.16	2.63	0.52	0.18
01014.02.1	Repairing	2.25	0.46	0.16	2.25	0.46	0.16
01014.02.1	Systems Analysis	2.25	0.46	0.16	2.50	0.53	0.19
01014.02.1	Systems Evaluation	2.25	0.46	0.16	2.25	0.46	0.16
01014.02.1	Judg. and Dec. Making	2.75	0.46	0.16	2.25	0.46	0.16
01014.02.1	Time Management	3.00	0.00	0.00	2.63	0.52	0.18
01014.02.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
01014.02.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
01014.02.1	M. of Personnel Resources	2.25	0.46	0.16	2.00	0.53	0.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Bus Drivers, Transit and Intercity

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01101.03.1	Reading Comprehension	2.75	0.46	0.16	2.38	0.52	0.18
01101.03.1	Active Listening	3.13	0.35	0.13	2.75	0.46	0.16
01101.03.1	Writing	2.50	0.53	0.19	2.13	0.35	0.13
01101.03.1	Speaking	3.00	0.00	0.00	2.25	0.46	0.16
01101.03.1	Mathematics	2.00	0.00	0.00	1.75	0.46	0.16
01101.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01101.03.1	Critical Thinking	3.13	0.35	0.13	2.75	0.46	0.16
01101.03.1	Active Learning	2.63	0.52	0.18	2.00	0.00	0.00
01101.03.1	Learning Strategies	2.13	0.64	0.23	1.75	0.71	0.25
01101.03.1	Monitoring	3.00	0.00	0.00	2.50	0.53	0.19
01101.03.1	Social Perceptiveness	3.00	0.53	0.19	2.38	0.52	0.18
01101.03.1	Coordination	2.63	0.52	0.18	2.50	0.53	0.19
01101.03.1	Persuasion	2.50	0.76	0.27	1.75	0.71	0.25
01101.03.1	Negotiation	2.13	0.64	0.23	1.63	0.74	0.26
01101.03.1	Instructing	2.00	0.00	0.00	1.50	0.53	0.19
01101.03.1	Service Orientation	3.13	0.64	0.23	2.63	0.52	0.18
01101.03.1	Complex Problem Solving	2.38	0.74	0.26	1.63	0.74	0.26
01101.03.1	Operations Analysis	1.00	0.00	0.00	0.00	0.00	0.00
01101.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
01101.03.1	Equipment Selection	1.38	0.52	0.18	0.38	0.52	0.18
01101.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01101.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01101.03.1	Quality Control Analysis	2.13	0.64	0.23	1.75	0.71	0.25
01101.03.1	Operations Monitoring	3.63	0.74	0.26	3.00	0.53	0.19
01101.03.1	Operation and Control	3.88	0.35	0.13	3.13	0.35	0.13
01101.03.1	Equipment Maintenance	1.88	0.64	0.23	1.00	0.76	0.27
01101.03.1	Troubleshooting	2.00	0.53	0.19	1.75	0.71	0.25
01101.03.1	Repairing	1.63	0.52	0.18	0.88	0.83	0.30
01101.03.1	Systems Analysis	1.88	0.35	0.13	1.13	0.64	0.23
01101.03.1	Systems Evaluation	1.88	0.35	0.13	1.13	0.64	0.23
01101.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.38	0.52	0.18
01101.03.1	Time Management	3.13	0.35	0.13	2.75	0.46	0.16
01101.03.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
01101.03.1	M. of Material Resources	1.75	0.46	0.16	0.75	0.46	0.16
01101.03.1	M. of Personnel Resources	2.13	0.64	0.23	1.50	0.76	0.27

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a $SEM > 0.51$

Appendix C

Summary of Cycle 19 Interrater Agreement Indices

Explanation of Column Titles:

Occupation Title: Occupation title – The SOC code associated with each title is shown in Appendix A.

Importance

Mean of M_s Mean of Mean Importance Ratings – The mean of the analyst mean importance rating across the 35 skills for each occupation.

Median of SD_s Median of the Standard Deviations of Importance Ratings – The median of the SD_s associated with each mean importance rating across the 35 skills for each occupation.

Median of SE_{M_s} Median of the Standard Error of the Mean Importance Ratings – The median of the SE_{M_s} associated with each mean importance rating across the 35 skills for each occupation.

Level

Mean of M_s Mean of Mean Level Ratings – The mean of the analyst mean level rating across the 35 skills for each occupation.

Median of SD_s Median of the Standard Deviations of Level Ratings – The median of the SD_s associated with each mean level rating across the 35 skills for each occupation.

Median of SE_{M_s} Median of the Standard Error of the Mean Level Ratings – The median of the SE_{M_s} associated with each mean level rating across the 35 skills for each occupation.

Occupation Title	Importance			Level		
	Mean of Ms	Median of SDs	Median of SEMs	Mean of Ms	Median of SDs	Median of SEMs
Advertising and Promotions Managers	2.71	0.35	0.13	2.65	0.35	0.13
Purchasing Managers	2.85	0.46	0.16	2.77	0.35	0.13
Human Resources Managers	2.87	0.46	0.16	2.75	0.35	0.13
Education Administrators, Elementary and Secondary School	3.10	0.46	0.16	3.02	0.52	0.18
Education Administrators, Postsecondary	2.87	0.35	0.13	2.71	0.46	0.16
Social and Community Service Managers	2.94	0.35	0.13	2.94	0.46	0.16
Market Research Analysts and Marketing Specialists	2.62	0.35	0.13	2.52	0.35	0.13
Business Continuity Planners	2.82	0.35	0.13	2.77	0.46	0.16
Accountants	2.58	0.35	0.13	2.30	0.35	0.13
Insurance Underwriters	2.41	0.35	0.13	2.08	0.35	0.13
Risk Management Specialists	2.68	0.35	0.13	2.60	0.35	0.13
Information Security Analysts	2.74	0.46	0.16	2.65	0.46	0.16
Computer Programmers	2.70	0.46	0.16	2.60	0.46	0.16
Computer Network Architects	3.07	0.52	0.18	3.23	0.74	0.26
Computer Systems Engineers/Architects	3.03	0.35	0.13	3.11	0.46	0.16
Web Administrators	2.73	0.46	0.16	2.72	0.52	0.18
Data Warehousing Specialists	2.65	0.52	0.18	2.59	0.74	0.26
Industrial Safety and Health Engineers	3.03	0.35	0.13	3.15	0.46	0.16
Mining and Geological Engineers, Including Mining Safety Engineers	3.04	0.35	0.13	3.34	0.52	0.18
Validation Engineers	2.82	0.35	0.13	2.83	0.46	0.16
Photonics Engineers	2.96	0.46	0.16	3.39	0.46	0.16
Robotics Engineers	3.32	0.46	0.16	3.77	0.52	0.18
Civil Drafters	2.44	0.35	0.13	2.22	0.46	0.16
Robotics Technicians	3.10	0.35	0.13	3.15	0.46	0.16
Mechanical Engineering Technicians	2.89	0.46	0.16	2.84	0.52	0.18
Anthropologists	2.70	0.46	0.16	2.68	0.46	0.16
Forest and Conservation Technicians	2.71	0.46	0.16	2.63	0.46	0.16
Educational, Guidance, School, and Vocational Counselors	2.76	0.35	0.13	2.39	0.35	0.13
Child, Family, and School Social Workers	2.81	0.35	0.13	2.58	0.35	0.13
Paralegals and Legal Assistants	2.23	0.35	0.13	1.84	0.35	0.13
Elementary School Teachers, Except Special Education	2.77	0.35	0.13	2.43	0.46	0.16
Middle School Teachers, Except Special and Career/Technical Education	2.71	0.35	0.13	2.33	0.35	0.13

Occupation Title	Importance			Level		
	Mean of Ms	Median of SDs	Median of SEMs	Mean of Ms	Median of SDs	Median of SEMs
Career/Technical Education Teachers, Middle School	2.77	0.46	0.16	2.50	0.46	0.16
Secondary School Teachers, Except Special and Career/Technical Education	2.73	0.35	0.13	2.46	0.46	0.16
Career/Technical Education Teachers, Secondary School	2.85	0.46	0.16	2.62	0.52	0.18
Special Education Teachers, Middle School	2.68	0.46	0.16	2.29	0.35	0.13
Special Education Teachers, Secondary School	2.80	0.35	0.13	2.51	0.35	0.13
Adult Basic and Secondary Education and Literacy Teachers and Instructors	2.50	0.46	0.16	2.15	0.35	0.13
Curators	2.73	0.35	0.13	2.76	0.52	0.18
Museum Technicians and Conservators	2.51	0.46	0.16	2.33	0.52	0.18
Instructional Coordinators	2.84	0.46	0.16	2.72	0.52	0.18
Teacher Assistants	2.28	0.35	0.13	1.79	0.46	0.16
Choreographers	2.61	0.46	0.16	2.17	0.46	0.16
Audio and Video Equipment Technicians	2.75	0.46	0.16	2.61	0.46	0.16
Forest Firefighters	2.86	0.35	0.13	2.63	0.35	0.13
Fire Investigators	2.70	0.46	0.16	2.48	0.46	0.16
Animal Control Workers	2.30	0.35	0.13	1.89	0.52	0.18
Cooks, Restaurant	2.26	0.46	0.16	1.96	0.46	0.16
Cooks, Short Order	2.19	0.35	0.13	1.79	0.46	0.16
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	2.19	0.00	0.00	1.60	0.35	0.13
Waiters and Waitresses	2.19	0.35	0.13	1.51	0.46	0.16
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2.07	0.46	0.16	1.48	0.35	0.13
Tree Trimmers and Pruners	2.50	0.46	0.16	2.10	0.52	0.18
Barbers	2.15	0.46	0.16	1.62	0.53	0.19
Makeup Artists, Theatrical and Performance	2.37	0.46	0.16	2.10	0.46	0.16
Baggage Porters and Bellhops	2.27	0.35	0.13	1.76	0.46	0.16
Nannies	2.56	0.46	0.16	2.04	0.35	0.13
First-Line Supervisors of Retail Sales Workers	2.61	0.46	0.16	2.53	0.52	0.18
Cashiers	2.11	0.35	0.13	1.59	0.46	0.16
Retail Salespersons	2.43	0.35	0.13	2.00	0.35	0.13
Advertising Sales Agents	2.51	0.35	0.13	2.36	0.46	0.16
Insurance Sales Agents	2.43	0.35	0.13	2.13	0.35	0.13

Occupation Title	Importance			Level		
	Mean of Ms	Median of SDs	Median of SEMs	Mean of Ms	Median of SDs	Median of SEMs
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	2.25	0.46	0.16	1.76	0.46	0.16
Bill and Account Collectors	2.24	0.35	0.13	1.85	0.46	0.16
Tellers	2.27	0.35	0.13	1.93	0.46	0.16
Library Assistants, Clerical	2.16	0.35	0.13	1.69	0.46	0.16
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	2.41	0.46	0.16	2.12	0.46	0.16
Legal Secretaries	2.18	0.35	0.13	1.73	0.35	0.13
Computer Operators	2.66	0.46	0.16	2.56	0.46	0.16
Data Entry Keyers	2.16	0.35	0.13	1.66	0.35	0.13
Insurance Policy Processing Clerks	2.13	0.46	0.16	1.74	0.46	0.16
Office Clerks, General	2.22	0.35	0.13	1.77	0.35	0.13
Animal Breeders	2.28	0.46	0.16	1.99	0.46	0.16
Brickmasons and Blockmasons	2.40	0.35	0.13	2.06	0.35	0.13
Cement Masons and Concrete Finishers	2.33	0.52	0.18	1.77	0.46	0.16
Pile-Driver Operators	2.34	0.35	0.13	1.92	0.46	0.16
Helpers--Extraction Workers	2.55	0.46	0.16	2.14	0.46	0.16
Radio Mechanics	2.72	0.46	0.16	2.50	0.46	0.16
Automotive Master Mechanics	2.93	0.35	0.13	2.81	0.46	0.16
Outdoor Power Equipment and Other Small Engine Mechanics	2.59	0.46	0.16	2.26	0.52	0.18
Home Appliance Repairers	2.77	0.46	0.16	2.51	0.35	0.13
Millwrights	2.92	0.46	0.16	2.80	0.35	0.13
Watch Repairers	2.44	0.35	0.13	2.15	0.46	0.16
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	2.71	0.46	0.16	2.44	0.46	0.16
Metal-Refining Furnace Operators and Tenders	2.56	0.46	0.16	2.24	0.35	0.13
Pourers and Casters, Metal	2.37	0.46	0.16	2.03	0.46	0.16
Layout Workers, Metal and Plastic	2.36	0.35	0.13	2.12	0.46	0.16
Water and Wastewater Treatment Plant and System Operators	2.76	0.52	0.18	2.55	0.46	0.16
Paper Goods Machine Setters, Operators, and Tenders	2.43	0.46	0.16	2.10	0.46	0.16
Bus Drivers, Transit and Intercity	2.27	0.46	0.16	1.64	0.52	0.18

Appendix D

Cycle 19 Interrater Reliability Coefficients

Explanation of Column Titles:

Occupation:	Occupation title – The SOC code associated with each title is shown in Appendix A.
Importance	Reliability coefficient representing consistency of importance ratings across abilities for each occupation.
Level	Reliability coefficient representing consistency of level ratings across abilities for each occupation.

IDI Code	Occupation Title	Importance	Level
00008.03.1	Advertising and Promotions Managers	0.98	0.99
00007.03.1	Purchasing Managers	0.98	0.99
01178.03.1	Human Resources Managers	0.99	0.99
01184.03.1	Education Administrators, Elementary and Secondary School	0.99	0.99
00018.03.1	Education Administrators, Postsecondary	0.99	0.99
00041.03.1	Social and Community Service Managers	0.99	0.98
00208.03.1	Market Research Analysts and Marketing Specialists	0.98	0.99
01563.02.1	Business Continuity Planners	0.98	0.99
00051.03.1	Accountants	0.98	0.99
00047.03.1	Insurance Underwriters	0.98	0.99
01566.02.1	Risk Management Specialists	0.98	0.98
00093.03.1	Information Security Analysts	0.96	0.97
00196.03.1	Computer Programmers	0.97	0.98
01690.01.1	Computer Network Architects	0.88	0.83
01518.02.1	Computer Systems Engineers/Architects	0.97	0.96
01521.02.1	Web Administrators	0.96	0.96
01574.01.2	Data Warehousing Specialists	0.94	0.93
00116.03.1	Industrial Safety and Health Engineers	0.98	0.98
00106.03.1	Mining and Geological Engineers, Including Mining Safety Engineers	0.98	0.98
01590.02.1	Validation Engineers	0.98	0.98
01595.02.1	Photonics Engineers	0.95	0.97
01596.02.1	Robotics Engineers	0.92	0.93
00136.03.1	Civil Drafters	0.97	0.98
01600.02.1	Robotics Technicians	0.95	0.96
00133.03.1	Mechanical Engineering Technicians	0.94	0.96
00219.03.1	Anthropologists	0.99	0.99
01239.03.1	Forest and Conservation Technicians	0.95	0.97
00280.03.1	Educational, Guidance, School, and Vocational Counselors	0.99	0.99
00227.03.1	Child, Family, and School Social Workers	0.99	0.99
00239.03.1	Paralegals and Legal Assistants	0.99	0.99
00259.03.1	Elementary School Teachers, Except Special Education	0.99	0.99
01284.03.1	Middle School Teachers, Except Special and Career/Technical Education	0.99	0.99
01285.03.1	Career/Technical Education Teachers, Middle School	0.98	0.98
01286.03.1	Secondary School Teachers, Except Special and Career/Technical Education	0.99	0.99

IDI Code	Occupation Title	Importance	Level
01287.03.1	Career/Technical Education Teachers, Secondary School	0.98	0.98
01289.03.1	Special Education Teachers, Middle School	0.99	0.99
01290.03.1	Special Education Teachers, Secondary School	0.99	0.99
01291.03.1	Adult Basic and Secondary Education and Literacy Teachers and Instructors	0.98	0.99
00275.03.1	Curators	0.98	0.99
00278.03.1	Museum Technicians and Conservators	0.96	0.97
00284.03.1	Instructional Coordinators	0.98	0.99
00285.03.1	Teacher Assistants	0.98	0.98
00386.02.1	Choreographers	0.98	0.99
01308.03.1	Audio and Video Equipment Technicians	0.94	0.96
00545.03.1	Forest Firefighters	0.97	0.98
00542.03.1	Fire Investigators	0.98	0.98
00563.02.1	Animal Control Workers	0.98	0.98
00575.03.1	Cooks, Restaurant	0.96	0.98
00578.03.1	Cooks, Short Order	0.97	0.98
00572.03.1	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	0.98	0.99
00568.03.1	Waiters and Waitresses	0.98	0.98
00566.03.1	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	0.97	0.98
00651.02.1	Tree Trimmers and Pruners	0.94	0.96
00601.02.1	Barbers	0.95	0.96
00603.02.1	Makeup Artists, Theatrical and Performance	0.96	0.98
00611.03.1	Baggage Porters and Bellhops	0.97	0.98
01361.02.1	Nannies	0.99	0.98
01363.03.1	First-Line Supervisors of Retail Sales Workers	0.98	0.99
00439.03.1	Cashiers	0.98	0.98
00435.03.1	Retail Salespersons	0.98	0.99
00424.03.1	Advertising Sales Agents	0.99	0.99
00416.03.1	Insurance Sales Agents	0.99	0.99
01371.02.1	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	0.98	0.98
00465.03.1	Bill and Account Collectors	0.98	0.99
00450.03.1	Tellers	0.98	0.98
00472.03.1	Library Assistants, Clerical	0.97	0.98
00520.02.1	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	0.95	0.95

IDI Code	Occupation Title	Importance	Level
00477.03.1	Legal Secretaries	0.99	0.99
00501.03.1	Computer Operators	0.96	0.97
00503.02.1	Data Entry Keyers	0.98	0.99
00462.03.1	Insurance Policy Processing Clerks	0.97	0.98
00497.03.1	Office Clerks, General	0.98	0.98
00643.02.1	Animal Breeders	0.95	0.96
00792.03.1	Brickmasons and Blockmasons	0.95	0.96
01398.03.1	Cement Masons and Concrete Finishers	0.93	0.96
00809.02.1	Pile-Driver Operators	0.97	0.97
01162.02.1	Helpers--Extraction Workers	0.96	0.97
00724.02.1	Radio Mechanics	0.93	0.93
00703.03.1	Automotive Master Mechanics	0.96	0.94
00719.02.1	Outdoor Power Equipment and Other Small Engine Mechanics	0.95	0.97
01424.02.1	Home Appliance Repairers	0.95	0.96
00698.03.1	Millwrights	0.94	0.95
00751.02.1	Watch Repairers	0.96	0.96
00947.02.1	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	0.96	0.97
00969.02.1	Metal-Refining Furnace Operators and Tenders	0.96	0.98
01070.02.1	Pourers and Casters, Metal	0.95	0.96
00854.02.1	Layout Workers, Metal and Plastic	0.93	0.96
01084.03.1	Water and Wastewater Treatment Plant and System Operators	0.95	0.97
01014.02.1	Paper Goods Machine Setters, Operators, and Tenders	0.95	0.96
01101.03.1	Bus Drivers, Transit and Intercity	0.97	0.97