

# Data Dictionary

## O\*NET<sup>®</sup> 13.0 Database

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## Introduction

This document provides a reference to the files available in the O\*NET 13.0 Database. It serves as documentation for systems analysts, developers, and researchers who plan to use the O\*NET 13.0 Database as a basis for developing other products, software, or system applications.

Each file in the O\*NET 13.0 Database contains data that can be used to create a database structure with a database management system (DBMS) of choice. The files do NOT represent a database structure, but provide as much content as possible for the database developer to select columns for database field and table creation. The O\*NET-SOC Code is a common key/link between the various data elements for developers wishing to create a relational database structure. Additional relationships are depicted in **Figure 1 – Relationships of O\*NET Domain Files to Look-up and Other Files**. The data in each file are contained in tab-delimited text fields with column headings in the first row of the file.

Each file in the O\*NET 13.0 Database is described in this document. A list of columns is included, showing the column name used in the file, its data type, and a description of the column content. (Note: The column names provided are intended to be descriptive of the file contents, and are not suggested or required names to be used in constructing database tables.)

## File Structure

A description and data example for each file are included. In addition, the File Structure Changes section for each table provides the reader a detailed list of changes that have been made to the structure of the data file since the release of the O\*NET 4.0 Database.

The following data types are used in this document:

Character:	fixed-length character string
Character Varying:	varying-length string
Integer:	whole number
Float:	floating point number

The data types specified in the file structures are ANSI (American National Standards Institute) compliant beginning with the release of O\*NET Database 10.0. Floating point numbers are represented as FLOAT (5,2) which means 5 total places are in the number with the possibility of 3 before the decimal point and 2 behind the decimal point.

**Note:** Users should note that these data types refer to the stored values. In generating tab-delimited text files, null values are represented by “n/a”. Some variations of field type assignments may be required of users to correctly import the files. These variations are dependent on the application(s) used.

## File Relationships

The file descriptions are organized into three distinct groupings – look-up files, domain files, and other files. The look-up files are described first to provide a frame of reference for the other data files that are included in the database release. They include the content model that identifies the most important types of information about work and integrates them into a theoretically and empirically sound system.

The domain files contain descriptors of work and worker characteristics including the various ratings data and occupational metadata that have been obtained through the research efforts of O\*NET and its partners.

The other files provide additional information that supplements the look-up and domain files but does not fit into either of those categories. For example, the Survey Booklet Locations file contains the content model elements that have corresponding survey item numbers in the survey booklet.

**Figure 1 - Relationships of O\*NET Domain Files to Look-up and Other Files**, provides a visual display of the relationship between the domain files and the look-up and other files that are distributed with O\*NET 13.0 Database Release. To utilize the table, select a domain file name and follow the row across to see the associated look-up and other files. The data element names that provide the linkage between the two files are provided in each intersection cell. The empty intersection cells indicate that there is no relationship between the look-up and domain files.

**Figure 2 - Relationships of Other Files to O\*NET Look-up Files** provides a visual display of the relationships between the look-up files and other files that are distributed with O\*NET Database Release 13.0. In the same manner as described above, select a file from the left column and follow the row across to see the associated reference files. The data element name that provides the linkage between the two files is provided in each intersection cell. The empty intersection cells indicate that there is no relationship between the reference and these other files.

**Figure 1 - Relationships of O\*NET Domain Files to Look-up and Other Files**

Domain Files	Look-up Files				Other Files					
	Content Model Reference	Job Zone Reference	Occupation Data	Scales Reference	Education, Training, and Experience Categories	Level Scale Anchors	Occupation Level Metadata	Survey Booklet Locations	Task Categories	Work Context Categories
<b>Abilities</b>	Element ID		ONET-SOC Code	Scale ID		Element ID	ONET-SOC Code	Element ID / Scale ID		
<b>Education, Training, and Experience</b>	Element ID		ONET-SOC Code	Scale ID	Element ID		ONET-SOC Code	Element ID / Scale ID		
<b>Interests</b>	Element ID		ONET-SOC Code	Scale ID		Element ID	ONET-SOC Code			
<b>Job Zones</b>		Job Zone	ONET-SOC Code				ONET-SOC Code			
<b>Knowledge</b>	Element ID		ONET-SOC Code	Scale ID		Element ID	ONET-SOC Code	Element ID / Scale ID		
<b>Skills</b>	Element ID		ONET-SOC Code	Scale ID		Element ID	ONET-SOC Code	Element ID / Scale ID		
<b>Task Ratings</b>			ONET-SOC Code	Scale ID			ONET-SOC Code		Category	
<b>Task Statements</b>			ONET-SOC Code				ONET-SOC Code			
<b>Work Activities</b>	Element ID		ONET-SOC Code	Scale ID		Element ID	ONET-SOC Code	Element ID / Scale ID		
<b>Work Context</b>	Element ID		ONET-SOC Code	Scale ID			ONET-SOC Code	Element ID / Scale ID		Element ID
<b>Work Styles</b>	Element ID		ONET-SOC Code	Scale ID		Element ID	ONET-SOC Code	Element ID / Scale ID		
<b>Work Values</b>	Element ID		ONET-SOC Code	Scale ID		Element ID	ONET-SOC Code			

**Figure 2 - Relationships of Other Files to O\*NET Look-up Files**

<b>Look-up Files</b>	<b>Content Model Reference</b>	<b>Job Zone Reference</b>	<b>Occupation Data</b>	<b>Scales Reference</b>
<b>Other Files</b>				
<b>Education, Training, and Experience Categories</b>	Element ID			Scale ID
<b>Level Scale Anchors</b>	Element ID			Scale ID
<b>Occupation Level Metadata</b>			ONET-SOC Code	
<b>Survey Booklet Locations</b>	Element ID			Scale ID
<b>Task Categories</b>				Scale ID
<b>Work Context Categories</b>	Element ID			Scale ID

## Using the O\*NET Data and Metadata

Metadata is provided in the O\*NET database to provide users with information that will help evaluate the quality and valid use of the data. The needs of individual users of the O\*NET database will determine which metadata items are utilized.

To facilitate that use, cells that are shaded or contain **bold** text denote O\*NET metadata versus O\*NET data. It's assumed that the needs of many users will be met by using O\*NET data along with the O\*NET metadata that provides the recommended "flags" for "Not Relevant" or "Recommend Suppress". In this case, all unshaded rows in the illustrated file structure should be utilized, including those containing the bold text. Those interested in a more detailed study or use of the database can choose to utilize any or all of the provided metadata items. Metadata is provided at both the item level and at the occupation level. Keys to this information are provided in the Appendices.

## Content Updates Since Release 4.0

The O\*NET 4.0 database represents the final version of an "analyst ratings only" O\*NET Database. The ratings for each of the 900+ O\*NET-SOC occupations in the 4.0 database were developed by occupational analysts and every occupation contains ratings for the same range of descriptors. The ongoing O\*NET data collection program is gradually replacing these original analyst ratings with ratings derived primarily from job incumbents, as well as, ratings from an updated analyst procedure. The database structure and content changes incorporated in 4.0 were made to make the database consistent with data collection program. For more details about these changes, please refer to "*Summary of O\*NET 4.0 Content Model and Database*" (October 2001) (<http://www.onetcenter.org/resData.html#summary>)

The April 2003 release of the O\*NET 5.0 Database represented the first database release to incorporate data from the data collection program. It was the first of planned semi-annual updates of the database to update all O\*NET-SOC occupations.

### **Release 5.0 contained the following:**

- New and revised Task Statements (455 occupations)
- Addition of Task Statement ratings (54 occupations)
- Updated Abilities, Work Activities, Knowledge, Skills, and Work Context data (54 occupations)
- Addition of Training and Work Experience, and Education data (54 occupations)
- Addition of Work Styles data (54 occupations)
- Addition of metadata to the file structure to specify source of data and date of update
- Addition of Emerging Task Statements
- Addition of Detailed Work Activities



**Release 5.1 contained the following:**

- New and Revised Task Statements (69 occupations)
- Updated Job Zones (54 occupations)
- Level Scale Anchors for Skills, Knowledge, Ability, and Work Activity Domains
- New Occupational Level Metadata
  - O\*NET-SOC Establishment Response Rate
  - O\*NET-SOC Employee Response Rate
  - O\*NET-SOC Case Completeness Rate
  - Total Completes for O\*NET-SOC
- New Occupational Level Distribution Statistics
  - Data Collection Mode
  - How long at Current Job
  - Industry
- New Ratings Level Metadata
  - Standard Error
  - Lower 95% Confidence Interval Bound
  - Upper 95% Confidence Interval Bound
  - Sample Size
  - Recommended Suppression
  - “Not Relevant for the Occupation” flag

**Release 6.0 contained the following:**

- New and revised Task Statements (140 occupations)
- Addition of Task Statement ratings (126 occupations)
- Updated Abilities, Work Activities, Knowledge, Skills, and Work Context data (126 occupations)
- Addition of Training and Work Experience, and Education data (126 occupations)
- Addition of Work Styles data (126 occupations)
- Updated Job Zones (126 occupations)
- Addition of scale anchors for both the Work Context and for the Education, Training and Experience domains.
- Updated Occupation Level Metadata (126 occupations)

**Release 7.0 contained the following:**

- Addition of Task Statement ratings (100 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (100 occupations)
- Addition of Education, Training and Work Experience data (100 occupations)
- Addition of Work Styles data (100 occupations)
- Updated Job Zones (100 occupations)
- Updated Occupation Level Metadata (100 occupations)

**Release 8.0 contained the following:**

- New and revised Task Statements (98 occupations)
- Addition of Task Statement ratings (100 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (100 occupations)
- Addition of Education, Training and Work Experience data (100 occupations)
- Addition of Work Styles data (100 occupations)
- Updated Job Zones (100 occupations)
- Updated Occupation Level Metadata (100 occupations)

**Release 9.0 contained the following:**

- Addition of Task Statement ratings (100 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (100 occupations)
- Addition of Education, Training and Work Experience data (100 occupations)
- Addition of Work Styles data (100 occupations)
- Updated Job Zones (100 occupations)
- Updated Occupation Level Metadata (100 occupations)

**Release 10.0 contained the following:**

- Addition of Task Statement ratings (100 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (100 occupations)
- Addition of Education, Training and Work Experience data (100 occupations)
- Addition of Work Styles data (100 occupations)
- Updated Job Zones (100 occupations)
- Updated Occupation Level Metadata (100 occupations)

**O\*NET Database 10.0 – Updating the O\*NET-SOC Taxonomy**

In addition to the content update described above, the O\*NET 10.0 database was the 1<sup>st</sup> database release to reflect the updated O\*NET-SOC 2006 taxonomy. This taxonomy update is the first major change to the taxonomy since 2000 with its conversion to a SOC-based taxonomy (O\*NET-SOC 2000). A summary of this update and implementation of the O\*NET-SOC 2006 taxonomy can be found in our *Updating the O\*NET-SOC Taxonomy Report* (March, 2006). Further changes to the taxonomy are planned for the future, when New & Emerging (N&E) occupations are added. For more information about N&E, see the *New and Emerging (N&E) Occupations Methodology Development Report* (March, 2006). Both reports and a O\*NET-SOC 2000 to 2006 ‘look-up’ file are available for download from the O\*NET Resource Center web site (<http://www.onetcenter.org/center/resData.html>).

**Release 11.0 contained the following:**

- Addition and update of Task Statement ratings (101 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (101 occupations)
- Addition and update of Education, Training and Work Experience data (101 occupations)
- Addition and update of Work Styles data (101 occupations)
- Updated Job Zones (101 occupations)
- Updated Occupation Level Metadata (101 occupations)

**Release 12.0 contained the following:**

- Addition and update of Task Statement ratings (100 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (100 occupations)
- Addition and update of Education, Training and Work Experience data (100 occupations)
- Addition and update of Work Styles data (100 occupations)
- Addition and update of Job Zones (101 occupations)
- Updated Occupation Level Metadata (100 occupations)

**Release 13.0 contains the following:**

- Addition and update of Task Statement ratings (106 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (106 occupations)
- Additional Work Context data (106 occupations)
- Addition and update of Education, Training and Work Experience data (106 occupations)
- Addition and update of Work Styles data (106 occupations)
- Addition and update of Job Zones (108 occupations)
- Updated Occupation Level Metadata (106 occupations)
- Addition and update of Interests and Work Values data (812 occupations)

Changes made to the O\*NET 13.0 Database are summarized in **Figure 3**. A historical summary of all database changes since the release of the O\*NET 4.0 Database are provided in **Figure 4** page 59.

**Figure 3 - O\*NET Database Content Changes for Release 13.0**

	File	Release 13.0
<b>Lookup Files</b>	<b>Content Model Reference</b>	new data
	<b>Job Zone Reference</b>	
	<b>Occupation Data</b>	
	<b>Scales Reference</b>	changed data
<b>Domain Files</b>	<b>Abilities</b>	updated data
	<b>Education, Training, and Experience</b>	updated data
	<b>Interests</b>	updated data
	<b>Job Zones</b>	updated data
	<b>Knowledge</b>	updated data
	<b>Skills</b>	updated data
	<b>Task Ratings</b>	new file
	<b>Task Statements</b>	new file
	<b>Work Activities</b>	updated data
	<b>Work Context</b>	updated data
	<b>Work Styles</b>	updated data
	<b>Work Values</b>	new and updated data
<b>Other Files</b>	<b>Education, Training, and Experience Categories</b>	
	<b>Level Scale Anchors</b>	
	<b>Occupation Level Metadata</b>	updated data
	<b>Survey Booklet Locations</b>	new and changed data
	<b>Task Categories</b>	new data
	<b>Work Context Categories</b>	

**Note:** ‘Updated’ refers to content changes resulting from the data collection program; ‘New’ refers to data elements/types/descriptors first appearing in the database; and ‘Changed’ refers to any other edits made.

# **Look-up File Descriptions**

## Content Model Reference

**Purpose:** Provide O\*NET Content Model elements.

**File Name:** Content Model Reference.txt

### Structure and Description:

Column	Type	Column Content
Element ID	CHARACTER VARYING(20)	Content Model Outline Position
Element Name	CHARACTER VARYING(150)	Content Model Element Name
Description	CHARACTER VARYING(1500)	Content Model Element Description

This file contains the Content Model elements and descriptions. It is displayed in three tab delimited fields with the columns named Element ID, Element Name, and Description. The three fields are represented by one row. There are a total of 571 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
File name changed from onet_content_model_reference.txt to Content Model Reference.txt	X	

Refer to **Table 1 – Content Model Reference File Structure Changes**, page 49 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 23 - Content Model Reference**, page 63

## Job Zone Reference

**Purpose:** Provide Job Zone data (developed to help transition DOT's measures of Specific Vocational Preparation (SVP) to O\*NET's measure of experience, education, and job training).

**File Name:** Job Zone Reference.txt

### Structure and Description:

Column	Type	Column Content
Job Zone	INTEGER(1)	Job Zone number
Name	CHARACTER VARYING(50)	Job Zone name/zone
Experience	CHARACTER VARYING(300)	Job Zone experience requirements
Education	CHARACTER VARYING(500)	Job Zone educational requirements
Job Training	CHARACTER VARYING(300)	Job Zone training requirements
Examples	CHARACTER VARYING(500)	Job Zone examples
SVP Range	CHARACTER VARYING(25)	Specific vocational preparation range

This file contains the Job Zone data in seven tab delimited fields with the columns named Job Zone, Name, Experience, Education, Job Training, Examples, and SVP Range. The seven fields are represented by one row. There are 5 rows of data in this file representing each Job Zone.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Number column renamed Job Zone	X	
File name changed from job_zone_reference.txt to Job Zone Reference.txt	X	

Refer to **Table 2 – Job Zone Reference File Structure Changes**, page 49 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 24 - Job Zone Reference**, page 64

## Occupation Data

**Purpose:** Provide O\*NET-SOC Codes, titles, and definitions.

**File Name:** Occupation Data.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Title	CHARACTER VARYING(150)	O*NET-SOC Title
Description	CHARACTER VARYING(1000)	O*NET-SOC Description

This file contains each O\*NET SOC code, occupational title, and definition/description. They are displayed in three tab delimited fields with the columns named O\*NET-SOC Code, Title and Description. The three fields are represented by one row. There are a total of 949 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
File name changed from onetsoc_data.txt to Occupation Data.txt	X	

Refer to **Table 3 – Occupation Data File Structure Changes**, page 49 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 25 - Occupation Data**, page 65



## Scales Reference

**Purpose:** Provide a reference to the scale names and values.

**File Name:** Scales Reference.txt

### Structure and Description:

Column	Type	Column Content
Scale ID	CHARACTER VARYING(3)	Scale ID
Scale Name	CHARACTER VARYING(50)	Scale Name
Minimum	INTEGER(1)	Scale Minimum
Maximum	INTEGER(3)	Scale Maximum

This file contains the Scale information by which the raw values are measured. It is displayed in four tab delimited fields with the columns named Scale ID, Scale Name, Minimum, and Maximum. The four fields are represented by one row. There are a total of 29 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Scale ID data type changed from CHAR(2) to VARCHAR2(3)	X	
File name changed from scales_reference.txt to Scales Reference.txt	X	

Refer to **Table 4 – Scales Reference File Structure Changes**, page 50 for a historical summary of all file structure changes. **Data Example:**

Refer to **Table 26 - Scales Reference**, page 66

# **Domain File Descriptions**

## Abilities

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Ability ratings.

**File Name:** Abilities.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Ability Outline Position in the Content Model Structure
Element Name	CHARACTER VARYING(150)	Ability Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
Recommend Suppress	CHARACTER(1)	<b>Low Precision Indicator (Y=yes, N=no)</b>
Not Relevant	CHARACTER(1)	<b>Not Relevant for the Occupation (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Ability data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date and Domain Source. Refer to **Appendix 1 - Item Rating Level Statistics - Analyst** for additional information on these items. The 13 fields are represented by one row. There are a total of 84,136 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Source columns added	X	
Scale ID data type changed from CHAR(2) to VARCHAR2(3)	X	
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X	
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, and Not Relevant	X	
Source column was renamed to Domain Source	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)	X	
The file name was changed from Ability.txt to Abilities.txt	X	

Refer to **Table 5 – Abilities File Structure Changes**, page 50 for a historical summary of all file structure changes. **Data Example:**

Refer to **Table 27 - Abilities**, page 67

## Education, Training, and Experience

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Education, Training, and Experience ratings.

**File Name:** Education, Training, and Experience.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Outline Position in the Content Model Structure
Element Name	CHARACTER VARYING(150)	Name associated with Education, Training and Experience
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Category	INTEGER(3)	Percent frequency category
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
<b>Recommend Suppress</b>	<b>CHARACTER(1)</b>	<b>Low Precision Indicator (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when the data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the percent frequency data associated with Education, Training and Experience Content Model elements. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Date and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 33,087 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Added as a new file	X	
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, and Recommend Suppress	X	
Source column renamed Domain Source	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
Recommend Suppress data type changed from VARCHAR2(1) to CHARACTER(1)	X	
File name changed from EducTrainExp.txt to Education, Training, and Experience.txt	X	

Refer to **Table 6 – Education, Training and Experience File Structure Changes**, page 51 for a historical summary of all file structure changes.

**Data Example:**

Refer to **Table 28 - Education, Training, and Experience**, page 68

## Interests

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Interest ratings.

**File Name:** Interests.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Interest Outline Position in the Content Model Structure
Element Name	CHARACTER VARYING(150)	Interest Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Interest data associated with each O\*NET-SOC occupation. It is displayed in seven tab delimited fields with the columns named O\*NET-SOC Code, Element ID, Element Name, Scale ID, Data Value, Date, and Domain Source. The seven fields are represented by one row. There are a total of 7,308 rows of data in this file.

Note: Interest ratings are presented as two scales: OI reports the RIASEC level of each interest and IH presents “highpoint codes”, the numbers of the RIASEC scales for the first, second and/or third highest ratings. To better understand the scales, refer to the report: [The Second Generation Occupational Interest Profiles for the O\\*NET System: Summary](#), on the O\*NET Resource Center site (Home > Products > Research and Technical Reports).

The high-point values represent the following elements:

- 1.00 = Realistic
- 2.00 = Investigative
- 3.00 = Artistic
- 4.00 = Social
- 5.00 = Enterprising
- 6.00 = Conventional

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Source columns added	X	
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X	
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X	
Source column renamed Domain Source	X	

Description of Change	Previous Releases	Release 13.0
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
File name changed from Interest.txt to Interests.txt	X	

Refer to **Table 7 – Interests File Structure Changes**, page 51 for a historical summary of all file structure changes.

**Data Example:** Refer to **Table 29 - Interests**, page 69



## Job Zones

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Job Zone ratings.

**File Name:** Job Zones.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Job Zone	INTEGER(1)	Job Zone Number
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains each O\*NET-SOC code and its corresponding job zone number. Each record is displayed in four tab delimited fields with the columns named O\*NET-SOC Code, Job Zone, Date, and Domain Source. The four fields are represented by one row. There are a total of 810 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Domain Source added	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
File name changed from onetsoc_job_zones.txt to Job Zones.txt	X	

Refer to **Table 8 – Job Zones File Structure Changes**, page 52 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 30- Job Zones**, page 70

## Knowledge

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Knowledge ratings.

**File Name:** Knowledge.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Knowledge Outline Position in the Content Model Structure
Element Name	CHARACTER VARYING(150)	Knowledge Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
<b>Recommend Suppress</b>	<b>CHARACTER(1)</b>	<b>Low Precision Indicator (Y=yes, N=no)</b>
<b>Not Relevant</b>	<b>CHARACTER(1)</b>	<b>Not Relevant for the Occupation (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Knowledge data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 53,394 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Source columns added	X	
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X	
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X	
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, and Not Relevant	X	
Source column renamed Domain Source	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)	X	

Refer to **Table 9 – Knowledge File Structure Changes**, page 52 for a historical summary of all file structure changes. **Data Example:**

Refer to **Table 31 - Knowledge**, page 71

## Skills

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Skill ratings.

**File Name:** Skills.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Skill Outline Position in the Content Model Structure
Element Name	CHARACTER VARYING(150)	Skill Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
<b>Recommend Suppress</b>	<b>CHARACTER(1)</b>	<b>Low Precision Indicator (Y=yes, N=no)</b>
<b>Not Relevant</b>	<b>CHARACTER(1)</b>	<b>Not Relevant for the Occupation (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Skills data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 56,630 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Source columns added	X	
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X	
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X	
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant	X	
Source column renamed Domain Source	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)	X	

Refer to **Table 10 – Skills File Structure Changes**, page 53 for a historical summary of all file structure changes.

**Data Example:**

Refer to **Table 32 - Skills**, page 72

## Task Ratings

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to the ratings for tasks associated with the occupation.

**File Name:** Task Ratings.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Task ID	INTEGER(8)	Identifies each Task containing data ratings
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for the rating
Category	CHARACTER(1)	Task frequency category
Data Value	FLOAT(5,2)	Rating associated with each task of O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
<b>Recommend Suppress</b>	<b>CHARACTER(1)</b>	<b>Low Precision Indicator (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the task ratings associated with each O\*NET-SOC occupation. It is displayed in 12 tab delimited fields using the column names above. The 12 fields are represented by one row. Item level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Date and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. There are a total of 136,359 rows of data in this file.

Note: This file and the Task Statements file replace the Tasks file provided in previous releases. The structure of this file allows the task ratings to be provided in a structure consistent with the other domains. As a convenience to developers who have imported Tasks data from earlier releases, the 13.0 Tasks data is provided separately in the layout used by the O\*NET Database releases 5.1 through 12.0 on the O\*NET Resource Center site (Home > Products > Supplemental Files).

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes	n/a	
Added as a new file		X

Refer to **Table 11 – Task Ratings File Structure Changes**, page 53 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 33 – Task Ratings**, page 73

## Task Statements

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to tasks associated with the occupation.

**File Name:** Task Statements.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Task ID	INTEGER(8)	Identifies each Task containing data ratings
Task	CHARACTER VARYING(1000)	Task statement associated with an occupation
Task Type	CHARACTER VARYING(12)	Core or Supplemental
Incumbents Responding	INTEGER(4)	Number of incumbents providing task information
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the tasks associated with each O\*NET-SOC occupation. It is displayed in 7 tab delimited fields using the column names above. The 7 fields are represented by one row. There are a total of 15,251 rows of data in this file.

Note: This file and the Task Ratings file replace the Tasks file provided in previous releases. The structure of this file matches the Tasks file structure after removal of all of the item ratings data elements. As a convenience to developers who have imported Tasks data from earlier releases, the 13.0 Tasks data is provided separately in the layout used by the O\*NET Database releases 5.1 through 12.0 on the O\*NET Resource Center site (Home > Products > Supplemental Files).

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes	n/a	
Added as a new file		X

Refer to **Table 12 – Task Statements File Structure Changes**, page 53 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 34 - Task Statements**, page 73



## Work Activities

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Activity ratings.

**File Name:** Work Activities.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Work Activity Outline Position in the Content Model
Element Name	CHARACTER VARYING(150)	Work Activity Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
<b>Recommend Suppress</b>	<b>CHARACTER(1)</b>	<b>Low Precision Indicator (Y=yes, N=no)</b>
<b>Not Relevant</b>	<b>CHARACTER(1)</b>	<b>Not Relevant for the Occupation (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Work Activity data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 66,338 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Source columns added	X	
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X	
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X	
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant	X	
Source column renamed Domain Source	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	

Description of Change	Previous Releases	Release 13.0
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)	X	
File name changed from WorkActivity.txt to Work Activities.txt	X	

Refer to **Table 13 – Work Activities File Structure Changes**, page 54 for a historical summary of all file structure changes.

**Data Example:** Refer to **Table 35 - Work Activities**, page 74

## Work Context

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Context ratings.

**File Name:** Work Context.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Work Context Outline Position in the Content Model
Element Name	CHARACTER VARYING(150)	Work Context Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Category	INTEGER(3)	Percent frequency category
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
<b>Recommend Suppress</b>	<b>CHARACTER(1)</b>	<b>Low Precision Indicator (Y=yes, N=no)</b>
<b>Not Relevant</b>	<b>CHARACTER(1)</b>	<b>Not Relevant for the Occupation (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Work Context data associated with each O\*NET-SOC occupation. It is displayed in 14 tab delimited fields and identified using the column names provided above. Item level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 14 fields are represented by one row. There are a total of 272,842 rows of data in this file.

Note: The column named Data Value provides both the mean rating (indicated by the value CX in the Scale ID column) and the percent of respondents endorsing each category (indicated by CXP in the Scale ID Column.)

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Source columns added	X	
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X	
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X	
Source column renamed Domain Source	X	

Description of Change	Previous Releases	Release 13.0
All other metadata items added	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)	X	
File name changed from WorkContext.txt to Work Context.txt	X	

Refer to **Table 14 – Work Context File Structure Changes**, page 55 for a historical summary of all file structure changes.

**Data Example:** Refer to **Table 36 - Work Context**, page 75

## Work Styles

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Styles ratings.

**File Name:** Work Styles.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Work Styles Outline Position in the Content Model
Element Name	CHARACTER VARYING(150)	Work Styles Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
N	INTEGER(4)	Sample Size
Standard Error	FLOAT(5,2)	Standard Error
Lower CI Bound	FLOAT(5,2)	Lower 95% Confidence Interval Bound
Upper CI Bound	FLOAT(5,2)	Upper 95% Confidence Interval Bound
<b>Recommend Suppress</b>	<b>CHARACTER(1)</b>	<b>Low Precision Indicator (Y=yes, N=no)</b>
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Work Styles data associated with each O\*NET-SOC occupation. It is displayed in 12 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 12 fields are represented by one row. There are a total of 12,912 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Added as a new file	X	
Source column renamed Domain Source	X	
All other metadata items added	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
Recommend Suppress data type changed from VARCHAR2(1) to CHARACTER(1)	X	
File name changed from WorkStyles.txt to Work Styles.txt	X	

Refer to **Table 15 – Work Styles File Structure Changes**, page 55 for a historical summary of all file structure changes. **Data Example:** Refer to **Table 37 - Work Styles**, page 75

## Work Values

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Value ratings.

**File Name:** Work Value.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Element ID	CHARACTER VARYING(20)	Work Value Outline Position in the Content Model Structure
Element Name	CHARACTER VARYING(150)	Work Value Name
Scale ID	CHARACTER VARYING(3)	Scale used as the basis for rating
Data Value	FLOAT(5,2)	Rating associated with the O*NET-SOC occupation
Date	CHARACTER(7)	Date when data was updated
Domain Source	CHARACTER VARYING(30)	Source of the data

This file contains the Content Model Work Values data associated with each O\*NET-SOC occupation. It is displayed in seven tab delimited fields with the columns named O\*NET-SOC Code, Element ID, Element Name, Scale ID, Data Value, Date, and Domain Source. The seven fields are represented by one row. There are a total of 7,308 rows of data in this file.

Note: To better understand the scales, refer to the report: [The Second Generation Occupational Value Profiles for the O\\*NET System: Summary](#), on the O\*NET Resource Center site (Home > Products > Research and Technical Reports).

Note: The column named Data Value provides both the mean extent rating (indicated by the value EX in the Scale ID column) and the top three high-point values for respondents endorsing each occupation (indicated by VH in the Scale ID Column.) The high-point values represent the following elements:

- 1.00 = Achievement
- 2.00 = Working Conditions
- 3.00 = Recognition
- 4.00 = Relationships
- 5.00 = Support
- 6.00 = Independence

Note: The Work Needs ratings were removed from the Work Values file in this release. The Work Needs are available as a supplemental file that can be downloaded from the O\*NET Resource Center site (Home > Products > Research and Technical Reports).

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Date and Source columns added	X	
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X	

Description of Change	Previous Releases	Release 13.0
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X	
Source column renamed Domain Source	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
File name changed from WorkValue.txt to Work Values.txt	X	

Refer to **Table 16 – Work Values File Structure Changes**, page 56 for a historical summary of all file structure changes.

**Data Example:**

Refer to **Table 38 - Work Values**, page 76

# **Other File Descriptions**



## Education, Training, and Experience Categories

**Purpose:** Provide description of the Education, Training, and Experience percent frequency categories.

**File Name:** Education, Training, and Experience Categories.txt

### Structure and Description:

Column	Type	Column Content
Element ID	CHARACTER VARYING(20)	Content Model Outline Position
Element Name	CHARACTER VARYING(150)	Content Model Element Name
Scale ID	CHARACTER VARYING(3)	Scale ID
Category	INTEGER(3)	Category Value Associated with Element
Category Description	CHARACTER VARYING(1000)	Detail Description of Category Associated with Element

This file contains the categories associated with the Education, Training, and Experience content area. Categories for the following scales are included: Required Level of Education (RL), Related Work Experience (RW), On-Site or In-Plant Training (PT), and On-The-Job Training (OJ).

The file is displayed in five tab delimited fields with the columns named Element ID, Element Name, Scale ID, Category, and Category Description. The five fields are represented by one row. There are a total of 41 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Added as a new file	X	

Refer to **Table 17 – Education, Experience, Training Categories File Structure Changes**, page 56 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 39 – Education, Training, and Experience Categories**, page 77

## Level Scale Anchors

**Purpose:** Provide description of O\*NET Level Scale Anchors.

**File Name:** Level Scale Anchors.txt

### Structure and Description:

Column	Type	Column Content
Element ID	CHARACTER VARYING(20)	Content Model Outline Position
Element Name	CHARACTER VARYING(150)	Content Model Element Name
Scale ID	CHARACTER VARYING(3)	Scale ID
Anchor Value	INTEGER(3)	Anchor Value Associated With Element
Anchor Description	CHARACTER VARYING(1000)	Detail Description of Anchor Associated With Element

This file contains the scale anchors associated with the following four content areas – 1) Abilities, 2) Knowledge, 3) Skills, and 4) Work Activities. It includes all scale anchors utilized in the data collection survey where the scale anchors are variable and item specific. Scale anchors are not included for those survey items where the scale anchors are fixed. This includes the five-point importance scale and the seven-point task frequency scale. (Note: See O\*NET Data Questionnaires at <http://www.onetcenter.org/ombclearance.html>).

The file is displayed in five tab delimited fields with the columns named Element ID, Element Name, Scale ID, Anchor Value, and Anchor Description. The five fields are represented by one row. There are a total of 483 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Added as a new file	X	
Added Scale ID column	X	
File name changed from Anchors.txt to Level Scale Anchors.txt	X	
The data for Education, Training, and Experience and Work Context were moved into their own files for data clarity purposes.	X	

Refer to **Table 18 – Level Scale Anchors File Structure Changes**, page 56 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 40 - Level Scale Anchors**, page 78

## Occupation Level Metadata

**Purpose:** Provide O\*NET-SOC Occupational Level Metadata associated with the incumbent data collection.

**File Name:** Occupation Level Metadata.txt

### Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	CHARACTER(10)	O*NET-SOC Code
Item	CHARACTER VARYING(150)	Occupation Level Statistics
Response	CHARACTER VARYING(75)	Type of Response
N	INTEGER(4)	Sample Size
Percent	FLOAT(4,1)	Percentage of responses
Date	CHARACTER(7)	Date the data was updated

This file contains occupational level metadata variables associated with data collection statistics. The file is displayed in six tab delimited fields with the columns named O\*NET-SOC Code, Item, Response, N, Percent and Date. The six fields are represented by one row. Refer to **Appendix 3 - Key to Incumbent Occupation Level Metadata** for additional descriptions of the data provided in this file. There are a total of 19,329 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Added as a new file	X	
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY	X	
File name changed from OccLevelMetadata.txt to Occupation Level Metadata.txt	X	

Refer to **Table 19 – Occupation Level Metadata File Structure Changes**, page 57 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 41 - Occupation Level Metadata**, page 79

## Survey Booklet Locations

**Purpose:** Provide O\*NET Content Model elements.

**File Name:** Survey Booklet Locations.txt

### Structure and Description:

Column	Type	Column Content
Element ID	CHARACTER VARYING(20)	Content Model Outline Position
Element Name	CHARACTER VARYING(150)	Content Model Element Name
Survey Item Number	CHARACTER VARYING(4)	Survey Booklet Location Number
Scale ID	CHARACTER VARYING(3)	Scale ID

This file contains the Content Model elements that have corresponding survey item numbers in the Survey Booklet. It is displayed in four tab delimited fields with the columns named Element ID, Element Name, Survey Item Number, and Scale ID. The four fields are represented by one row. There are a total of 419 rows of data in this file.

Note: Each survey item number corresponds to a survey question in the O\*NET Questionnaires, found on the O\*NET Resource Center site (Home > Data Collection > OMB Clearance). The values for incumbent data categories are percentage ratings corresponding to survey question options. Match the element ID(s) from data files to a survey item number using this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes	X	
Added as a new file	X	
File name changed from Survey_Booklet_Location_Reference.txt to Survey Booklet Locations.txt	X	
Added Scale ID column		X

Refer to **Table 20 – Survey Booklet Locations File Structure Changes**, page 57 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 42 - Survey Booklet Locations**, page 80

## Task Categories

**Purpose:** Provide description of Task categories.

**File Name:** Task Categories.txt

### Structure and Description:

Column	Type	Column Content
Scale ID	CHARACTER VARYING(3)	Scale ID
Category	INTEGER(3)	Category Value Associated with Scale ID
Category Description	CHARACTER VARYING(1000)	Detail Description of Category Associated with Scale ID

This file contains the categories associated with the Task content area. Categories for the scale Frequency of Task (FT) are included.

The file is displayed in three tab delimited fields with the columns named Scale ID, Category, and Category Description. The three fields are represented by one row. There are a total of 7 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes	n/a	
Added as a new file		X

Refer to **Table 21 – Task Categories File Structure Changes**, page 57 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 44– Work Context Categories**, page 81

## Work Context Categories

**Purpose:** Provide description of Work Context categories.

**File Name:** Work Context Categories.txt

### Structure and Description:

Column	Type	Column Content
Element ID	CHARACTER VARYING(20)	Content Model Outline Position
Element Name	CHARACTER VARYING(150)	Content Model Element Name
Scale ID	CHARACTER VARYING(3)	Scale ID
Category	INTEGER(3)	Category Value Associated with Element
Category Description	CHARACTER VARYING(1000)	Detail Description of Category Associated with Element

This file contains the categories associated with the Work Context content area. Categories for the following scales are included: Context (CXP) and Context Category (CTP). The file includes categories utilized in the data collection survey where the category descriptions are variable and item specific.

The file is displayed in five tab delimited fields with the columns named Element ID, Element Name, Scale ID, Category, and Category Description. The five fields are represented by one row. There are a total of 281 rows of data in this file.

### File Structure Changes:

Description of Change	Previous Releases	Release 13.0
No structure changes		X
Added as a new file	X	

Refer to **Table 22 – Work Context Categories File Structure Changes**, page 58 for a historical summary of all file structure changes.

### Data Example:

Refer to **Table 44– Work Context Categories**, page 81

# Appendices

## Appendix 1 - Item Rating Level Statistics - Analyst

### Rating Level Statistics

For each of the Ability domain elements, additional rating level statistics, such as Standard Error and data flags are included to help provide a description of the quality of the data values. The file has columns to represent these additional values.

The explanations for the Rating Level Statistics columns are explained in the following definitions.

**Standard Error** - Standard errors were calculated to provide an indication of each estimate's precision. The standard error of the mean ( $SE_M$ ) is the standard deviation of the ratings across analysts divided by the square root of the number of analysts (i.e., eight). Statistics with large standard errors are generally considered less precise than those with small standard errors.

**Upper CI Bound and Lower CI Bound** - The standard error of the mean ( $SE_M$ ) was used to define a range (confidence interval) around the estimate. The upper and lower bounds of the 95% confidence interval establish this range such that over a large number of sample estimates the probability is .95 that the population mean will be included in a confidence interval of this size. The upper bound of the confidence interval is calculated by taking the  $SE_M$  and multiplying it by 1.96 and adding that number to the observed mean. The lower bound of the confidence interval is calculated by taking the  $SE_M$  and multiplying it by 1.96 and subtracting that number from the observed mean.

**Recommend Suppress** - Users are encouraged to use estimates exhibiting “low precision” with caution and for many applications users are advised to consider suppressing these estimates. Abilities estimates are considered to have low precision if the standard error is greater than .51. The value of .51 was selected as a suppression criterion because  $1.0/1.96 = .5102$ . An  $SE_M$  of  $>.51$  means that the upper and lower bounds of the confidence interval are more than 1 scale point away from the observed mean.

**Not Relevant** –The ability level rating is identified as "not relevant" if 0, 1, or 2 analysts rated importance for that ability  $\geq 2$  (i.e., six or more analysts rated importance a 1). A value of "1" indicates 0, 1, or 2 analysts rated importance  $\geq 2$ . A value of "0" indicates more than 2 analysts rated importance  $\geq 2$ . Users are encouraged to provide their end-users with an indication that the item level rating is “not relevant” rather than displaying the level value or displaying no level information.



## Appendix 2 - Item Rating Level Statistics - Incumbent

### Rating Level Statistics

For each of the domain elements, additional rating level statistics, such as Standard Error and data flags are included to help provide a description of the quality of the data values. Each of the domain files (Education, Training, and Experience, Knowledge, Skills, Tasks, Work Activities, Work Context, and Work Styles) has columns to represent these additional values.

The explanations for the Rating Level Statistics columns are explained in the following definitions.

**Standard Error** - Standard errors were calculated to provide an indication of each estimate's precision. The standard error is the square root of the variance of the estimate. Statistics with large variances are generally considered less precise than those with small variances.

**Upper CI Bound and Lower CI Bound** - The standard error was used to define a range (confidence interval) around the estimate. The 95-percent confidence level means that if all possible samples were selected and an estimate of the value and its sampling error were computed for each, then for approximately 95 percent of the samples, the interval would include the "true" average value.

**Recommend Suppress** - Users are encouraged to use estimates exhibiting "low precision" with caution and for many applications users are advised to consider suppressing these estimates. An estimate is considered to have low precision if any of the following are true: (1) the sample size is less than 10; (2) the variance is 0 and the sample size is less than 15; (3) the relative standard error (RSE) is greater than 0.5. (The RSE of a mean estimate is the ratio of the estimate's standard error to the estimate itself. To calculate the RSE of the estimates expressed as percentages (e.g., the proportion of respondents who indicated they perform a task once per week), the log transformation of the proportion was used.)

**Not Relevant** – "Level" estimates were flagged as "not relevant" if more than 75% of item respondents to the corresponding "Importance" item rated the item as "not important." Users are encouraged to provide their end-users with an indication that the item level rating is "not relevant" rather than displaying the level value or displaying no level information.

### Appendix 3 - Key to Incumbent Occupation Level Metadata

Each O\*NET-SOC Code has detailed information associated with the O\*NET data collection called Occupation Level Metadata. The name and explanation for each data value in the item column is presented below. The O\*NET-SOC Level Sample Distribution Statistics, that are provided in the Percent column of the Occupation Level Metadata file, are unweighted percents. Therefore, these values do not represent the estimated distribution of the O\*NET-SOC population.

**O\*NET-SOC Establishment Response Rate** - The establishment response rate is the percentage of sampled eligible establishments for the occupation that agreed to participate.

**O\*NET-SOC Employee Response Rate** - The employee response rate is the percentage of employees sampled for the occupation who returned questionnaires.

**O\*NET-SOC Case Completeness Rate** - The case completeness rate for an occupation refers the percentage of total returned questionnaires that were retained after editing and data cleaning.

**Total Completes for O\*NET-SOC** – Total Completes refers to the total number of incumbents who completed one of the four questionnaire types.

**Data Collection Mode** - Incumbents had the option to complete the questionnaire either using a web-based survey or a paper survey. Valid responses are:

- Paper
- Web

**How Long at Current Job** - Incumbents indicated in the background questionnaire how long they had been in their current job. Valid responses are:

- 10 years or more
- 6-9 years
- 1-5 years
- <1 year
- Missing

**Industry Division (Major Group Codes (SIC) within Division in parentheses)** - Each sampled establishment was assigned to one primary industry division in the sampling frame. The Major Industry Group Codes (SIC) within the Division are provided in parentheses. Valid responses are:

- Agriculture, Forestry, Fishing (01 - 09)
- Mining (10 - 14)
- Construction (15 - 17)
- Manufacturing (20 - 39)
- Transportation, Communication, Electric, Gas, and Sanitary Services (40 - 49)

- Wholesale Trade (50 -51)
- Retail Trade (52 - 59)
- Financial, Insurance and Real Estate (60 - 67)
- Services (70 - 89)
- Public Administration (91 - 97)
- Non-classifiable (99)

## Appendix 4 – Historical Summary of Data File Structure Changes

The O\*NET data files have undergone various structural changes since the release of the version 5.0 database. The structural changes implemented in each version release of the database are summarized in this appendix.

**Table 1 - Content Model Reference File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	X	X	X	X	X		X	X	X	X
File name changed from onet_content_model_reference.txt to Content Model Reference.txt						X				

**Table 2 - Job Zone Reference File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	X		X	X	X		X	X	X	X
Number column renamed Job Zone		X								
File name changed from job_zone_reference.txt to Job Zone Reference.txt						X				

**Table 3 - Occupation Data File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	X	X	X	X	X		X	X	X	X
File name changed from onetsoc_data.txt to Occupation Data.txt						X				

**Table 4 – Scales Reference File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes		X	X	X	X		X	X	X	X
Scale ID data type changed from CHAR(2) to VARCHAR2(3)	X									
File name changed from scales_reference.txt to Scales Reference.txt						X				

**Table 5 – Abilities File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Date and Source columns added	X									
Scale ID data type changed from CHAR(2) to VARCHAR2(3)	X									
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X									
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, and Not Relevant		X								
Source column was renamed to Domain Source		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)						X				
The file name was changed from Ability.txt to Abilities.txt						X				

**Table 6 – Education, Training and Experience File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Added as a new file	X									
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, and Recommend Suppress		X								
Source column renamed Domain Source		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
Recommend Suppress data type changed from VARCHAR2(1) to CHARACTER(1)						X				
File name changed from EducTrainExp.txt to Education, Training, and Experience.txt						X				

**Table 7 – Interests File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Date and Source columns added	X									
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X									
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X									
Source column renamed Domain Source		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
File name changed from Interest.txt to Interests.txt						X				

**Table 8 – Job Zones File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	X		X	X	X		X	X	X	X
Date and Domain Source added		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
File name changed from onetsoc_job_zones.txt to Job Zones.txt						X				

**Table 9 – Knowledge File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Date and Source columns added	X									
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X									
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X									
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, and Not Relevant		X								
Source column renamed Domain Source		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)						X				

**Table 10 – Skills File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Date and Source columns added	X									
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X									
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X									
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant		X								
Source column renamed Domain Source		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)						X				

**Table 11 – Task Ratings File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Added as a new file										X

**Table 12 – Task Statements File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Added as a new file										X



**Table 12a – Tasks File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	
Date and Source metadata added	X									
Title column deleted	X									
Source column changed to Domain Source		X								
All other metadata items added		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
The data type for the Recommend Suppress columns changed from VARCHAR2(1) to CHARACTER(1)						X				
Superseded by Task Statements.txt and Task Ratings.txt files										X

**Table 13 – Work Activities File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Date and Source columns added	X									
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X									
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X									
Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant		X								
Source column renamed Domain Source		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)						X				
File name changed from WorkActivity.txt to Work Activities.txt						X				

**Table 14 – Work Context File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Date and Source columns added	X									
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X									
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X									
Source column renamed Domain Source		X								
All other metadata items added		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
Recommend Suppress and Not Relevant data types changed from VARCHAR2(1) to CHARACTER(1)						X				
File name changed from WorkContext.txt to Work Context.txt						X				

**Table 15 – Work Styles File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Added as a new file	X									
Source column renamed Domain Source		X								
All other metadata items added		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
Recommend Suppress data type changed from VARCHAR2(1) to CHARACTER(1)						X				
File name changed from WorkStyles.txt to Work Styles.txt						X				

**Table 16 – Work Values File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes			X	X	X		X	X	X	X
Date and Source columns added	X									
Scale ID data changed from CHAR(2) to VARCHAR2(3)	X									
Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)	X									
Source column renamed Domain Source		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
File name changed from WorkValue.txt to Work Values.txt						X				

**Table 17 – Education, Training, Experience Categories File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	n/a	n/a	n/a	n/a	n/a		X	X	X	X
Added as a new file						X				

**Table 18 – Level Scale Anchors File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	n/a			X	X		X	X	X	X
Added as a new file		X								
Added Scale ID column			X							
File name changed from Anchors.txt to Level Scale Anchors.txt						X				
The data for Education, Training, and Experience and Work Context were moved into their own files for data clarity purposes.						X				

**Table 19 – Occupation Level Metadata File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	n/a		X	X	X		X	X	X	X
Added as a new file		X								
The data type for Date was changed from DATE to CHARACTER(7) with the format MM/YYYY						X				
File name changed from OccLevelMetadata.txt to Occupation Level Metadata.txt						X				

**Table 20 – Survey Booklet Locations File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes		X	X	X	X		X	X	X	
Added as a new file	X									
File name changed from Survey_Booklet_Location_Reference.txt to Survey Booklet Locations.txt						X				
Added Scale ID column										X

**Table 21 – Task Categories File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Added as a new file										X

**Table 22 – Work Context Categories File Structure Changes**

Description of Change	When (Release Number)									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
No structure changes	n/a	n/a	n/a	n/a	n/a		X	X	X	X
Added as a new file						X				

## Appendix 5 – Historical Summary of Database Content Changes

Figure 4- O\*NET Database Content Changes Since Release 4.0

		Release									
File		5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
Lookup Files	Content Model Reference						changed data		changed data		new and changed data
	Job Zone Reference						changed data				
	Occupation Data			changed and updated data		changed data	changed data	changed data			
	Scales Reference		changed data								changed data
Domain Files	Abilities	updated data and new meta data	changed data and new meta data	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
	Education, Training, and Experience	new file	new metadata	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
	Interests	new meta data						changed data			updated data
	Job Zones		new data and metadata	updated data	updated data	changed and updated data	changed and updated data	changed and updated data	updated data	changed and updated data	updated data

File	Release									
	5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
<b>Knowledge</b>	updated data and new meta data	new metadata	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
<b>Skills</b>	updated data and new meta data	new metadata	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
<b>Task Ratings</b>										new file
<b>Task Statements</b>										new file
<b>Tasks</b>	updated data and new meta data	new and changed data; new metadata	new, changed and updated data	new, changed and updated data	new, changed and updated data	new, changed and updated data	new, changed and updated data	updated data	updated data	removed file
<b>Work Activities</b>	updated data and new meta data	new metadata	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
<b>Work Context</b>	updated data and new meta data	new metadata	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
<b>Work Styles</b>	new file	new metadata	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
<b>Work Values</b>	new meta data						changed data			updated data

		Release									
File		5.0	5.1	6.0	7.0	8.0	9.0	10.0	11.0	12.0	13.0
<b>Other Files</b>	<b>Education, Training, and Experience Categories</b>						new file				
	<b>Level Scale Anchors</b>		new file	updated data		changed data	changed data				
	<b>Occupation Level Metadata</b>		new file	updated data	updated data	updated data	updated data	changed and updated data	updated data	updated data	updated data
	<b>Survey Booklet Locations</b>	new file									new and changed data
	<b>Task Categories</b>										new file
	<b>Work Context Categories</b>							new file			

**Note:** ‘Updated’ refers to content changes resulting from the data collection program; ‘New’ refers to data elements/types/descriptors first appearing in the database; and ‘Changed’ refers to any other edits made.



# Data Examples

**Table 23 - Content Model Reference**

<b>Element ID</b>	<b>Element Name</b>	<b>Description</b>
1	Worker Characteristics	Worker Characteristics
1.A	Abilities	Enduring attributes of the individual that influence performance
1.A.1.a	Verbal Abilities	Abilities that influence the acquisition and application of verbal information in problem solving
1.A.1.a.1	Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences
1.A.1.a.2	Written Comprehension	The ability to read and understand information and ideas presented in writing

**Table 24 - Job Zone Reference**

<b>Job Zone</b>	<b>Name</b>	<b>Experience</b>	<b>Education</b>	<b>Job Training</b>	<b>Examples</b>	<b>SVP Range</b>
1	Job Zone One: Little or No Preparation Needed	No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a cashier even if he/she has never worked before.	These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.	Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.	These occupations involve following instructions and helping others. Examples include taxi drivers, amusement and recreation attendants, counter and rental clerks, cashiers, and waiters/waitresses.	(Below 4.0)
2	Job Zone Two: Some Preparation Needed	Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.	These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.	Employees in these occupations need anywhere from a few months to one year of working with experienced employees.	These occupations often involve using your knowledge and skills to help others. Examples include sheet metal workers, forest fire fighters, customer service representatives, pharmacy technicians, salespersons (retail), and tellers.	(4.0 to < 6.0)

**Table 25 - Occupation Data**

O*NET-SOC Code	Title	Description
11-1011.00	Chief Executives	Determine and formulate policies and provide the overall direction of companies or private and public sector organizations within the guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.
11-9012.00	Farmers and Ranchers	On an ownership or rental basis, operate farms, ranches, greenhouses, nurseries, timber tracts, or other agricultural production establishments which produce crops, horticultural specialties, livestock, poultry, finfish, shellfish, or animal specialties. May plant, cultivate, harvest, perform post-harvest activities, and market crops and livestock; may hire, train, and supervise farm workers or supervise a farm labor contractor; may prepare cost, production, and other records. May maintain and operate machinery and perform physical work.
41-9022.00	Real Estate Sales Agents	Rent, buy, or sell property for clients. Perform duties, such as study property listings, interview prospective clients, accompany clients to property site, discuss conditions of sale, and draw up real estate contracts. Includes agents who represent buyer.
51-2041.00	Structural Metal Fabricators and Fitters	Fabricate, lay out, position, align, and fit parts of structural metal products.
53-6051.08	Freight and Cargo Inspectors	Inspect the handling, storage, and stowing of freight and cargoes.
55-1011.00	Air Crew Officers	Perform and direct in-flight duties to ensure the successful completion of combat, reconnaissance, transport, and search and rescue missions. Duties include operating aircraft communications and radar equipment, such as establishing satellite linkages and jamming enemy communications capabilities operating aircraft weapons and defensive systems; conducting pre-flight, in-flight, and post-flight inspections of onboard equipment; and directing cargo and personnel drops.

**Table 26 - Scales Reference**

<b>Scale ID</b>	<b>Scale Name</b>	<b>Minimum</b>	<b>Maximum</b>
CT	Context	1	3
CTP	Context (Categories 1-3)	0	100
CX	Context	1	5
CXP	Context (Categories 1-5)	0	100
IM	Importance	1	5
LV	Level	0	7
OJ	On-The-Job Training (Categories 1-9)	0	100
PT	On-Site Or In-Plant Training (Categories 1-9)	0	100
RL	Required Level Of Education (Categories 1-12)	0	100
RW	Related Work Experience (Categories 1-11)	0	100

**Table 27 - Abilities**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Not Relevant	Date	Domain Source
29-2061.00	1.A.1.a.1	Oral Comprehension	IM	4.00	8	0.00	4.00	4.00	N	n/a	06/2008	Analyst
29-2061.00	1.A.1.a.1	Oral Comprehension	LV	4.12	8	0.13	3.88	4.37	N	N	06/2008	Analyst
29-2061.00	1.A.1.a.2	Written Comprehension	IM	3.50	8	0.19	3.13	3.87	N	n/a	06/2008	Analyst
29-2061.00	1.A.1.a.2	Written Comprehension	LV	3.88	8	0.13	3.63	4.12	N	N	06/2008	Analyst
29-2061.00	1.A.1.a.3	Oral Expression	IM	4.00	8	0.19	3.63	4.37	N	n/a	06/2008	Analyst
29-2061.00	1.A.1.a.3	Oral Expression	LV	4.25	8	0.16	3.93	4.57	N	N	06/2008	Analyst
29-2061.00	1.A.1.a.4	Written Expression	IM	3.38	8	0.18	3.02	3.73	N	n/a	06/2008	Analyst
29-2061.00	1.A.1.a.4	Written Expression	LV	3.12	8	0.13	2.88	3.37	N	N	06/2008	Analyst

**Table 28 - Education, Training, and Experience**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Category	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Date	Domain Source
11-2022.00	2.D.1	Required Level of Education	RL	1	0.00	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	2	4.76	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	3	0.00	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	4	14.29	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	5	4.76	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	6	57.14	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	7	4.76	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	8	14.29	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	9	0.00	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	10	0.00	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	11	0.00	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.D.1	Required Level of Education	RL	12	0.00	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert

**Table 29 - Interests**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	Date	Domain Source
11-1011.00	1.B.1.a	Realistic	OI	1.33	06/2008	Analyst
11-1011.00	1.B.1.b	Investigative	OI	2.00	06/2008	Analyst
11-1011.00	1.B.1.c	Artistic	OI	2.67	06/2008	Analyst
11-1011.00	1.B.1.d	Social	OI	3.67	06/2008	Analyst
11-1011.00	1.B.1.e	Enterprising	OI	7.00	06/2008	Analyst
11-1011.00	1.B.1.f	Conventional	OI	5.33	06/2008	Analyst
11-1011.00	1.B.1.g	First Interest High-Point	IH	5.00	06/2008	Analyst
11-1011.00	1.B.1.h	Second Interest High-Point	IH	6.00	06/2008	Analyst
11-1011.00	1.B.1.i	Third Interest High-Point	IH	0.00	06/2008	Analyst
11-2011.00	1.B.1.a	Realistic	OI	1.67	06/2008	Analyst
11-2011.00	1.B.1.b	Investigative	OI	2.00	06/2008	Analyst
11-2011.00	1.B.1.c	Artistic	OI	5.33	06/2008	Analyst
11-2011.00	1.B.1.d	Social	OI	2.33	06/2008	Analyst
11-2011.00	1.B.1.e	Enterprising	OI	7.00	06/2008	Analyst
11-2011.00	1.B.1.f	Conventional	OI	4.67	06/2008	Analyst
11-2011.00	1.B.1.g	First Interest High-Point	IH	5.00	06/2008	Analyst
11-2011.00	1.B.1.h	Second Interest High-Point	IH	3.00	06/2008	Analyst
11-2011.00	1.B.1.i	Third Interest High-Point	IH	6.00	06/2008	Analyst



**Table 30- Job Zones**

O*NET-SOC Code	Job Zone	Date	Domain Source
11-1011.00	5	06/2006	Analyst
11-1021.00	3	06/2008	Analyst
11-2011.00	4	12/2004	Analyst
11-2021.00	4	06/2008	Analyst
11-2022.00	4	06/2008	Analyst
11-3011.00	4	10/2003	Analyst
11-3021.00	4	06/2008	Analyst
11-3031.01	5	06/2006	Analyst

**Table 31 - Knowledge**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Not Relevant	Date	Domain Source
11-2022.00	2.C.8.b	Law and Government	IM	2.48	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.C.8.b	Law and Government	LV	2.95	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.C.9.a	Telecommunications	IM	2.43	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.C.9.a	Telecommunications	LV	2.05	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.C.9.b	Communications and Media	IM	2.76	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.C.9.b	Communications and Media	LV	2.67	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.C.10	Transportation	IM	1.76	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	2.C.10	Transportation	LV	1.43	21	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert

**Table 32 - Skills**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Not Relevant	Date	Domain Source
17-1011.00	2.A.1.a	Reading Comprehension	IM	4.24	17	0.33	3.53	4.95	N	n/a	03/2003	Incumbent
17-1011.00	2.A.1.a	Reading Comprehension	LV	4.98	17	0.18	4.60	5.36	N	N	03/2003	Incumbent
17-1011.00	2.A.1.b	Active Listening	IM	4.64	17	0.17	4.28	5.00	N	n/a	03/2003	Incumbent
17-1011.00	2.A.1.b	Active Listening	LV	5.49	17	0.21	5.04	5.94	N	N	03/2003	Incumbent
17-1011.00	2.A.1.c	Writing	IM	3.99	17	0.10	3.78	4.21	N	n/a	03/2003	Incumbent
17-1011.00	2.A.1.c	Writing	LV	5.15	17	0.10	4.95	5.35	N	N	03/2003	Incumbent
17-1011.00	2.A.1.d	Speaking	IM	3.96	17	0.09	3.78	4.15	N	n/a	03/2003	Incumbent

**Table 33 – Task Ratings**

O*NET-SOC Code	Task ID	Scale ID	Category	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Date	Domain Source
11-1011.00	8823	FT	1	0.23	93	0.22	0.04	1.49	N	06/2006	Incumbent
11-1011.00	8823	FT	2	22.77	93	10.16	8.56	48.15	N	06/2006	Incumbent
11-1011.00	8823	FT	3	34.24	93	10.62	16.94	57.06	N	06/2006	Incumbent
11-1011.00	8823	FT	4	13.14	93	5.65	5.36	28.81	N	06/2006	Incumbent
11-1011.00	8823	FT	5	19.56	93	8.87	7.35	42.69	N	06/2006	Incumbent
11-1011.00	8823	FT	6	5.58	93	4.36	1.13	23.44	N	06/2006	Incumbent
11-1011.00	8823	FT	7	4.48	93	4.09	0.70	23.82	N	06/2006	Incumbent
11-1011.00	8823	IM	n/a	4.51	93	0.13	4.26	4.77	N	06/2006	Incumbent
11-1011.00	8823	RT	n/a	90.54	105	5.42	73.17	97.11	N	06/2006	Incumbent

**Table 34 – Task Statements**

O*NET-SOC Code	Task ID	Task	Task Type	Incumbents Responding	Date	Domain Source
11-1011.00	8823	Direct and coordinate an organization's financial and budget activities to fund operations, maximize investments, and increase efficiency.	Core	105	06/2006	Incumbent
11-1011.00	8824	Confer with board members, organization officials, and staff members to discuss issues, coordinate activities, and resolve problems.	Core	104	06/2006	Incumbent
11-1011.00	8825	Analyze operations to evaluate performance of a company and its staff in meeting objectives, and to determine areas of potential cost reduction, program improvement, or policy change.	Core	105	06/2006	Incumbent
11-1011.00	8826	Direct, plan, and implement policies, objectives, and activities of organizations or businesses to ensure continuing operations, to maximize returns on investments, and to increase productivity.	Core	105	06/2006	Incumbent

**Table 35 - Work Activities**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Not Relevant	Date	Domain Source
13-1051.00	4.A.1.a.1	Getting Information	IM	4.75	28	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
13-1051.00	4.A.1.a.1	Getting Information	LV	5.21	28	n/a	n/a	n/a	n/a	N	06/2008	Occupational Expert
13-1051.00	4.A.1.a.2	Monitor Processes, Materials, or Surroundings	IM	2.89	28	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
13-1051.00	4.A.1.a.2	Monitor Processes, Materials, or Surroundings	LV	3.11	28	n/a	n/a	n/a	n/a	N	06/2008	Occupational Expert
13-1051.00	4.A.1.b.1	Identifying Objects, Actions, and Events	IM	3.67	27	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
13-1051.00	4.A.1.b.1	Identifying Objects, Actions, and Event	LV	4.04	27	n/a	n/a	n/a	n/a	N	06/2008	Occupational Expert
13-1051.00	4.A.1.b.2	Inspecting Equipment, Structures, or Material	IM	2.11	28	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
13-1051.00	4.A.1.b.2	Inspecting Equipment, Structures, or Material	LV	1.86	28	n/a	n/a	n/a	n/a	N	06/2008	Occupational Expert
13-1051.00	4.A.1.b.3	Estimating the Quantifiable Characteristics of Products, Events, or Information	IM	4.50	28	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
13-1051.00	4.A.1.b.3	Estimating the Quantifiable Characteristics of Products, Events, or Information	LV	4.96	28	n/a	n/a	n/a	n/a	N	06/2008	Occupational Expert
13-1051.00	4.A.2.a.1	Judging the Qualities of Things, Services, or People	IM	3.14	28	n/a	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
13-1051.00	4.A.2.a.1	Judging the Qualities of Things, Services, or People	LV	3.64	28	n/a	n/a	n/a	n/a	N	06/2008	Occupational Expert

**Table 36 - Work Context**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Category	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Not Relevant	Date	Domain Source
17-1012.00	4.C.3.d.8	Duration of Typical Work Week	CT	n/a	2.38	19	0.17	2.02	2.74	N	n/a	03/2003	Incumbent
17-1012.00	4.C.3.d.8	Duration of Typical Work Week	CTP	1	0.00	19	0.00	n/a	n/a	N	n/a	03/2003	Incumbent
17-1012.00	4.C.3.d.8	Duration of Typical Work Week	CTP	2	62.30	19	17.10	26.36	88.41	N	n/a	03/2003	Incumbent
17-1012.00	4.C.3.d.8	Duration of Typical Work Week	CTP	3	37.70	19	17.10	11.59	73.64	N	n/a	03/2003	Incumbent

**Table 37 - Work Styles**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	N	Standard Error	Lower CI Bound	Upper CI Bound	Recommend Suppress	Date	Domain Source
11-2022.00	1.C.1.a	Achievement/Effort	IM	4.52	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	1.C.1.b	Persistence	IM	4.43	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert
11-2022.00	1.C.1.c	Initiative	IM	4.48	21	n/a	n/a	n/a	n/a	06/2008	Occupational Expert

**Table 38 - Work Values**

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	Date	Domain Source
11-1011.00	1.B.2.a	Achievement	EX	6.33	06/2008	Analyst
11-1011.00	1.B.2.b	Working Conditions	EX	6.33	06/2008	Analyst
11-1011.00	1.B.2.c	Recognition	EX	7.00	06/2008	Analyst
11-1011.00	1.B.2.d	Relationships	EX	5.00	06/2008	Analyst
11-1011.00	1.B.2.e	Support	EX	5.33	06/2008	Analyst
11-1011.00	1.B.2.f	Independence	EX	7.00	06/2008	Analyst
11-1011.00	1.B.2.g	First Work Value High-Point	VH	3.00	06/2008	Analyst
11-1011.00	1.B.2.h	Second Work Value High-Point	VH	6.00	06/2008	Analyst
11-1011.00	1.B.2.i	Third Work Value High-Point	VH	1.00	06/2008	Analyst

**Table 39 – Education, Training, and Experience Categories**

Element ID	Element Name	Scale ID	Category	Category Description
3.A.1	Related Work Experience	RW	1	None
3.A.1	Related Work Experience	RW	2	Up to and including 1 month
3.A.1	Related Work Experience	RW	3	Over 1 month, up to and including 3 months
3.A.1	Related Work Experience	RW	4	Over 3 months, up to and including 6 months
3.A.1	Related Work Experience	RW	5	Over 6 months, up to and including 1 year
3.A.1	Related Work Experience	RW	6	Over 1 year, up to and including 2 years
3.A.1	Related Work Experience	RW	7	Over 2 years, up to and including 4 years
3.A.1	Related Work Experience	RW	8	Over 4 years, up to and including 6 years
3.A.1	Related Work Experience	RW	9	Over 6 years, up to and including 8 years
3.A.1	Related Work Experience	RW	10	Over 8 years, up to and including 10 years
3.A.1	Related Work Experience	RW	11	Over 10 years



**Table 40 - Level Scale Anchors**

<b>Element ID</b>	<b>Element Name</b>	<b>Scale ID</b>	<b>Anchor Value</b>	<b>Anchor Description</b>
1.A.1.a.1	Oral Comprehension	LV	2	Understand a television commercial
1.A.1.a.1	Oral Comprehension	LV	4	Understand a coach's oral instructions for a sport
1.A.1.a.1	Oral Comprehension	LV	6	Understand a lecture on advanced physics
1.A.1.a.2	Written Comprehension	LV	2	Understand signs on the highway
1.A.1.a.2	Written Comprehension	LV	4	Understand an apartment lease
1.A.1.a.2	Written Comprehension	LV	6	Understand an instruction book on repairing missile guidance systems
1.A.1.a.3	Oral Expression	LV	2	Cancel newspaper delivery by phone
1.A.1.a.3	Oral Expression	LV	4	Give instructions to a lost motorist
1.A.1.a.3	Oral Expression	LV	6	Explain advanced principles of genetics to college freshmen
1.A.1.a.4	Written Expression	LV	1	Write a note to remind someone to take food out of the freezer
1.A.1.a.4	Written Expression	LV	4	Write a job recommendation for a subordinate

**Table 41 - Occupation Level Metadata**

O*NET-SOC Code	Item	Response	N	Percent	Date
11-2022.00	O*NET-SOC Establishment Response Rate	n/a	n/a	n/a	06/2008
11-2022.00	O*NET-SOC Employee Response Rate	n/a	n/a	79.3	06/2008
11-2022.00	O*NET-SOC Case Completeness Rate	n/a	n/a	91.3	06/2008
11-2022.00	Total Completes for O*NET-SOC	n/a	21	n/a	06/2008
11-2022.00	Data Collection Mode	Paper	19	90.5	06/2008
11-2022.00	Data Collection Mode	Web	2	9.5	06/2008
11-2022.00	How Long at Current Job	10 Years or More	13	61.9	06/2008
11-2022.00	How Long at Current Job	6-9 Years	4	19.0	06/2008
11-2022.00	How Long at Current Job	1-5 Years	4	19.0	06/2008
11-2022.00	How Long at Current Job	<1 Year	0	0.0	06/2008
11-2022.00	How Long at Current Job	Missing	0	0.0	06/2008
11-2022.00	Industry Division (Major Group Codes (SIC) within Division in parentheses)	Agriculture, Forestry, Fishing (01-09)	n/a	n/a	06/2008
11-2022.00	Industry Division (Major Group Codes (SIC) within Division in parentheses)	Mining (10-14)	n/a	n/a	06/2008
11-2022.00	Industry Division (Major Group Codes (SIC) within Division in parentheses)	Construction (15-17)	n/a	n/a	06/2008
11-2022.00	Industry Division (Major Group Codes (SIC) within Division in parentheses)	Manufacturing (20-39)	n/a	n/a	06/2008

**Table 42 - Survey Booklet Locations**

<b>Element ID</b>	<b>Element Name</b>	<b>Survey Item Number</b>	<b>Scale ID</b>
1.A.1.a.1	Oral Comprehension	AB01	IM
1.A.1.a.1	Oral Comprehension	AB01	LV
1.A.1.a.2	Written Comprehension	AB02	IM
1.A.1.a.2	Written Comprehension	AB02	LV
1.A.1.a.3	Oral Expression	AB03	IM
1.A.1.a.3	Oral Expression	AB03	LV

**Table 43 – Task Categories**

<b>Scale ID</b>	<b>Category</b>	<b>Category Description</b>
FT	1	Yearly or less
FT	2	More than yearly
FT	3	More than monthly
FT	4	More than weekly
FT	5	Daily
FT	6	Several times daily
FT	7	Hourly or more

**Table 44– Work Context Categories**

Element ID	Element Name	Scale ID	Category	Category Description
4.C.1.a.2.1	Face-to-Face Discussions	CXP	1	Never
4.C.1.a.2.1	Face-to-Face Discussions	CXP	2	Once a year or more but not every month
4.C.1.a.2.1	Face-to-Face Discussions	CXP	3	Once a month or more but not every week
4.C.1.a.2.1	Face-to-Face Discussions	CXP	4	Once a week or more but not every day
4.C.1.a.2.1	Face-to-Face Discussions	CXP	5	Every day
4.C.1.a.4	Contact With Others	CXP	1	No contact with others
4.C.1.a.4	Contact With Others	CXP	2	Occasional contact with others
4.C.1.a.4	Contact With Others	CXP	3	Contact with others about half the time
4.C.1.a.4	Contact With Others	CXP	4	Contact with others most of the time
4.C.1.a.4	Contact With Others	CXP	5	Constant contact with others