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O*NET® Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results

Final Report

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O*NET ANALYST RATINGS OF OCCUPATIONAL SKILLS: ANALYSIS CYCLE 21 RESULTS

Introduction

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

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

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

To ensure a controlled data collection and management process, occupational data are being collected in groups or "analysis cycles." This report describes the results from the data collection process for the 21st analysis cycle of 100 occupations. Reports describing each of the previous cycles are available at http://www.onetcenter.org/research.html. Results for subsequent cycles

will be reported in separate reports. For a description of the O*NET Data Collection Publication Schedule see http://www.onetcenter.org/dataPublication.html. Appendix A includes a listing of the IDI codes and Occupational Titles addressed in Cycle 21.

Evaluation of Cycle 21 Analyst Ratings

As mentioned above, occupational analysts provided ratings on the importance and level of the 35 skills for each of the 100 occupations in Cycle 21. The mean, standard deviation, and standard error of the mean (SE_M) of the importance and level ratings were computed. These results are shown in Appendix B.

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

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

Cycle 21 Recommended Data Flags

Three distinct criteria were established to flag the skill data. All three flags affect the presentation of data within the publicly available O*NET Online (online.onetcenter.org). First, the level rating of a skill was flagged as not relevant for a particular occupation if at least six of the eight occupational analysts rated its importance as one (1.0) or lower. Thus, the level rating of a skill is considered not relevant when that construct is not important for performance in a particular occupation. For example, in the Cycle 21 data, the level ratings for Operations Analysis were considered not relevant for Court Reporters (IDI: 01253.03.1) and Ophthalmic Medical Technologists (IDI: 01702.02.1) and Nursing Assistants (IDI: 01704.02.1) because Operations Analysis was not considered important for performance in these two occupations. In this cycle, there were 409 not relevant flags (see Table 1 for the number of not relevant flags across the past 10 cycles). To facilitate interpretation of these results, it should be noted that there are 3,500 sets of ratings (100 occupations x 35 skills) in the current cycle. Given this, 11.69% (409/3,500) of the skill ratings were flagged as not relevant. The average percentage of skill ratings flagged as not relevant across the previous 20 cycles is 13.40% (SD = 3.73%); thus, the percentage of ratings flagged due to this criterion in the current cycle was slightly below the average cycle.

The skills with the most flags in Cycle 21 include Installation ($n = 88$), Repairing ($n = 57$), and Equipment Maintenance ($n = 55$). Each of these skills has received large numbers of flags in previous cycles. Given that these constructs capture fairly specific technical proficiencies intuitively not required for many occupations, these results are not surprising.

The remaining two criteria involve the recommended suppression of identifying any skill importance or level mean rating that had an SE_M greater than 0.51. These criteria were established to capture those ratings deemed to have insufficient agreement across raters. The value of 0.51 was selected because $1.00/1.96 = 0.51$. An SE_M greater than 0.51 means that the upper and lower bounds of the confidence interval are more than one scale point away from the observed mean. There were no instances in Cycle 21 where the mean importance rating was flagged for insufficient agreement. In fact, no importance ratings received flags for an SE_M greater than 0.51 since Cycle 3.

The results of the suppression criteria for level for the past 10 cycles (Cycles 12-21) are presented in Table 2. There were two insufficient agreement flags for level ratings in Cycle 21 (0.06% of the total) involving the constructs Science and Equipment selection. No other constructs were flagged for the level criterion. Cycle 21 had the second lowest number and percent of occupations flagged across all cycles to date, with only the previous cycle having fewer flags (0.03% of the total). These findings indicate a relatively high level of agreement among the occupational analysts, suggesting that the analysts have a uniform understanding of the constructs vis-à-vis the occupations examined this cycle. The detailed results of the recommended data flags and suppression criteria are depicted by the shaded cells in the results presented in Appendix B.

Cycle 21 Interrater Agreement

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

A summary of these results is shown in Appendix C. The columns labeled "Mean of Ms" show the mean of the occupational analyst mean importance and level ratings across the 35 skills for each occupation. The columns labeled "Median of SDs" show the median of the SDs associated with each mean importance and level rating across the 35 skills for each occupation. Finally, the columns labeled "Median of SE_Ms" show the median of the SE_Ms associated with each mean importance and level rating across the 35 skills for each occupation.

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

	Element Name	Cycle 12 (N = 107)	Cycle 13 (N = 108)	Cycle 14 (N = 106)	Cycle 15 (N = 126)	Cycle 16 (N = 102)	Cycle 17 (N = 116)	Cycle 18 (N = 110)	Cycle 19 (N = 90)	Cycle 20 (N = 100)	Cycle 21 (N = 100)
1	Reading Comprehension	0	0	0	0	0	0	0	0	0	0
2	Active Listening	0	0	0	0	0	0	0	0	0	0
3	Writing	0	0	0	0	0	0	0	0	0	0
4	Speaking	0	0	0	0	0	0	0	0	0	0
5	Mathematics	2	0	1	1	0	0	1	0	1	0
6	Science	27	23	26	26	33	33	38	29	29	27
7	Critical Thinking	0	0	0	0	0	0	0	0	0	0
8	Active Learning	0	0	0	0	0	0	0	0	0	0
9	Learning Strategies	0	0	0	0	0	0	0	0	0	0
10	Monitoring	0	0	0	0	0	0	0	0	0	0
11	Social Perceptiveness	0	0	0	0	0	0	0	0	0	0
12	Coordination	0	0	0	0	0	0	0	0	0	0
13	Persuasion	0	0	0	0	0	0	0	0	0	0
14	Negotiation	0	0	0	0	0	0	0	0	0	0
15	Instructing	0	0	0	0	0	2	1	0	0	0
16	Service Orientation	0	0	0	0	0	0	0	0	0	0
17	Complex Problem Solving	0	0	0	0	0	0	0	0	0	0
18	Operations Analysis	13	10	5	19	8	10	17	21	13	12
19	Technology Design	29	8	8	14	10	14	15	12	8	12
20	Equipment Selection	73	58	45	58	32	50	47	45	59	47
21	Installation	96	96	80	105	70	90	88	72	88	88
22	Programming	38	22	27	30	34	30	28	27	23	30
23	Quality Control Analysis	21	6	6	8	3	5	8	8	9	11
24	Operations Monitoring	12	2	2	0	1	2	1	0	5	5
25	Operation and Control	53	31	20	28	15	19	24	29	44	22
26	Equipment Maintenance	81	73	56	71	36	56	52	55	69	55
27	Troubleshooting	50	28	17	30	16	23	21	23	37	24
28	Repairing	82	75	59	73	40	59	55	55	70	57
29	Systems Analysis	1	0	0	0	0	0	0	0	0	0
30	Systems Evaluation	0	0	1	0	0	0	0	0	0	0
31	Judg. and Dec. Making	0	0	0	0	0	0	0	0	0	0
32	Time Management	0	0	0	0	0	0	0	0	0	0
33	M. of Financial Resources	17	9	13	9	9	7	8	7	9	11
34	M. of Material Resources	8	6	9	7	2	5	5	5	4	8
35	M. of Personnel Resources	0	0	1	0	0	1	0	0	0	0
	Total Flags out of all possible ratings	16.10% (603/3745)	11.80% (447/3780)	10.10% (376/3710)	10.86% (479/4410)	8.66% (309/3570)	10.00% (406/4060)	10.62% (409/3850)	12.32% (388/3150)	13.37% (468/3500)	11.69% (409/3500)

Note. The sample size, N, listed below each cycle reflects the number of occupations rated that cycle.

Table 2. Level Flags Due to Large SE$_M$

	Element Name	Cycle 12 (N = 107)	Cycle 13 (N = 108)	Cycle 14 (N = 106)	Cycle 15 (N = 126)	Cycle 16 (N = 102)	Cycle 17 (N = 116)	Cycle 18 (N = 110)	Cycle 19 (N = 90)	Cycle 20 (N = 100)	Cycle 21 (N = 100)
1	Reading Comprehension	0	0	0	0	0	0	0	0	0	0
2	Active Listening	0	0	0	0	0	0	0	0	0	0
3	Writing	0	0	0	0	0	0	0	0	0	0
4	Speaking	0	0	0	0	0	0	0	0	0	0
5	Mathematics	0	0	0	1	0	0	0	0	0	0
6	Science	8	17	3	2	2	0	0	1	0	1
7	Critical Thinking	0	0	0	0	0	0	0	0	0	0
8	Active Learning	0	0	0	0	0	0	0	0	0	0
9	Learning Strategies	0	0	0	0	0	0	0	0	0	0
10	Monitoring	0	1	0	0	0	0	0	0	0	0
11	Social Perceptiveness	0	0	0	0	0	0	0	0	0	0
12	Coordination	0	0	0	0	0	0	0	0	0	0
13	Persuasion	0	1	0	0	0	0	0	0	0	0
14	Negotiation	0	1	0	0	0	0	0	0	0	0
15	Instructing	0	0	0	0	0	0	0	0	0	0
16	Service Orientation	0	0	0	0	0	0	0	0	0	0
17	Complex Problem Solving	0	1	0	1	0	0	0	0	0	0
18	Operations Analysis	13	35	12	11	6	6	2	1	1	0
19	Technology Design	7	14	5	5	3	2	0	1	0	0
20	Equipment Selection	4	8	6	2	2	0	0	3	0	1
21	Installation	3	4	5	2	2	3	1	1	0	0
22	Programming	9	15	10	4	2	0	1	0	0	0
23	Quality Control Analysis	12	12	4	5	3	0	2	3	0	0
24	Operations Monitoring	1	0	0	0	0	0	0	0	0	0
25	Operation and Control	4	0	1	1	1	0	0	1	0	0
26	Equipment Maintenance	2	1	0	0	0	1	1	0	0	0
27	Troubleshooting	1	4	1	1	1	1	0	0	0	0
28	Repairing	1	0	1	1	0	0	0	0	0	0
29	Systems Analysis	2	1	0	0	0	0	0	0	0	0
30	Systems Evaluation	1	1	0	0	0	0	0	0	0	0
31	Judg. and Dec. Making	0	0	0	0	0	0	0	0	0	0
32	Time Management	0	0	0	0	0	0	0	0	0	0
33	M. of Financial Resources	1	7	1	4	1	0	1	1	0	0
34	M. of Material Resources	2	7	1	3	0	0	0	0	0	0
35	M. of Personnel Resources	0	0	0	0	1	0	0	0	0	0
	Total Flags out of all possible ratings	1.90% (71/3745)	3.40% (130/3780)	1.30% (50/3710)	0.98% (43/4410)	0.67% (24/3570)	0.32% (13/4060)	0.21% (8/3850)	0.38% (12/3150)	0.03% (1/3500)	0.06% (2/3500)

Note. The sample size, *N*, listed below each cycle reflects the number of occupations rated that cycle.

The importance ratings across all occupations had a median *SD* of 0.35 and a median SE_M of 0.13. The level ratings across occupations had a median *SD* of 0.46 and a median SE_M of 0.16. Overall, the results indicate that the ratings made by the occupational analysts were quite consistent for both the importance and level scales.

Cycle 21 Interrater Reliability: Across Constructs within Occupations

To examine the interrater reliability of the Cycle 21 ratings we calculated intraclass correlations (*ICC*[C, *k*]; McGraw & Wong, 1996) among the occupational analysts' ratings to assess consistency across constructs within occupations. This statistic indicates the degree of similarity in the rank ordering and relative distance between the skills on a particular scale within an occupation. Our target level of interrater reliability is a median *ICC*(C, *k*) of 0.80 or greater. The value of 0.80 is judged to be a good rule-of-thumb that has been used in multiple contexts, including O*NET (e.g., Clement, Chauvot, Philipp, & Ambrose, 2003; McCloy, Waugh, Medsker, Wall, Rivkin, & Lewis, 1999; Rase & Tognetti-Stuff, 1983).

The results of these analyses are presented in Appendix D. The results revealed high levels of interrater reliability across the 100 Cycle 21 occupations. Specifically, the median *ICC* for importance ratings for the skills across the occupations was 0.98 (*M* = 0.97, *SD* = 0.02). The median *ICC* for the level ratings was 0.98 (*M* = 0.98, *SD* = 0.01). The reliability for both the importance and level ratings exceeded the median target coefficient value of 0.80. Only the occupation Weatherization Installers and Technicians (IDI: 01676.02.1) had an importance rating *ICC* value which fell below 0.90. None of the level rating *ICC* values fell below 0.90. Overall, the results indicate a strong level of reliability in the occupational analysts' ratings.

Cycle 21 Interrater Reliability: Across Occupations within Constructs

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

This reliability analysis was conducted for skills on all occupations in Cycles 1 through 21 and results are presented in Table 3. The reliability analyses are based on 2,016 rating targets[1]. The values in the columns titled *ICC*(*C*,1) reflect the single rater reliabilities, whereas the values in the columns titled *ICC*(*C*,8) reflect the reliability for eight raters. Overall for the skills, the median *ICC*(*C*,8) across the construct ratings for importance was 0.88 (*M* = 0.89, *SD* = 0.05) and for level was 0.92 (*M* = 0.91, *SD* = 0.03). This indicates that on the whole, the reliabilities exceeded the target level. The majority of the skills had high *ICC*(*C*,8) reliabilities for both importance and level. In fact, there were 15 skills with reliabilities equal to or greater than 0.90 for importance (e.g., Science) and 25 skills with reliabilities equal to or greater than 0.90 for level (e.g., Active Learning).

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

Table 3. Interrater Reliabilities and Standard Errors of Measurement for Skills Across Occupations in Cycles 1 through 21

	Skill	Cycles 1 through 21 (N = 2,016)					
		Importance			Level		
		ICC(C,1)	ICC(C,8)	SE	ICC(C,1)	ICC(C,8)	SE
1	Reading Comprehension	0.55	0.91	0.17	0.69	0.95	0.20
2	Active Listening	0.45	0.87	0.16	0.59	0.92	0.18
3	Writing	0.59	0.92	0.17	0.71	0.95	0.19
4	Speaking	0.53	0.90	0.16	0.64	0.94	0.18
5	Mathematics	0.53	0.90	0.19	0.62	0.93	0.25
6	Science	0.73	0.95	0.19	0.74	0.96	0.29
7	Critical Thinking	0.47	0.88	0.15	0.55	0.91	0.19
8	Active Learning	0.45	0.87	0.18	0.58	0.92	0.22
9	Learning Strategies	0.54	0.90	0.18	0.62	0.93	0.22
10	Monitoring	0.34	0.81	0.16	0.47	0.88	0.21
11	Social Perceptiveness	0.43	0.86	0.17	0.51	0.89	0.21
12	Coordination	0.38	0.83	0.15	0.38	0.83	0.21
13	Persuasion	0.42	0.85	0.18	0.43	0.86	0.26
14	Negotiation	0.45	0.87	0.18	0.47	0.88	0.23
15	Instructing	0.59	0.92	0.17	0.58	0.92	0.22
16	Service Orientation	0.48	0.88	0.18	0.44	0.86	0.23
17	Complex Problem Solving	0.41	0.85	0.19	0.55	0.91	0.20
18	Operations Analysis	0.48	0.88	0.23	0.54	0.90	0.35
19	Technology Design	0.34	0.80	0.19	0.43	0.86	0.29
20	Equipment Selection	0.63	0.93	0.18	0.63	0.93	0.27
21	Installation	0.58	0.92	0.14	0.57	0.92	0.22
22	Programming	0.45	0.87	0.19	0.52	0.90	0.27
23	Quality Control Analysis	0.54	0.90	0.22	0.58	0.92	0.30
24	Operations Monitoring	0.65	0.94	0.19	0.65	0.94	0.26
25	Operation and Control	0.74	0.96	0.18	0.75	0.96	0.25
26	Equipment Maintenance	0.80	0.97	0.14	0.83	0.98	0.20
27	Troubleshooting	0.70	0.95	0.17	0.73	0.96	0.25
28	Repairing	0.82	0.97	0.14	0.84	0.98	0.19
29	Systems Analysis	0.50	0.89	0.20	0.60	0.92	0.24
30	Systems Evaluation	0.47	0.87	0.20	0.57	0.91	0.27
31	Judg. and Dec. Making	0.42	0.85	0.16	0.57	0.91	0.19
32	Time Management	0.34	0.80	0.15	0.46	0.87	0.19
33	M. of Financial Resources	0.48	0.88	0.18	0.56	0.91	0.29
34	M. of Material Resources	0.40	0.84	0.19	0.48	0.88	0.29
35	M. of Personnel Resources	0.48	0.88	0.18	0.51	0.89	0.23

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

The lowest skill $ICC(C,8)$ importance reliabilities were found for Technology Design (0.80), Time Management (0.80), and Monitoring (0.81). The construct with the lowest level reliability was Coordination. The reliability for the level of this skill was 0.83, which still exceeds the 0.80 threshold. Even though these skills (Technology Design, Time Management, Monitoring, and Coordination) had the lowest reliabilities compared to other skills this cycle, the reliabilities were still considerably high; the lowest reliability coefficient was at the threshold of 0.80 (Technology Design and Time Management had an ICC of 0.80).

Some variation in calculated values is likely to occur by chance. As previously described, the goal was for the $ICC(C,8)$ reliabilities to have a median value of 0.80 or greater across constructs, which was achieved for both importance and level (0.88 and 0.92, respectively). These results suggest that there was a good level of agreement among the raters with respect to the order and relative distance among occupations on specific constructs for importance and level.

Summary

The main findings of the analysis of Cycle 21 analyst ratings were as follows:

- More than 88% of the skill ratings were considered important for performance in a given occupation. Constructs that were flagged because the construct was considered not important for performance were very similar to those flagged in previous cycles and conceptually it is understandable that these constructs may be considered not relevant for the given occupations.

- None of the importance ratings and less than 1% of the level ratings were flagged based on a SE_M greater than 0.51.

- There was strong interrater agreement for this cycle as evidenced by the overall low medians of SE_M values.

- All within-occupation ICC reliabilities were above the target value of 0.80. These high levels of interrater reliability indicate that the occupational analysts rank ordered the skills within each occupation similarly on both importance and level.

- All across-occupation ICC reliabilities were also above the target value of 0.80. These high levels of interrater reliability indicate that analysts rank ordered occupations within each skill similarly on both importance and level.

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

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Appendix A

Standard O*NET-IDI Codes and Titles for
O*NET Analysis Cycle 21 Occupations

IDI Code	Occupation Title
00001.03.1	Treasurers and Controllers
01537.02.1	Biomass Power Plant Managers
00027.04.1	Construction Managers
00014.04.1	Architectural and Engineering Managers
01545.02.1	Water Resource Specialists
00023.03.1	Property, Real Estate, and Community Association Managers
00409.02.1	Agents and Business Managers of Artists, Performers, and Athletes
00087.03.1	Coroners
01558.02.1	Logistics Engineers
01559.02.1	Logistics Analysts
01564.02.1	Sustainability Specialists
00048.03.1	Credit Analysts
00055.03.1	Personal Financial Advisors
00082.03.1	Financial Examiners
01689.02.1	Credit Counselors
01198.03.1	Loan Officers
00050.03.1	Tax Preparers
01570.02.1	Telecommunications Engineering Specialists
01575.02.1	Business Intelligence Analysts
01208.04.1	Environmental Engineers
01584.02.1	Water/Wastewater Engineers
00115.03.1	Industrial Engineers
01586.02.1	Human Factors Engineers and Ergonomists
00105.03.1	Materials Engineers
00107.03.1	Petroleum Engineers
00164.03.1	Food Scientists and Technologists
01220.03.1	Biochemists and Biophysicists
00160.02.1	Range Managers
00149.03.1	Astronomers
00148.02.1	Physicists
00156.03.1	Materials Scientists
01226.03.1	Geoscientists, Except Hydrologists and Geographers
01621.02.1	Environmental Economists

IDI Code	Occupation Title
01624.02.1	Quality Control Analysts
01242.03.1	Marriage and Family Therapists
01244.03.1	Rehabilitation Counselors
00228.03.1	Probation Officers and Correctional Treatment Specialists
00230.04.1	Social and Human Service Assistants
01251.03.1	Administrative Law Judges, Adjudicators, and Hearing Officers
01252.03.1	Arbitrators, Mediators, and Conciliators
00235.03.1	Judges, Magistrate Judges, and Magistrates
01253.03.1	Court Reporters
01260.03.1	Forestry and Conservation Science Teachers, Postsecondary
01627.02.1	Adapted Physical Education Specialists
00141.03.1	Sound Engineering Technicians
00365.03.1	Film and Video Editors
01312.03.1	Family and General Practitioners
01315.03.1	Pediatricians, General
01636.02.1	Pathologists
00306.04.1	Physical Therapists
01699.02.1	Exercise Physiologists
00301.04.1	Veterinarians
01543.03.1	Clinical Nurse Specialists
01647.02.1	Acupuncturists
01324.04.1	Veterinary Technologists and Technicians
01701.02.1	Ophthalmic Medical Technicians
00338.03.1	Orthotists and Prosthetists
01656.02.1	Hearing Aid Specialists
01702.02.1	Ophthalmic Medical Technologists
01704.02.1	Nursing Assistants
01329.03.1	Occupational Therapy Aides
01330.04.1	Physical Therapist Assistants
00654.04.1	Veterinary Assistants and Laboratory Animal Caretakers
01336.03.1	First-Line Supervisors of Correctional Officers
00552.03.1	Bailiffs
01663.02.1	Intelligence Analysts
00562.03.1	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
00570.03.1	Food Servers, Nonrestaurant
01348.03.1	First-Line Supervisors of Housekeeping and Janitorial Workers

O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results

IDI Code	Occupation Title
00596.03.1	Maids and Housekeeping Cleaners
01011.02.1	Motion Picture Projectionists
00606.03.1	Amusement and Recreation Attendants
01360.03.1	Concierges
00609.03.1	Tour Guides and Escorts
01364.03.1	First-Line Supervisors of Non-Retail Sales Workers
00434.03.1	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
01670.02.1	Patient Representatives
00451.03.1	New Accounts Clerks
01396.03.1	First-Line Supervisors of Construction Trades and Extraction Workers
00823.03.1	Construction Laborers
00810.03.1	Paving, Surfacing, and Tamping Equipment Operators
01400.03.1	Operating Engineers and Other Construction Equipment Operators
00073.04.1	Construction and Building Inspectors
01676.02.1	Weatherization Installers and Technicians
00763.02.1	Riggers
01155.03.1	Helpers--Installation, Maintenance, and Repair Workers
01677.02.1	Geothermal Technicians
00675.03.1	First-Line Supervisors of Production and Operating Workers
01431.02.1	Fiberglass Laminators and Fabricators
01432.03.1	Team Assemblers
00850.04.1	Machinists
01710.02.1	Printing Press Operators
01451.02.1	Tailors, Dressmakers, and Custom Sewers
01681.02.1	Biomass Plant Technicians
01472.03.1	Inspectors, Testers, Sorters, Samplers, and Weighers
00913.02.1	Potters, Manufacturing
01013.02.1	Tire Builders
01104.03.1	Driver/Sales Workers
01128.02.1	Bridge and Lock Tenders
01168.03.1	Packers and Packagers, Hand

Appendix B

Descriptive Statistics for O*NET Analysis Cycle 21
Importance and Level Ratings by Occupations

Explanation of Column Titles:

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

Treasurers and Controllers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00001.03.1	Reading Comprehension	4.13	0.35	0.13	4.25	0.46	0.16
00001.03.1	Active Listening	3.88	0.35	0.13	4.25	0.46	0.16
00001.03.1	Writing	3.63	0.52	0.18	4.13	0.35	0.13
00001.03.1	Speaking	4.00	0.00	0.00	4.25	0.46	0.16
00001.03.1	Mathematics	3.75	0.46	0.16	4.25	0.46	0.16
00001.03.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
00001.03.1	Critical Thinking	4.13	0.35	0.13	4.75	0.71	0.25
00001.03.1	Active Learning	3.63	0.52	0.18	4.25	0.89	0.31
00001.03.1	Learning Strategies	3.00	0.00	0.00	3.38	0.52	0.18
00001.03.1	Monitoring	3.88	0.35	0.13	4.50	0.76	0.27
00001.03.1	Social Perceptiveness	3.13	0.35	0.13	3.63	0.52	0.18
00001.03.1	Coordination	3.38	0.52	0.18	3.63	0.74	0.26
00001.03.1	Persuasion	3.00	0.00	0.00	3.75	0.71	0.25
00001.03.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
00001.03.1	Instructing	2.88	0.35	0.13	3.13	0.64	0.23
00001.03.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
00001.03.1	Complex Problem Solving	4.13	0.35	0.13	4.38	0.74	0.26
00001.03.1	Operations Analysis	2.63	0.52	0.18	3.13	0.83	0.30
00001.03.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
00001.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00001.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00001.03.1	Programming	1.63	0.52	0.18	1.00	0.93	0.33
00001.03.1	Quality Control Analysis	1.88	0.64	0.23	1.38	1.06	0.38
00001.03.1	Operations Monitoring	1.88	0.35	0.13	1.13	0.64	0.23
00001.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
00001.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00001.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00001.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00001.03.1	Systems Analysis	3.25	0.46	0.16	4.25	0.89	0.31
00001.03.1	Systems Evaluation	3.63	0.74	0.26	4.25	0.89	0.31
00001.03.1	Judg. and Dec. Making	4.13	0.35	0.13	4.63	0.74	0.26
00001.03.1	Time Management	3.38	0.52	0.18	4.00	0.53	0.19
00001.03.1	M. of Financial Resources	4.00	0.00	0.00	5.00	0.53	0.19
00001.03.1	M. of Material Resources	2.75	0.46	0.16	3.00	0.53	0.19
00001.03.1	M. of Personnel Resources	3.13	0.35	0.13	3.75	0.71	0.25

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

Biomass Power Plant Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01537.02.1	Reading Comprehension	3.88	0.35	0.13	4.25	0.46	0.16
01537.02.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
01537.02.1	Writing	3.13	0.35	0.13	3.75	0.46	0.16
01537.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01537.02.1	Mathematics	3.00	0.00	0.00	3.25	0.46	0.16
01537.02.1	Science	2.50	0.53	0.19	2.50	0.53	0.19
01537.02.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01537.02.1	Active Learning	3.13	0.35	0.13	3.38	0.52	0.18
01537.02.1	Learning Strategies	3.00	0.53	0.19	3.13	0.35	0.13
01537.02.1	Monitoring	3.88	0.35	0.13	4.63	0.52	0.18
01537.02.1	Social Perceptiveness	3.25	0.46	0.16	3.63	0.52	0.18
01537.02.1	Coordination	3.75	0.46	0.16	4.00	0.00	0.00
01537.02.1	Persuasion	3.00	0.53	0.19	3.25	0.71	0.25
01537.02.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
01537.02.1	Instructing	3.25	0.46	0.16	3.50	0.53	0.19
01537.02.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
01537.02.1	Complex Problem Solving	3.75	0.46	0.16	3.75	0.46	0.16
01537.02.1	Operations Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01537.02.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01537.02.1	Equipment Selection	2.13	0.35	0.13	2.00	0.53	0.19
01537.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01537.02.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
01537.02.1	Quality Control Analysis	3.13	0.35	0.13	3.25	0.46	0.16
01537.02.1	Operations Monitoring	3.38	0.52	0.18	3.88	0.35	0.13
01537.02.1	Operation and Control	3.00	0.53	0.19	3.00	0.53	0.19
01537.02.1	Equipment Maintenance	2.38	0.74	0.26	2.75	0.46	0.16
01537.02.1	Troubleshooting	3.00	0.53	0.19	3.00	0.00	0.00
01537.02.1	Repairing	2.25	0.71	0.25	2.75	0.46	0.16
01537.02.1	Systems Analysis	3.13	0.35	0.13	3.75	0.46	0.16
01537.02.1	Systems Evaluation	3.13	0.35	0.13	3.75	0.71	0.25
01537.02.1	Judg. and Dec. Making	3.75	0.46	0.16	3.88	0.64	0.23
01537.02.1	Time Management	3.63	0.52	0.18	3.75	0.46	0.16
01537.02.1	M. of Financial Resources	3.13	0.35	0.13	3.63	0.52	0.18
01537.02.1	M. of Material Resources	3.13	0.35	0.13	3.63	0.52	0.18
01537.02.1	M. of Personnel Resources	3.75	0.46	0.16	4.13	0.35	0.13

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

Construction Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00027.04.1	Reading Comprehension	3.75	0.46	0.16	4.13	0.35	0.13
00027.04.1	Active Listening	3.88	0.35	0.13	4.13	0.35	0.13
00027.04.1	Writing	3.25	0.46	0.16	3.88	0.35	0.13
00027.04.1	Speaking	3.88	0.35	0.13	4.13	0.35	0.13
00027.04.1	Mathematics	3.25	0.46	0.16	3.63	0.52	0.18
00027.04.1	Science	1.88	0.35	0.13	1.75	0.71	0.25
00027.04.1	Critical Thinking	3.75	0.46	0.16	4.13	0.35	0.13
00027.04.1	Active Learning	3.63	0.52	0.18	3.88	0.64	0.23
00027.04.1	Learning Strategies	3.00	0.00	0.00	3.13	0.35	0.13
00027.04.1	Monitoring	3.88	0.35	0.13	4.25	0.46	0.16
00027.04.1	Social Perceptiveness	3.38	0.52	0.18	3.63	0.52	0.18
00027.04.1	Coordination	4.00	0.53	0.19	4.13	0.35	0.13
00027.04.1	Persuasion	3.00	0.00	0.00	3.75	0.46	0.16
00027.04.1	Negotiation	3.63	0.74	0.26	3.88	0.35	0.13
00027.04.1	Instructing	3.00	0.00	0.00	3.38	0.52	0.18
00027.04.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00027.04.1	Complex Problem Solving	3.75	0.46	0.16	4.00	0.53	0.19
00027.04.1	Operations Analysis	3.00	0.53	0.19	3.50	0.53	0.19
00027.04.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00027.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00027.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00027.04.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00027.04.1	Quality Control Analysis	3.13	0.35	0.13	3.13	0.35	0.13
00027.04.1	Operations Monitoring	2.88	0.35	0.13	3.00	0.00	0.00
00027.04.1	Operation and Control	1.88	0.35	0.13	1.75	0.71	0.25
00027.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00027.04.1	Troubleshooting	2.00	0.00	0.00	2.00	0.00	0.00
00027.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00027.04.1	Systems Analysis	3.13	0.35	0.13	3.63	0.52	0.18
00027.04.1	Systems Evaluation	3.13	0.35	0.13	3.88	0.64	0.23
00027.04.1	Judg. and Dec. Making	3.75	0.46	0.16	4.25	0.46	0.16
00027.04.1	Time Management	3.88	0.35	0.13	4.00	0.53	0.19
00027.04.1	M. of Financial Resources	3.25	0.46	0.16	4.00	0.53	0.19
00027.04.1	M. of Material Resources	3.13	0.35	0.13	3.88	0.35	0.13
00027.04.1	M. of Personnel Resources	4.00	0.00	0.00	4.25	0.46	0.16

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Architectural and Engineering Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00014.04.1	Reading Comprehension	4.13	0.35	0.13	4.38	0.52	0.18
00014.04.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00014.04.1	Writing	4.00	0.00	0.00	4.13	0.35	0.13
00014.04.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00014.04.1	Mathematics	3.88	0.35	0.13	4.25	0.46	0.16
00014.04.1	Science	2.63	0.52	0.18	2.75	0.89	0.31
00014.04.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
00014.04.1	Active Learning	3.88	0.35	0.13	3.88	0.35	0.13
00014.04.1	Learning Strategies	3.25	0.46	0.16	3.13	0.35	0.13
00014.04.1	Monitoring	3.75	0.46	0.16	4.00	0.00	0.00
00014.04.1	Social Perceptiveness	3.50	0.53	0.19	3.63	0.52	0.18
00014.04.1	Coordination	3.75	0.46	0.16	4.13	0.35	0.13
00014.04.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
00014.04.1	Negotiation	3.13	0.35	0.13	3.88	0.35	0.13
00014.04.1	Instructing	3.25	0.46	0.16	3.75	0.46	0.16
00014.04.1	Service Orientation	3.25	0.46	0.16	3.25	0.46	0.16
00014.04.1	Complex Problem Solving	4.00	0.00	0.00	4.25	0.46	0.16
00014.04.1	Operations Analysis	2.38	0.52	0.18	2.25	0.46	0.16
00014.04.1	Technology Design	1.88	0.35	0.13	1.75	0.89	0.31
00014.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00014.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00014.04.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00014.04.1	Quality Control Analysis	3.00	0.53	0.19	3.13	0.35	0.13
00014.04.1	Operations Monitoring	2.50	0.53	0.19	2.63	0.52	0.18
00014.04.1	Operation and Control	1.50	0.53	0.19	1.13	1.25	0.44
00014.04.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
00014.04.1	Troubleshooting	2.00	0.00	0.00	2.00	0.53	0.19
00014.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00014.04.1	Systems Analysis	3.13	0.35	0.13	3.63	0.52	0.18
00014.04.1	Systems Evaluation	3.00	0.53	0.19	3.25	0.46	0.16
00014.04.1	Judg. and Dec. Making	3.88	0.35	0.13	4.25	0.46	0.16
00014.04.1	Time Management	3.88	0.35	0.13	4.00	0.00	0.00
00014.04.1	M. of Financial Resources	2.88	0.35	0.13	3.25	0.46	0.16
00014.04.1	M. of Material Resources	2.88	0.35	0.13	3.00	0.00	0.00
00014.04.1	M. of Personnel Resources	3.25	0.46	0.16	3.88	0.35	0.13

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

Water Resource Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01545.02.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
01545.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01545.02.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
01545.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01545.02.1	Mathematics	3.25	0.46	0.16	3.75	0.46	0.16
01545.02.1	Science	3.00	0.53	0.19	3.25	0.46	0.16
01545.02.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01545.02.1	Active Learning	3.25	0.46	0.16	3.75	0.46	0.16
01545.02.1	Learning Strategies	3.13	0.35	0.13	3.25	0.46	0.16
01545.02.1	Monitoring	3.25	0.46	0.16	3.75	0.46	0.16
01545.02.1	Social Perceptiveness	3.00	0.00	0.00	3.63	0.52	0.18
01545.02.1	Coordination	3.25	0.46	0.16	3.25	0.46	0.16
01545.02.1	Persuasion	3.13	0.35	0.13	3.50	0.53	0.19
01545.02.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01545.02.1	Instructing	3.00	0.53	0.19	3.25	0.46	0.16
01545.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01545.02.1	Complex Problem Solving	3.75	0.46	0.16	4.13	0.35	0.13
01545.02.1	Operations Analysis	2.88	0.35	0.13	2.63	0.52	0.18
01545.02.1	Technology Design	1.88	0.35	0.13	1.63	0.74	0.26
01545.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01545.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01545.02.1	Programming	1.88	0.35	0.13	1.50	0.76	0.27
01545.02.1	Quality Control Analysis	3.00	0.53	0.19	2.88	0.83	0.30
01545.02.1	Operations Monitoring	2.88	0.35	0.13	3.00	0.53	0.19
01545.02.1	Operation and Control	2.13	0.35	0.13	2.00	0.53	0.19
01545.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01545.02.1	Troubleshooting	2.00	0.00	0.00	1.88	0.35	0.13
01545.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01545.02.1	Systems Analysis	3.63	0.52	0.18	4.00	0.53	0.19
01545.02.1	Systems Evaluation	3.63	0.52	0.18	3.88	0.35	0.13
01545.02.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
01545.02.1	Time Management	3.88	0.35	0.13	3.88	0.35	0.13
01545.02.1	M. of Financial Resources	2.13	0.35	0.13	2.63	0.52	0.18
01545.02.1	M. of Material Resources	2.13	0.35	0.13	2.63	0.52	0.18
01545.02.1	M. of Personnel Resources	2.75	0.46	0.16	3.25	0.46	0.16

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Property, Real Estate, and Community Association Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00023.03.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
00023.03.1	Active Listening	3.75	0.46	0.16	4.00	0.00	0.00
00023.03.1	Writing	3.63	0.52	0.18	4.00	0.00	0.00
00023.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00023.03.1	Mathematics	3.00	0.53	0.19	3.00	0.53	0.19
00023.03.1	Science	1.38	0.52	0.18	0.50	0.76	0.27
00023.03.1	Critical Thinking	3.50	0.53	0.19	3.88	0.35	0.13
00023.03.1	Active Learning	3.00	0.53	0.19	3.13	0.35	0.13
00023.03.1	Learning Strategies	2.75	0.71	0.25	3.13	0.35	0.13
00023.03.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00023.03.1	Social Perceptiveness	3.25	0.46	0.16	3.38	0.52	0.18
00023.03.1	Coordination	3.63	0.52	0.18	3.75	0.46	0.16
00023.03.1	Persuasion	3.25	0.46	0.16	3.50	0.53	0.19
00023.03.1	Negotiation	3.50	0.53	0.19	3.75	0.46	0.16
00023.03.1	Instructing	2.75	0.71	0.25	3.13	0.35	0.13
00023.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00023.03.1	Complex Problem Solving	3.13	0.35	0.13	3.13	0.35	0.13
00023.03.1	Operations Analysis	2.13	0.83	0.30	1.88	1.25	0.44
00023.03.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00023.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00023.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00023.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00023.03.1	Quality Control Analysis	2.00	0.00	0.00	2.00	0.00	0.00
00023.03.1	Operations Monitoring	1.75	0.46	0.16	0.88	0.64	0.23
00023.03.1	Operation and Control	1.50	0.53	0.19	0.50	0.53	0.19
00023.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00023.03.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
00023.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00023.03.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00023.03.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
00023.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.38	0.52	0.18
00023.03.1	Time Management	3.00	0.00	0.00	3.50	0.53	0.19
00023.03.1	M. of Financial Resources	3.00	0.53	0.19	3.00	0.53	0.19
00023.03.1	M. of Material Resources	2.88	0.64	0.23	2.88	0.64	0.23
00023.03.1	M. of Personnel Resources	3.13	0.35	0.13	3.13	0.35	0.13

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

Agents and Business Managers of Artists, Performers, and Athletes

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00409.02.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00409.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00409.02.1	Writing	3.63	0.52	0.18	3.88	0.35	0.13
00409.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00409.02.1	Mathematics	2.13	0.64	0.23	2.00	0.93	0.33
00409.02.1	Science	1.63	0.74	0.26	0.63	0.74	0.26
00409.02.1	Critical Thinking	3.75	0.46	0.16	3.75	0.46	0.16
00409.02.1	Active Learning	3.50	0.53	0.19	3.50	0.76	0.27
00409.02.1	Learning Strategies	2.63	0.52	0.18	2.75	0.46	0.16
00409.02.1	Monitoring	2.88	0.35	0.13	3.00	0.53	0.19
00409.02.1	Social Perceptiveness	3.88	0.35	0.13	3.50	0.76	0.27
00409.02.1	Coordination	3.75	0.46	0.16	3.75	0.46	0.16
00409.02.1	Persuasion	4.00	0.00	0.00	4.13	0.35	0.13
00409.02.1	Negotiation	4.00	0.00	0.00	4.00	0.00	0.00
00409.02.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
00409.02.1	Service Orientation	3.00	0.00	0.00	3.38	0.52	0.18
00409.02.1	Complex Problem Solving	3.38	0.52	0.18	3.38	0.52	0.18
00409.02.1	Operations Analysis	1.75	0.71	0.25	1.25	1.04	0.37
00409.02.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00409.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00409.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00409.02.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00409.02.1	Quality Control Analysis	1.00	0.00	0.00	0.00	0.00	0.00
00409.02.1	Operations Monitoring	1.25	0.46	0.16	0.25	0.46	0.16
00409.02.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
00409.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00409.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00409.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00409.02.1	Systems Analysis	2.50	0.53	0.19	2.50	0.53	0.19
00409.02.1	Systems Evaluation	2.50	0.53	0.19	2.50	0.53	0.19
00409.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.75	0.46	0.16
00409.02.1	Time Management	3.75	0.46	0.16	3.38	0.52	0.18
00409.02.1	M. of Financial Resources	1.88	0.64	0.23	1.63	1.06	0.38
00409.02.1	M. of Material Resources	1.50	0.53	0.19	0.75	0.89	0.31
00409.02.1	M. of Personnel Resources	2.88	0.64	0.23	3.13	0.35	0.13

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

Coroners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00087.03.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
00087.03.1	Active Listening	3.88	0.35	0.13	4.13	0.35	0.13
00087.03.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13
00087.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00087.03.1	Mathematics	2.63	0.52	0.18	2.50	0.53	0.19
00087.03.1	Science	3.13	0.35	0.13	3.75	0.46	0.16
00087.03.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
00087.03.1	Active Learning	3.38	0.52	0.18	3.75	0.71	0.25
00087.03.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
00087.03.1	Monitoring	3.25	0.46	0.16	3.50	0.53	0.19
00087.03.1	Social Perceptiveness	3.63	0.52	0.18	4.00	0.53	0.19
00087.03.1	Coordination	3.50	0.53	0.19	3.25	0.46	0.16
00087.03.1	Persuasion	2.63	0.74	0.26	2.63	1.06	0.38
00087.03.1	Negotiation	2.63	0.52	0.18	2.50	0.76	0.27
00087.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00087.03.1	Service Orientation	3.13	0.35	0.13	3.25	0.46	0.16
00087.03.1	Complex Problem Solving	3.25	0.46	0.16	3.25	0.46	0.16
00087.03.1	Operations Analysis	1.50	0.53	0.19	0.63	0.74	0.26
00087.03.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
00087.03.1	Equipment Selection	1.50	0.53	0.19	0.63	0.74	0.26
00087.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00087.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00087.03.1	Quality Control Analysis	2.00	0.53	0.19	1.63	0.74	0.26
00087.03.1	Operations Monitoring	2.13	0.35	0.13	2.00	0.00	0.00
00087.03.1	Operation and Control	2.13	0.35	0.13	2.00	0.00	0.00
00087.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00087.03.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
00087.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00087.03.1	Systems Analysis	2.75	0.46	0.16	2.88	0.35	0.13
00087.03.1	Systems Evaluation	2.38	0.52	0.18	2.38	0.52	0.18
00087.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.75	0.46	0.16
00087.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00087.03.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00087.03.1	M. of Material Resources	1.88	0.35	0.13	1.38	0.74	0.26
00087.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13

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

Logistics Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01558.02.1	Reading Comprehension	4.13	0.35	0.13	4.38	0.52	0.18
01558.02.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01558.02.1	Writing	4.00	0.00	0.00	4.13	0.35	0.13
01558.02.1	Speaking	3.75	0.46	0.16	4.00	0.00	0.00
01558.02.1	Mathematics	3.88	0.35	0.13	4.00	0.00	0.00
01558.02.1	Science	2.50	0.53	0.19	2.88	0.35	0.13
01558.02.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
01558.02.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01558.02.1	Learning Strategies	3.00	0.00	0.00	3.50	0.53	0.19
01558.02.1	Monitoring	3.25	0.46	0.16	3.88	0.35	0.13
01558.02.1	Social Perceptiveness	3.13	0.35	0.13	3.50	0.53	0.19
01558.02.1	Coordination	3.38	0.52	0.18	3.63	0.52	0.18
01558.02.1	Persuasion	3.13	0.35	0.13	3.13	0.35	0.13
01558.02.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
01558.02.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01558.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01558.02.1	Complex Problem Solving	4.00	0.53	0.19	4.00	0.53	0.19
01558.02.1	Operations Analysis	3.38	0.52	0.18	3.75	0.46	0.16
01558.02.1	Technology Design	2.75	0.46	0.16	2.25	0.46	0.16
01558.02.1	Equipment Selection	1.75	1.04	0.37	1.13	1.55	0.55
01558.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01558.02.1	Programming	2.63	0.52	0.18	2.25	0.71	0.25
01558.02.1	Quality Control Analysis	2.75	0.46	0.16	2.88	0.64	0.23
01558.02.1	Operations Monitoring	2.50	0.53	0.19	2.63	0.52	0.18
01558.02.1	Operation and Control	1.63	0.52	0.18	0.75	0.71	0.25
01558.02.1	Equipment Maintenance	1.38	0.52	0.18	0.75	1.04	0.37
01558.02.1	Troubleshooting	2.38	0.52	0.18	2.13	0.83	0.30
01558.02.1	Repairing	1.38	0.52	0.18	0.75	1.04	0.37
01558.02.1	Systems Analysis	4.13	0.35	0.13	4.25	0.46	0.16
01558.02.1	Systems Evaluation	3.88	0.35	0.13	4.13	0.35	0.13
01558.02.1	Judg. and Dec. Making	4.00	0.00	0.00	4.00	0.00	0.00
01558.02.1	Time Management	3.75	0.46	0.16	3.88	0.35	0.13
01558.02.1	M. of Financial Resources	2.75	0.46	0.16	2.88	0.64	0.23
01558.02.1	M. of Material Resources	2.75	0.71	0.25	2.88	0.64	0.23
01558.02.1	M. of Personnel Resources	3.13	0.35	0.13	3.63	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Logistics Analysts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01559.02.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
01559.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01559.02.1	Writing	3.38	0.52	0.18	4.00	0.00	0.00
01559.02.1	Speaking	3.75	0.46	0.16	3.38	0.52	0.18
01559.02.1	Mathematics	3.00	0.53	0.19	3.75	0.71	0.25
01559.02.1	Science	1.75	0.46	0.16	0.75	0.46	0.16
01559.02.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
01559.02.1	Active Learning	3.13	0.35	0.13	3.75	0.46	0.16
01559.02.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
01559.02.1	Monitoring	3.75	0.46	0.16	4.00	0.00	0.00
01559.02.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01559.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
01559.02.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
01559.02.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
01559.02.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
01559.02.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
01559.02.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
01559.02.1	Operations Analysis	2.13	0.35	0.13	2.63	0.74	0.26
01559.02.1	Technology Design	1.88	0.35	0.13	1.75	0.71	0.25
01559.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01559.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01559.02.1	Programming	2.00	0.53	0.19	1.75	0.89	0.31
01559.02.1	Quality Control Analysis	2.25	0.71	0.25	2.25	1.04	0.37
01559.02.1	Operations Monitoring	2.13	0.35	0.13	2.00	0.00	0.00
01559.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01559.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01559.02.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
01559.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01559.02.1	Systems Analysis	3.75	0.46	0.16	4.00	0.00	0.00
01559.02.1	Systems Evaluation	3.75	0.46	0.16	3.88	0.35	0.13
01559.02.1	Judg. and Dec. Making	3.63	0.52	0.18	4.00	0.00	0.00
01559.02.1	Time Management	3.25	0.46	0.16	3.38	0.52	0.18
01559.02.1	M. of Financial Resources	2.50	0.53	0.19	2.50	0.53	0.19
01559.02.1	M. of Material Resources	2.63	0.52	0.18	2.25	0.46	0.16
01559.02.1	M. of Personnel Resources	3.00	0.00	0.00	2.88	0.35	0.13

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

Sustainability Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01564.02.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
01564.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01564.02.1	Writing	4.00	0.00	0.00	4.13	0.35	0.13
01564.02.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01564.02.1	Mathematics	2.88	0.35	0.13	2.88	0.35	0.13
01564.02.1	Science	2.25	0.71	0.25	1.75	0.89	0.31
01564.02.1	Critical Thinking	3.88	0.35	0.13	4.00	0.53	0.19
01564.02.1	Active Learning	3.25	0.46	0.16	3.38	0.74	0.26
01564.02.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
01564.02.1	Monitoring	3.50	0.53	0.19	3.50	0.53	0.19
01564.02.1	Social Perceptiveness	3.13	0.35	0.13	3.25	0.46	0.16
01564.02.1	Coordination	3.25	0.46	0.16	3.50	0.53	0.19
01564.02.1	Persuasion	3.13	0.35	0.13	3.25	0.46	0.16
01564.02.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01564.02.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01564.02.1	Service Orientation	2.88	0.35	0.13	3.00	0.00	0.00
01564.02.1	Complex Problem Solving	3.63	0.52	0.18	3.63	0.52	0.18
01564.02.1	Operations Analysis	2.25	0.46	0.16	2.13	0.35	0.13
01564.02.1	Technology Design	1.75	0.71	0.25	1.13	0.99	0.35
01564.02.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01564.02.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01564.02.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
01564.02.1	Quality Control Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01564.02.1	Operations Monitoring	2.13	0.64	0.23	2.00	0.93	0.33
01564.02.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
01564.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01564.02.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
01564.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01564.02.1	Systems Analysis	3.13	0.35	0.13	3.25	0.46	0.16
01564.02.1	Systems Evaluation	3.25	0.46	0.16	3.63	0.52	0.18
01564.02.1	Judg. and Dec. Making	3.63	0.52	0.18	3.63	0.52	0.18
01564.02.1	Time Management	3.00	0.00	0.00	3.00	0.53	0.19
01564.02.1	M. of Financial Resources	2.00	0.00	0.00	2.00	0.00	0.00
01564.02.1	M. of Material Resources	1.88	0.35	0.13	1.75	0.71	0.25
01564.02.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13

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

Credit Analysts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00048.03.1	Reading Comprehension	3.63	0.52	0.18	4.00	0.00	0.00
00048.03.1	Active Listening	3.50	0.53	0.19	4.00	0.00	0.00
00048.03.1	Writing	3.13	0.35	0.13	3.88	0.35	0.13
00048.03.1	Speaking	3.63	0.52	0.18	4.00	0.00	0.00
00048.03.1	Mathematics	3.38	0.52	0.18	4.13	0.35	0.13
00048.03.1	Science	1.38	0.52	0.18	0.38	0.52	0.18
00048.03.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
00048.03.1	Active Learning	3.63	0.52	0.18	3.63	0.52	0.18
00048.03.1	Learning Strategies	2.38	0.52	0.18	2.50	0.53	0.19
00048.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00048.03.1	Social Perceptiveness	3.00	0.00	0.00	2.88	0.35	0.13
00048.03.1	Coordination	2.63	0.74	0.26	2.50	1.07	0.38
00048.03.1	Persuasion	2.38	0.74	0.26	2.50	1.07	0.38
00048.03.1	Negotiation	2.38	0.52	0.18	2.75	0.46	0.16
00048.03.1	Instructing	2.13	0.35	0.13	2.38	0.52	0.18
00048.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00048.03.1	Complex Problem Solving	3.00	0.00	0.00	3.00	0.00	0.00
00048.03.1	Operations Analysis	2.50	0.76	0.27	2.38	1.06	0.38
00048.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00048.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00048.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00048.03.1	Programming	1.63	0.52	0.18	1.00	0.93	0.33
00048.03.1	Quality Control Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00048.03.1	Operations Monitoring	1.75	0.46	0.16	1.00	0.76	0.27
00048.03.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
00048.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00048.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00048.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00048.03.1	Systems Analysis	2.75	0.46	0.16	3.00	0.00	0.00
00048.03.1	Systems Evaluation	2.75	0.46	0.16	3.13	0.35	0.13
00048.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.75	0.46	0.16
00048.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00048.03.1	M. of Financial Resources	2.00	0.53	0.19	1.88	0.83	0.30
00048.03.1	M. of Material Resources	1.75	0.71	0.25	0.88	0.83	0.30
00048.03.1	M. of Personnel Resources	2.00	0.53	0.19	1.88	0.83	0.30

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

Personal Financial Advisors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00055.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00055.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00055.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
00055.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00055.03.1	Mathematics	3.38	0.52	0.18	3.88	0.35	0.13
00055.03.1	Science	1.88	0.64	0.23	1.25	1.28	0.45
00055.03.1	Critical Thinking	3.88	0.35	0.13	4.13	0.35	0.13
00055.03.1	Active Learning	3.38	0.52	0.18	3.25	0.46	0.16
00055.03.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
00055.03.1	Monitoring	3.13	0.35	0.13	3.63	0.52	0.18
00055.03.1	Social Perceptiveness	3.63	0.52	0.18	3.50	0.53	0.19
00055.03.1	Coordination	3.13	0.35	0.13	2.88	0.35	0.13
00055.03.1	Persuasion	3.63	0.52	0.18	3.63	0.52	0.18
00055.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
00055.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00055.03.1	Service Orientation	3.75	0.46	0.16	3.88	0.35	0.13
00055.03.1	Complex Problem Solving	3.75	0.46	0.16	3.88	0.35	0.13
00055.03.1	Operations Analysis	2.50	0.76	0.27	2.50	1.07	0.38
00055.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00055.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00055.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00055.03.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
00055.03.1	Quality Control Analysis	1.75	0.46	0.16	1.00	0.76	0.27
00055.03.1	Operations Monitoring	2.00	0.00	0.00	1.13	0.35	0.13
00055.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00055.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00055.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00055.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00055.03.1	Systems Analysis	3.25	0.46	0.16	3.50	0.53	0.19
00055.03.1	Systems Evaluation	3.25	0.46	0.16	3.38	0.52	0.18
00055.03.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
00055.03.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
00055.03.1	M. of Financial Resources	3.00	0.53	0.19	3.13	0.64	0.23
00055.03.1	M. of Material Resources	2.00	0.00	0.00	1.25	0.46	0.16
00055.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.25	0.46	0.16

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

Financial Examiners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00082.03.1	Reading Comprehension	4.13	0.35	0.13	4.25	0.46	0.16
00082.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
00082.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
00082.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00082.03.1	Mathematics	3.63	0.52	0.18	3.88	0.35	0.13
00082.03.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
00082.03.1	Critical Thinking	4.13	0.35	0.13	4.50	0.53	0.19
00082.03.1	Active Learning	3.63	0.52	0.18	4.13	0.35	0.13
00082.03.1	Learning Strategies	3.38	0.52	0.18	3.88	0.35	0.13
00082.03.1	Monitoring	3.88	0.35	0.13	4.25	0.46	0.16
00082.03.1	Social Perceptiveness	3.63	0.52	0.18	3.63	0.52	0.18
00082.03.1	Coordination	3.63	0.52	0.18	3.63	0.52	0.18
00082.03.1	Persuasion	2.88	0.35	0.13	3.13	0.35	0.13
00082.03.1	Negotiation	2.88	0.35	0.13	3.00	0.53	0.19
00082.03.1	Instructing	3.38	0.52	0.18	3.75	0.46	0.16
00082.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00082.03.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
00082.03.1	Operations Analysis	2.88	0.35	0.13	3.00	0.53	0.19
00082.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00082.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00082.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00082.03.1	Programming	1.63	0.52	0.18	1.00	0.93	0.33
00082.03.1	Quality Control Analysis	2.00	0.53	0.19	1.88	0.83	0.30
00082.03.1	Operations Monitoring	1.75	0.46	0.16	1.25	0.89	0.31
00082.03.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
00082.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00082.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00082.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00082.03.1	Systems Analysis	3.63	0.52	0.18	3.88	0.35	0.13
00082.03.1	Systems Evaluation	3.63	0.52	0.18	4.00	0.53	0.19
00082.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.13	0.35	0.13
00082.03.1	Time Management	3.50	0.53	0.19	3.75	0.46	0.16
00082.03.1	M. of Financial Resources	1.75	0.46	0.16	0.75	0.46	0.16
00082.03.1	M. of Material Resources	1.63	0.52	0.18	0.63	0.52	0.18
00082.03.1	M. of Personnel Resources	3.50	0.53	0.19	3.75	0.46	0.16

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

Credit Counselors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01689.02.1	Reading Comprehension	3.88	0.35	0.13	3.88	0.35	0.13
01689.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01689.02.1	Writing	3.75	0.46	0.16	3.75	0.46	0.16
01689.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01689.02.1	Mathematics	3.13	0.35	0.13	3.00	0.53	0.19
01689.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
01689.02.1	Active Learning	3.63	0.52	0.18	3.50	0.53	0.19
01689.02.1	Learning Strategies	3.13	0.64	0.23	3.13	0.64	0.23
01689.02.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01689.02.1	Social Perceptiveness	3.13	0.35	0.13	3.63	0.52	0.18
01689.02.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
01689.02.1	Persuasion	3.38	0.52	0.18	3.50	0.53	0.19
01689.02.1	Negotiation	3.25	0.46	0.16	3.25	0.46	0.16
01689.02.1	Instructing	2.88	0.35	0.13	3.00	0.00	0.00
01689.02.1	Service Orientation	3.63	0.52	0.18	3.50	0.53	0.19
01689.02.1	Complex Problem Solving	3.50	0.53	0.19	3.25	0.46	0.16
01689.02.1	Operations Analysis	1.88	0.35	0.13	1.00	0.53	0.19
01689.02.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01689.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Programming	1.50	0.53	0.19	0.75	0.89	0.31
01689.02.1	Quality Control Analysis	1.25	0.71	0.25	0.25	0.71	0.25
01689.02.1	Operations Monitoring	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01689.02.1	Systems Analysis	2.88	0.64	0.23	3.00	0.53	0.19
01689.02.1	Systems Evaluation	3.00	0.53	0.19	2.75	0.46	0.16
01689.02.1	Judg. and Dec. Making	3.50	0.53	0.19	3.25	0.46	0.16
01689.02.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
01689.02.1	M. of Financial Resources	1.63	1.06	0.38	0.75	1.39	0.49
01689.02.1	M. of Material Resources	1.13	0.35	0.13	0.25	0.71	0.25
01689.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.63	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Loan Officers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01198.03.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01198.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01198.03.1	Writing	3.38	0.52	0.18	3.88	0.35	0.13
01198.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01198.03.1	Mathematics	3.25	0.46	0.16	3.13	0.35	0.13
01198.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01198.03.1	Critical Thinking	3.75	0.46	0.16	4.00	0.00	0.00
01198.03.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
01198.03.1	Learning Strategies	2.75	0.46	0.16	2.63	0.52	0.18
01198.03.1	Monitoring	2.88	0.35	0.13	3.00	0.00	0.00
01198.03.1	Social Perceptiveness	3.25	0.46	0.16	3.00	0.00	0.00
01198.03.1	Coordination	2.88	0.35	0.13	3.00	0.00	0.00
01198.03.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
01198.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
01198.03.1	Instructing	2.88	0.35	0.13	2.75	0.46	0.16
01198.03.1	Service Orientation	3.00	0.00	0.00	3.50	0.53	0.19
01198.03.1	Complex Problem Solving	3.25	0.46	0.16	3.13	0.35	0.13
01198.03.1	Operations Analysis	1.75	0.46	0.16	1.38	0.92	0.32
01198.03.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
01198.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01198.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01198.03.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
01198.03.1	Quality Control Analysis	1.50	0.53	0.19	0.63	0.74	0.26
01198.03.1	Operations Monitoring	1.88	0.35	0.13	0.88	0.35	0.13
01198.03.1	Operation and Control	1.25	0.46	0.16	0.38	0.74	0.26
01198.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01198.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01198.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01198.03.1	Systems Analysis	2.63	0.52	0.18	2.38	0.52	0.18
01198.03.1	Systems Evaluation	2.25	0.46	0.16	2.25	0.46	0.16
01198.03.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
01198.03.1	Time Management	3.13	0.35	0.13	3.25	0.46	0.16
01198.03.1	M. of Financial Resources	2.13	0.35	0.13	1.25	0.46	0.16
01198.03.1	M. of Material Resources	2.00	0.00	0.00	1.13	0.35	0.13
01198.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.88	0.35	0.13

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

Tax Preparers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00050.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00050.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00050.03.1	Writing	3.00	0.53	0.19	3.00	0.00	0.00
00050.03.1	Speaking	3.25	0.46	0.16	3.50	0.53	0.19
00050.03.1	Mathematics	3.13	0.35	0.13	3.25	0.46	0.16
00050.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00050.03.1	Critical Thinking	3.50	0.53	0.19	3.63	0.52	0.18
00050.03.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00050.03.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
00050.03.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00050.03.1	Social Perceptiveness	3.00	0.00	0.00	2.88	0.35	0.13
00050.03.1	Coordination	2.75	0.46	0.16	2.88	0.35	0.13
00050.03.1	Persuasion	2.50	0.76	0.27	2.50	1.07	0.38
00050.03.1	Negotiation	2.63	0.52	0.18	2.63	0.52	0.18
00050.03.1	Instructing	2.75	0.46	0.16	3.00	0.00	0.00
00050.03.1	Service Orientation	3.00	0.00	0.00	3.13	0.35	0.13
00050.03.1	Complex Problem Solving	3.00	0.53	0.19	3.00	0.00	0.00
00050.03.1	Operations Analysis	1.63	0.52	0.18	0.88	0.83	0.30
00050.03.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
00050.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00050.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00050.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
00050.03.1	Quality Control Analysis	1.88	0.64	0.23	1.13	0.83	0.30
00050.03.1	Operations Monitoring	1.38	0.52	0.18	0.38	0.52	0.18
00050.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00050.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00050.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00050.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00050.03.1	Systems Analysis	2.50	0.53	0.19	2.75	0.46	0.16
00050.03.1	Systems Evaluation	2.25	0.46	0.16	2.25	0.46	0.16
00050.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00050.03.1	Time Management	2.88	0.35	0.13	3.00	0.00	0.00
00050.03.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
00050.03.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
00050.03.1	M. of Personnel Resources	2.00	0.53	0.19	1.75	0.71	0.25

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

Telecommunications Engineering Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01570.02.1	Reading Comprehension	3.63	0.52	0.18	3.88	0.35	0.13
01570.02.1	Active Listening	3.63	0.52	0.18	3.88	0.35	0.13
01570.02.1	Writing	3.25	0.46	0.16	3.75	0.46	0.16
01570.02.1	Speaking	3.25	0.46	0.16	3.63	0.52	0.18
01570.02.1	Mathematics	3.00	0.53	0.19	3.00	0.53	0.19
01570.02.1	Science	1.88	0.35	0.13	1.38	0.74	0.26
01570.02.1	Critical Thinking	3.63	0.52	0.18	3.75	0.46	0.16
01570.02.1	Active Learning	3.38	0.52	0.18	3.75	0.71	0.25
01570.02.1	Learning Strategies	2.88	0.35	0.13	2.88	0.35	0.13
01570.02.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
01570.02.1	Social Perceptiveness	3.13	0.35	0.13	3.13	0.35	0.13
01570.02.1	Coordination	3.00	0.00	0.00	3.38	0.52	0.18
01570.02.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01570.02.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
01570.02.1	Instructing	2.75	0.46	0.16	3.00	0.00	0.00
01570.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01570.02.1	Complex Problem Solving	3.13	0.35	0.13	3.38	0.52	0.18
01570.02.1	Operations Analysis	2.25	0.46	0.16	2.25	0.46	0.16
01570.02.1	Technology Design	2.63	0.52	0.18	2.75	0.46	0.16
01570.02.1	Equipment Selection	2.50	0.53	0.19	2.25	0.46	0.16
01570.02.1	Installation	2.13	0.64	0.23	1.75	1.16	0.41
01570.02.1	Programming	2.38	0.52	0.18	2.00	0.00	0.00
01570.02.1	Quality Control Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01570.02.1	Operations Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01570.02.1	Operation and Control	2.13	0.35	0.13	2.13	0.35	0.13
01570.02.1	Equipment Maintenance	2.75	0.46	0.16	2.63	0.52	0.18
01570.02.1	Troubleshooting	2.88	0.35	0.13	3.00	0.00	0.00
01570.02.1	Repairing	2.50	0.53	0.19	2.25	0.46	0.16
01570.02.1	Systems Analysis	3.13	0.35	0.13	3.25	0.46	0.16
01570.02.1	Systems Evaluation	3.13	0.35	0.13	3.25	0.46	0.16
01570.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.13	0.35	0.13
01570.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01570.02.1	M. of Financial Resources	2.25	0.46	0.16	2.13	0.35	0.13
01570.02.1	M. of Material Resources	2.38	0.52	0.18	2.38	0.52	0.18
01570.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.88	0.35	0.13

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

Business Intelligence Analysts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01575.02.1	Reading Comprehension	4.00	0.00	0.00	4.38	0.52	0.18
01575.02.1	Active Listening	3.88	0.35	0.13	4.13	0.35	0.13
01575.02.1	Writing	3.75	0.46	0.16	4.13	0.35	0.13
01575.02.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01575.02.1	Mathematics	3.38	0.52	0.18	3.88	0.35	0.13
01575.02.1	Science	1.75	0.46	0.16	0.75	0.46	0.16
01575.02.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01575.02.1	Active Learning	3.75	0.46	0.16	4.13	0.35	0.13
01575.02.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01575.02.1	Monitoring	3.13	0.35	0.13	3.38	0.74	0.26
01575.02.1	Social Perceptiveness	2.88	0.35	0.13	3.13	0.64	0.23
01575.02.1	Coordination	3.00	0.00	0.00	3.00	0.53	0.19
01575.02.1	Persuasion	3.00	0.00	0.00	3.00	0.53	0.19
01575.02.1	Negotiation	2.63	0.52	0.18	2.88	0.35	0.13
01575.02.1	Instructing	2.88	0.35	0.13	3.25	0.46	0.16
01575.02.1	Service Orientation	2.88	0.35	0.13	2.75	0.46	0.16
01575.02.1	Complex Problem Solving	3.50	0.53	0.19	3.63	0.52	0.18
01575.02.1	Operations Analysis	2.00	0.76	0.27	1.63	1.06	0.38
01575.02.1	Technology Design	1.88	0.64	0.23	1.63	1.06	0.38
01575.02.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
01575.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01575.02.1	Programming	2.63	0.92	0.32	2.50	1.20	0.42
01575.02.1	Quality Control Analysis	1.75	0.46	0.16	1.50	0.93	0.33
01575.02.1	Operations Monitoring	1.88	0.35	0.13	1.25	0.71	0.25
01575.02.1	Operation and Control	1.38	0.52	0.18	0.38	0.52	0.18
01575.02.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
01575.02.1	Troubleshooting	1.13	0.35	0.13	0.13	0.35	0.13
01575.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01575.02.1	Systems Analysis	3.38	0.52	0.18	3.75	0.46	0.16
01575.02.1	Systems Evaluation	3.25	0.46	0.16	3.63	0.52	0.18
01575.02.1	Judg. and Dec. Making	3.63	0.52	0.18	4.00	0.53	0.19
01575.02.1	Time Management	3.25	0.46	0.16	3.00	0.00	0.00
01575.02.1	M. of Financial Resources	2.00	0.53	0.19	1.88	0.83	0.30
01575.02.1	M. of Material Resources	1.75	0.46	0.16	1.50	0.93	0.33
01575.02.1	M. of Personnel Resources	2.25	0.71	0.25	2.38	1.06	0.38

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Environmental Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01208.04.1	Reading Comprehension	4.00	0.00	0.00	4.63	0.52	0.18
01208.04.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01208.04.1	Writing	4.00	0.00	0.00	4.13	0.35	0.13
01208.04.1	Speaking	3.88	0.35	0.13	4.25	0.46	0.16
01208.04.1	Mathematics	3.38	0.52	0.18	4.00	0.53	0.19
01208.04.1	Science	3.13	0.35	0.13	3.63	0.52	0.18
01208.04.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01208.04.1	Active Learning	3.75	0.46	0.16	4.13	0.35	0.13
01208.04.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
01208.04.1	Monitoring	3.88	0.35	0.13	4.25	0.46	0.16
01208.04.1	Social Perceptiveness	3.13	0.35	0.13	3.25	0.46	0.16
01208.04.1	Coordination	3.63	0.52	0.18	4.00	0.53	0.19
01208.04.1	Persuasion	3.13	0.35	0.13	3.38	0.52	0.18
01208.04.1	Negotiation	3.13	0.35	0.13	3.25	0.46	0.16
01208.04.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
01208.04.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
01208.04.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
01208.04.1	Operations Analysis	2.38	0.52	0.18	2.38	0.52	0.18
01208.04.1	Technology Design	1.50	0.53	0.19	0.75	0.89	0.31
01208.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01208.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01208.04.1	Programming	1.75	0.46	0.16	1.13	0.83	0.30
01208.04.1	Quality Control Analysis	2.50	0.53	0.19	2.88	0.35	0.13
01208.04.1	Operations Monitoring	2.75	0.46	0.16	2.88	0.35	0.13
01208.04.1	Operation and Control	1.88	0.35	0.13	1.75	0.71	0.25
01208.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01208.04.1	Troubleshooting	1.88	0.35	0.13	1.50	0.76	0.27
01208.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01208.04.1	Systems Analysis	3.38	0.52	0.18	3.88	0.83	0.30
01208.04.1	Systems Evaluation	3.25	0.46	0.16	4.00	0.76	0.27
01208.04.1	Judg. and Dec. Making	3.75	0.46	0.16	4.25	0.46	0.16
01208.04.1	Time Management	3.25	0.46	0.16	3.88	0.35	0.13
01208.04.1	M. of Financial Resources	2.25	0.46	0.16	2.38	0.52	0.18
01208.04.1	M. of Material Resources	2.25	0.46	0.16	2.38	0.52	0.18
01208.04.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00

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

Water/Wastewater Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01584.02.1	Reading Comprehension	4.00	0.00	0.00	4.38	0.52	0.18
01584.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01584.02.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
01584.02.1	Speaking	3.75	0.46	0.16	4.00	0.00	0.00
01584.02.1	Mathematics	3.88	0.35	0.13	4.50	0.76	0.27
01584.02.1	Science	3.50	1.07	0.38	4.13	1.73	0.61
01584.02.1	Critical Thinking	4.00	0.00	0.00	4.13	0.64	0.23
01584.02.1	Active Learning	3.25	0.46	0.16	4.00	0.00	0.00
01584.02.1	Learning Strategies	3.13	0.35	0.13	3.75	0.46	0.16
01584.02.1	Monitoring	3.63	0.52	0.18	4.00	0.00	0.00
01584.02.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01584.02.1	Coordination	3.13	0.35	0.13	3.63	0.52	0.18
01584.02.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01584.02.1	Negotiation	3.00	0.00	0.00	3.00	0.53	0.19
01584.02.1	Instructing	3.13	0.35	0.13	3.63	0.52	0.18
01584.02.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
01584.02.1	Complex Problem Solving	3.88	0.35	0.13	4.75	0.46	0.16
01584.02.1	Operations Analysis	3.25	0.71	0.25	3.88	0.35	0.13
01584.02.1	Technology Design	2.88	0.35	0.13	3.25	0.71	0.25
01584.02.1	Equipment Selection	1.75	0.46	0.16	1.00	0.76	0.27
01584.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01584.02.1	Programming	2.13	0.35	0.13	2.50	0.93	0.33
01584.02.1	Quality Control Analysis	2.63	0.52	0.18	3.38	0.74	0.26
01584.02.1	Operations Monitoring	2.88	0.35	0.13	3.00	0.00	0.00
01584.02.1	Operation and Control	2.13	0.35	0.13	2.00	0.53	0.19
01584.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01584.02.1	Troubleshooting	2.13	0.35	0.13	2.25	0.71	0.25
01584.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01584.02.1	Systems Analysis	3.88	0.35	0.13	4.13	0.35	0.13
01584.02.1	Systems Evaluation	3.88	0.35	0.13	4.13	0.35	0.13
01584.02.1	Judg. and Dec. Making	4.00	0.00	0.00	4.13	0.35	0.13
01584.02.1	Time Management	3.75	0.46	0.16	3.88	0.35	0.13
01584.02.1	M. of Financial Resources	2.25	0.46	0.16	2.75	0.46	0.16
01584.02.1	M. of Material Resources	2.13	0.35	0.13	2.75	0.46	0.16
01584.02.1	M. of Personnel Resources	3.25	0.46	0.16	3.63	0.52	0.18

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

O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results

Industrial Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00115.03.1	Reading Comprehension	4.00	0.00	0.00	4.50	0.53	0.19
00115.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
00115.03.1	Writing	3.75	0.46	0.16	4.13	0.35	0.13
00115.03.1	Speaking	3.88	0.35	0.13	4.13	0.35	0.13
00115.03.1	Mathematics	3.25	0.46	0.16	3.88	0.64	0.23
00115.03.1	Science	2.13	0.64	0.23	1.75	0.89	0.31
00115.03.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
00115.03.1	Active Learning	3.25	0.46	0.16	3.88	0.64	0.23
00115.03.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
00115.03.1	Monitoring	3.38	0.52	0.18	4.25	0.46	0.16
00115.03.1	Social Perceptiveness	3.00	0.53	0.19	3.00	0.53	0.19
00115.03.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
00115.03.1	Persuasion	2.63	0.74	0.26	2.63	1.06	0.38
00115.03.1	Negotiation	2.38	0.74	0.26	2.38	1.06	0.38
00115.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00115.03.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
00115.03.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
00115.03.1	Operations Analysis	2.50	0.53	0.19	2.50	0.93	0.33
00115.03.1	Technology Design	2.13	0.64	0.23	1.88	0.99	0.35
00115.03.1	Equipment Selection	1.25	0.46	0.16	0.38	0.74	0.26
00115.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00115.03.1	Programming	1.88	0.83	0.30	1.13	1.13	0.40
00115.03.1	Quality Control Analysis	2.25	0.46	0.16	2.38	0.74	0.26
00115.03.1	Operations Monitoring	2.38	0.74	0.26	2.75	0.71	0.25
00115.03.1	Operation and Control	2.25	0.46	0.16	2.25	0.46	0.16
00115.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00115.03.1	Troubleshooting	2.00	0.53	0.19	1.75	0.89	0.31
00115.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00115.03.1	Systems Analysis	3.25	0.46	0.16	3.75	0.46	0.16
00115.03.1	Systems Evaluation	3.25	0.46	0.16	3.88	0.64	0.23
00115.03.1	Judg. and Dec. Making	3.13	0.35	0.13	4.00	0.53	0.19
00115.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00115.03.1	M. of Financial Resources	2.13	0.64	0.23	2.00	0.93	0.33
00115.03.1	M. of Material Resources	2.50	0.53	0.19	2.63	0.52	0.18
00115.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13

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

Human Factors Engineers and Ergonomists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01586.02.1	Reading Comprehension	4.00	0.00	0.00	4.88	0.35	0.13
01586.02.1	Active Listening	3.88	0.35	0.13	4.38	0.52	0.18
01586.02.1	Writing	3.88	0.35	0.13	4.25	0.46	0.16
01586.02.1	Speaking	4.00	0.00	0.00	4.25	0.46	0.16
01586.02.1	Mathematics	3.25	0.46	0.16	4.00	0.00	0.00
01586.02.1	Science	3.00	0.00	0.00	3.13	0.35	0.13
01586.02.1	Critical Thinking	4.00	0.00	0.00	4.38	0.52	0.18
01586.02.1	Active Learning	3.50	0.53	0.19	4.25	0.71	0.25
01586.02.1	Learning Strategies	3.25	0.46	0.16	3.50	0.53	0.19
01586.02.1	Monitoring	3.38	0.52	0.18	4.13	0.35	0.13
01586.02.1	Social Perceptiveness	3.38	0.52	0.18	3.63	0.52	0.18
01586.02.1	Coordination	3.00	0.00	0.00	3.50	0.53	0.19
01586.02.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
01586.02.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
01586.02.1	Instructing	3.13	0.35	0.13	3.75	0.46	0.16
01586.02.1	Service Orientation	2.88	0.35	0.13	3.13	0.35	0.13
01586.02.1	Complex Problem Solving	4.00	0.00	0.00	4.13	0.35	0.13
01586.02.1	Operations Analysis	3.25	0.46	0.16	3.75	0.71	0.25
01586.02.1	Technology Design	3.25	0.46	0.16	3.75	0.46	0.16
01586.02.1	Equipment Selection	1.75	0.46	0.16	1.50	0.93	0.33
01586.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01586.02.1	Programming	2.25	0.46	0.16	2.38	0.52	0.18
01586.02.1	Quality Control Analysis	2.75	0.46	0.16	3.00	0.53	0.19
01586.02.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
01586.02.1	Operation and Control	1.50	0.53	0.19	0.75	0.89	0.31
01586.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01586.02.1	Troubleshooting	2.13	0.35	0.13	2.13	0.35	0.13
01586.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01586.02.1	Systems Analysis	3.25	0.46	0.16	3.75	0.46	0.16
01586.02.1	Systems Evaluation	3.50	0.53	0.19	4.00	0.00	0.00
01586.02.1	Judg. and Dec. Making	3.75	0.46	0.16	4.25	0.46	0.16
01586.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01586.02.1	M. of Financial Resources	2.00	0.00	0.00	2.00	0.00	0.00
01586.02.1	M. of Material Resources	2.00	0.00	0.00	2.00	0.00	0.00
01586.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

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

Materials Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00105.03.1	Reading Comprehension	4.00	0.00	0.00	4.75	0.46	0.16
00105.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
00105.03.1	Writing	3.75	0.46	0.16	4.38	0.52	0.18
00105.03.1	Speaking	3.75	0.46	0.16	4.13	0.35	0.13
00105.03.1	Mathematics	3.75	0.46	0.16	4.00	0.00	0.00
00105.03.1	Science	4.00	0.00	0.00	4.75	0.46	0.16
00105.03.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
00105.03.1	Active Learning	3.25	0.46	0.16	4.50	0.76	0.27
00105.03.1	Learning Strategies	3.00	0.00	0.00	3.63	0.52	0.18
00105.03.1	Monitoring	3.13	0.35	0.13	3.88	0.35	0.13
00105.03.1	Social Perceptiveness	3.00	0.00	0.00	3.13	0.35	0.13
00105.03.1	Coordination	3.00	0.00	0.00	3.25	0.46	0.16
00105.03.1	Persuasion	3.00	0.53	0.19	3.13	0.64	0.23
00105.03.1	Negotiation	3.00	0.53	0.19	3.13	0.35	0.13
00105.03.1	Instructing	3.13	0.35	0.13	3.88	0.35	0.13
00105.03.1	Service Orientation	3.13	0.35	0.13	3.00	0.00	0.00
00105.03.1	Complex Problem Solving	4.00	0.00	0.00	4.00	0.00	0.00
00105.03.1	Operations Analysis	3.13	0.35	0.13	4.00	0.53	0.19
00105.03.1	Technology Design	2.63	0.52	0.18	2.88	0.64	0.23
00105.03.1	Equipment Selection	2.00	0.00	0.00	1.88	0.35	0.13
00105.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00105.03.1	Programming	1.88	0.35	0.13	1.75	0.71	0.25
00105.03.1	Quality Control Analysis	3.13	0.64	0.23	3.63	0.74	0.26
00105.03.1	Operations Monitoring	3.00	0.53	0.19	3.13	0.35	0.13
00105.03.1	Operation and Control	2.25	0.46	0.16	2.00	0.53	0.19
00105.03.1	Equipment Maintenance	1.50	0.53	0.19	0.88	0.99	0.35
00105.03.1	Troubleshooting	2.25	0.46	0.16	2.00	0.53	0.19
00105.03.1	Repairing	1.50	0.53	0.19	1.00	1.07	0.38
00105.03.1	Systems Analysis	3.13	0.35	0.13	3.75	0.46	0.16
00105.03.1	Systems Evaluation	3.00	0.00	0.00	3.50	0.53	0.19
00105.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.88	0.35	0.13
00105.03.1	Time Management	3.00	0.53	0.19	3.13	0.64	0.23
00105.03.1	M. of Financial Resources	2.13	0.35	0.13	2.63	0.52	0.18
00105.03.1	M. of Material Resources	2.63	0.74	0.26	2.75	0.71	0.25
00105.03.1	M. of Personnel Resources	3.00	0.53	0.19	3.13	0.35	0.13

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

Petroleum Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00107.03.1	Reading Comprehension	4.00	0.00	0.00	4.75	0.46	0.16
00107.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00107.03.1	Writing	3.88	0.35	0.13	4.25	0.46	0.16
00107.03.1	Speaking	3.88	0.35	0.13	4.00	0.53	0.19
00107.03.1	Mathematics	3.25	0.46	0.16	4.00	0.53	0.19
00107.03.1	Science	3.38	0.52	0.18	4.00	0.53	0.19
00107.03.1	Critical Thinking	4.00	0.00	0.00	4.38	0.52	0.18
00107.03.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
00107.03.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
00107.03.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
00107.03.1	Social Perceptiveness	3.63	0.52	0.18	3.63	0.52	0.18
00107.03.1	Coordination	3.63	0.52	0.18	3.75	0.46	0.16
00107.03.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
00107.03.1	Negotiation	2.88	0.35	0.13	3.38	0.52	0.18
00107.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00107.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00107.03.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
00107.03.1	Operations Analysis	2.25	0.71	0.25	1.75	1.04	0.37
00107.03.1	Technology Design	2.25	0.71	0.25	2.25	0.71	0.25
00107.03.1	Equipment Selection	1.88	0.64	0.23	1.00	0.93	0.33
00107.03.1	Installation	1.75	0.46	0.16	0.88	0.64	0.23
00107.03.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00107.03.1	Quality Control Analysis	2.63	0.52	0.18	2.63	0.52	0.18
00107.03.1	Operations Monitoring	2.88	0.35	0.13	3.13	0.64	0.23
00107.03.1	Operation and Control	2.13	0.35	0.13	2.00	0.53	0.19
00107.03.1	Equipment Maintenance	1.13	0.35	0.13	0.25	0.71	0.25
00107.03.1	Troubleshooting	2.25	0.46	0.16	2.00	0.53	0.19
00107.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00107.03.1	Systems Analysis	3.88	0.35	0.13	3.88	0.35	0.13
00107.03.1	Systems Evaluation	3.88	0.35	0.13	3.88	0.35	0.13
00107.03.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
00107.03.1	Time Management	3.63	0.52	0.18	3.75	0.46	0.16
00107.03.1	M. of Financial Resources	2.50	0.53	0.19	2.50	0.53	0.19
00107.03.1	M. of Material Resources	2.75	0.46	0.16	2.88	0.64	0.23
00107.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.50	0.53	0.19

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Food Scientists and Technologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00164.03.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
00164.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00164.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
00164.03.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00164.03.1	Mathematics	3.13	0.35	0.13	3.13	0.35	0.13
00164.03.1	Science	3.38	0.52	0.18	3.38	0.52	0.18
00164.03.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
00164.03.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
00164.03.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
00164.03.1	Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
00164.03.1	Social Perceptiveness	3.13	0.35	0.13	3.13	0.35	0.13
00164.03.1	Coordination	3.00	0.00	0.00	3.50	0.53	0.19
00164.03.1	Persuasion	3.00	0.00	0.00	3.50	0.53	0.19
00164.03.1	Negotiation	3.00	0.00	0.00	3.38	0.52	0.18
00164.03.1	Instructing	3.00	0.00	0.00	3.50	0.53	0.19
00164.03.1	Service Orientation	3.00	0.00	0.00	3.13	0.35	0.13
00164.03.1	Complex Problem Solving	3.88	0.35	0.13	3.88	0.35	0.13
00164.03.1	Operations Analysis	2.25	0.46	0.16	1.88	0.83	0.30
00164.03.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00164.03.1	Equipment Selection	1.63	0.74	0.26	0.75	1.04	0.37
00164.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00164.03.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
00164.03.1	Quality Control Analysis	3.25	0.46	0.16	3.75	0.46	0.16
00164.03.1	Operations Monitoring	2.88	0.35	0.13	3.00	0.53	0.19
00164.03.1	Operation and Control	2.13	0.35	0.13	2.00	0.53	0.19
00164.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00164.03.1	Troubleshooting	2.13	0.35	0.13	2.13	0.35	0.13
00164.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00164.03.1	Systems Analysis	3.25	0.46	0.16	3.75	0.46	0.16
00164.03.1	Systems Evaluation	3.25	0.46	0.16	3.63	0.52	0.18
00164.03.1	Judg. and Dec. Making	3.75	0.46	0.16	3.88	0.35	0.13
00164.03.1	Time Management	3.00	0.00	0.00	3.75	0.46	0.16
00164.03.1	M. of Financial Resources	2.00	0.00	0.00	1.25	0.46	0.16
00164.03.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
00164.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

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

Biochemists and Biophysicists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01220.03.1	Reading Comprehension	4.38	0.52	0.18	5.25	0.46	0.16
01220.03.1	Active Listening	4.13	0.35	0.13	4.38	0.52	0.18
01220.03.1	Writing	4.25	0.46	0.16	5.13	0.35	0.13
01220.03.1	Speaking	4.13	0.35	0.13	4.63	0.52	0.18
01220.03.1	Mathematics	3.88	0.35	0.13	4.75	0.46	0.16
01220.03.1	Science	4.75	0.46	0.16	5.13	0.35	0.13
01220.03.1	Critical Thinking	4.25	0.46	0.16	5.13	0.64	0.23
01220.03.1	Active Learning	4.13	0.35	0.13	5.25	0.46	0.16
01220.03.1	Learning Strategies	4.00	0.00	0.00	4.38	0.52	0.18
01220.03.1	Monitoring	3.88	0.35	0.13	4.25	0.46	0.16
01220.03.1	Social Perceptiveness	3.00	0.00	0.00	3.13	0.35	0.13
01220.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
01220.03.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
01220.03.1	Negotiation	2.50	0.53	0.19	2.25	0.46	0.16
01220.03.1	Instructing	3.63	0.52	0.18	4.38	0.52	0.18
01220.03.1	Service Orientation	2.50	0.53	0.19	2.63	0.52	0.18
01220.03.1	Complex Problem Solving	4.13	0.35	0.13	4.25	0.46	0.16
01220.03.1	Operations Analysis	3.13	0.35	0.13	3.63	0.52	0.18
01220.03.1	Technology Design	2.13	0.35	0.13	2.88	0.64	0.23
01220.03.1	Equipment Selection	2.25	0.46	0.16	2.38	0.74	0.26
01220.03.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01220.03.1	Programming	2.25	0.46	0.16	2.75	0.46	0.16
01220.03.1	Quality Control Analysis	3.00	0.00	0.00	3.25	0.46	0.16
01220.03.1	Operations Monitoring	2.75	0.46	0.16	2.75	0.46	0.16
01220.03.1	Operation and Control	2.13	0.35	0.13	2.13	0.35	0.13
01220.03.1	Equipment Maintenance	1.88	0.35	0.13	1.13	0.64	0.23
01220.03.1	Troubleshooting	1.88	0.35	0.13	1.38	0.74	0.26
01220.03.1	Repairing	1.75	0.46	0.16	1.13	0.83	0.30
01220.03.1	Systems Analysis	3.38	0.52	0.18	4.00	0.53	0.19
01220.03.1	Systems Evaluation	3.13	0.35	0.13	4.00	0.53	0.19
01220.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.25	0.46	0.16
01220.03.1	Time Management	2.88	0.35	0.13	3.50	0.53	0.19
01220.03.1	M. of Financial Resources	1.88	0.35	0.13	1.63	0.74	0.26
01220.03.1	M. of Material Resources	2.00	0.00	0.00	2.00	0.00	0.00
01220.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00

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

Range Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00160.02.1	Reading Comprehension	3.88	0.35	0.13	4.13	0.35	0.13
00160.02.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
00160.02.1	Writing	3.25	0.46	0.16	4.00	0.53	0.19
00160.02.1	Speaking	3.75	0.46	0.16	4.00	0.00	0.00
00160.02.1	Mathematics	2.88	0.35	0.13	3.25	0.46	0.16
00160.02.1	Science	2.88	0.35	0.13	3.38	0.74	0.26
00160.02.1	Critical Thinking	3.75	0.46	0.16	4.00	0.53	0.19
00160.02.1	Active Learning	3.25	0.46	0.16	3.63	0.74	0.26
00160.02.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
00160.02.1	Monitoring	3.63	0.52	0.18	4.25	0.46	0.16
00160.02.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.53	0.19
00160.02.1	Coordination	3.50	0.53	0.19	3.63	0.52	0.18
00160.02.1	Persuasion	3.00	0.53	0.19	3.00	0.53	0.19
00160.02.1	Negotiation	3.25	0.46	0.16	3.63	0.52	0.18
00160.02.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00160.02.1	Service Orientation	3.00	0.00	0.00	3.38	0.52	0.18
00160.02.1	Complex Problem Solving	3.63	0.52	0.18	4.13	0.35	0.13
00160.02.1	Operations Analysis	2.88	0.35	0.13	3.13	0.35	0.13
00160.02.1	Technology Design	1.50	0.53	0.19	0.88	0.99	0.35
00160.02.1	Equipment Selection	1.38	0.52	0.18	0.63	0.92	0.32
00160.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00160.02.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
00160.02.1	Quality Control Analysis	2.13	0.35	0.13	2.63	0.52	0.18
00160.02.1	Operations Monitoring	2.75	0.46	0.16	2.38	0.52	0.18
00160.02.1	Operation and Control	2.63	0.52	0.18	2.63	0.52	0.18
00160.02.1	Equipment Maintenance	1.38	0.52	0.18	0.50	0.76	0.27
00160.02.1	Troubleshooting	1.75	0.46	0.16	1.25	0.89	0.31
00160.02.1	Repairing	1.38	0.52	0.18	0.63	0.92	0.32
00160.02.1	Systems Analysis	3.25	0.46	0.16	3.63	0.52	0.18
00160.02.1	Systems Evaluation	3.13	0.35	0.13	3.38	0.74	0.26
00160.02.1	Judg. and Dec. Making	3.63	0.52	0.18	3.88	0.64	0.23
00160.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00160.02.1	M. of Financial Resources	1.88	0.35	0.13	1.75	0.71	0.25
00160.02.1	M. of Material Resources	2.13	0.35	0.13	2.25	0.46	0.16
00160.02.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00

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

Astronomers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00149.03.1	Reading Comprehension	4.25	0.46	0.16	5.13	0.35	0.13
00149.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
00149.03.1	Writing	4.00	0.00	0.00	5.00	0.00	0.00
00149.03.1	Speaking	3.88	0.35	0.13	4.88	0.35	0.13
00149.03.1	Mathematics	4.00	0.00	0.00	5.00	0.00	0.00
00149.03.1	Science	4.25	0.46	0.16	5.00	0.00	0.00
00149.03.1	Critical Thinking	4.13	0.35	0.13	4.25	0.46	0.16
00149.03.1	Active Learning	4.00	0.53	0.19	4.75	0.46	0.16
00149.03.1	Learning Strategies	3.50	0.53	0.19	3.75	0.71	0.25
00149.03.1	Monitoring	3.38	0.52	0.18	3.88	0.35	0.13
00149.03.1	Social Perceptiveness	3.13	0.35	0.13	3.13	0.35	0.13
00149.03.1	Coordination	3.13	0.35	0.13	3.00	0.00	0.00
00149.03.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
00149.03.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
00149.03.1	Instructing	3.13	0.64	0.23	3.88	0.64	0.23
00149.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
00149.03.1	Complex Problem Solving	3.25	0.46	0.16	3.88	0.35	0.13
00149.03.1	Operations Analysis	2.75	0.46	0.16	3.25	0.46	0.16
00149.03.1	Technology Design	2.13	0.35	0.13	2.25	0.46	0.16
00149.03.1	Equipment Selection	1.63	0.52	0.18	0.88	0.83	0.30
00149.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00149.03.1	Programming	2.25	0.71	0.25	2.13	0.83	0.30
00149.03.1	Quality Control Analysis	2.00	0.76	0.27	1.13	0.99	0.35
00149.03.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
00149.03.1	Operation and Control	1.63	0.52	0.18	0.88	0.83	0.30
00149.03.1	Equipment Maintenance	1.63	0.52	0.18	0.75	0.71	0.25
00149.03.1	Troubleshooting	1.63	0.52	0.18	0.75	0.71	0.25
00149.03.1	Repairing	1.63	0.52	0.18	0.75	0.71	0.25
00149.03.1	Systems Analysis	3.00	0.00	0.00	3.25	0.46	0.16
00149.03.1	Systems Evaluation	3.00	0.00	0.00	3.13	0.35	0.13
00149.03.1	Judg. and Dec. Making	3.75	0.46	0.16	3.75	0.46	0.16
00149.03.1	Time Management	3.13	0.35	0.13	3.25	0.71	0.25
00149.03.1	M. of Financial Resources	2.50	0.53	0.19	2.50	0.53	0.19
00149.03.1	M. of Material Resources	2.13	0.35	0.13	2.13	0.35	0.13
00149.03.1	M. of Personnel Resources	3.13	0.35	0.13	3.13	0.35	0.13

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

O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results

Physicists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00148.02.1	Reading Comprehension	4.25	0.46	0.16	5.88	0.35	0.13
00148.02.1	Active Listening	4.00	0.00	0.00	4.75	0.46	0.16
00148.02.1	Writing	4.00	0.00	0.00	5.00	0.00	0.00
00148.02.1	Speaking	4.13	0.35	0.13	4.75	0.46	0.16
00148.02.1	Mathematics	4.25	0.46	0.16	5.50	0.53	0.19
00148.02.1	Science	4.63	0.52	0.18	5.75	0.46	0.16
00148.02.1	Critical Thinking	4.13	0.35	0.13	4.88	0.35	0.13
00148.02.1	Active Learning	4.00	0.00	0.00	5.50	0.53	0.19
00148.02.1	Learning Strategies	3.88	0.35	0.13	5.00	0.53	0.19
00148.02.1	Monitoring	3.25	0.46	0.16	4.00	0.53	0.19
00148.02.1	Social Perceptiveness	3.25	0.46	0.16	3.13	0.35	0.13
00148.02.1	Coordination	3.00	0.00	0.00	3.38	0.52	0.18
00148.02.1	Persuasion	3.13	0.35	0.13	3.50	0.53	0.19
00148.02.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
00148.02.1	Instructing	3.63	0.52	0.18	4.63	0.52	0.18
00148.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00148.02.1	Complex Problem Solving	3.88	0.35	0.13	4.88	0.35	0.13
00148.02.1	Operations Analysis	3.13	0.35	0.13	3.63	0.52	0.18
00148.02.1	Technology Design	2.75	0.71	0.25	3.38	0.74	0.26
00148.02.1	Equipment Selection	1.88	0.64	0.23	1.50	1.31	0.46
00148.02.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
00148.02.1	Programming	3.38	0.74	0.26	3.88	0.99	0.35
00148.02.1	Quality Control Analysis	2.63	0.52	0.18	3.25	1.04	0.37
00148.02.1	Operations Monitoring	2.38	0.52	0.18	2.38	0.52	0.18
00148.02.1	Operation and Control	1.63	0.52	0.18	0.63	0.52	0.18
00148.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00148.02.1	Troubleshooting	2.00	0.00	0.00	2.00	0.53	0.19
00148.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00148.02.1	Systems Analysis	3.38	0.52	0.18	4.00	0.53	0.19
00148.02.1	Systems Evaluation	3.38	0.52	0.18	3.88	0.35	0.13
00148.02.1	Judg. and Dec. Making	3.75	0.46	0.16	4.50	0.76	0.27
00148.02.1	Time Management	3.13	0.35	0.13	3.63	0.52	0.18
00148.02.1	M. of Financial Resources	2.25	0.71	0.25	2.13	0.83	0.30
00148.02.1	M. of Material Resources	2.13	0.35	0.13	2.25	0.71	0.25
00148.02.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13

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

Materials Scientists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00156.03.1	Reading Comprehension	4.13	0.35	0.13	4.88	0.64	0.23
00156.03.1	Active Listening	4.00	0.53	0.19	4.13	0.35	0.13
00156.03.1	Writing	3.88	0.64	0.23	4.25	0.46	0.16
00156.03.1	Speaking	3.88	0.35	0.13	4.25	0.46	0.16
00156.03.1	Mathematics	3.38	0.52	0.18	4.00	0.93	0.33
00156.03.1	Science	4.13	0.35	0.13	5.00	0.53	0.19
00156.03.1	Critical Thinking	4.13	0.35	0.13	4.13	0.35	0.13
00156.03.1	Active Learning	3.88	0.35	0.13	4.00	0.53	0.19
00156.03.1	Learning Strategies	3.13	0.35	0.13	3.38	0.74	0.26
00156.03.1	Monitoring	3.38	0.74	0.26	4.13	0.83	0.30
00156.03.1	Social Perceptiveness	3.00	0.00	0.00	3.13	0.35	0.13
00156.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00156.03.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
00156.03.1	Negotiation	2.63	0.52	0.18	2.75	0.46	0.16
00156.03.1	Instructing	3.13	0.35	0.13	3.25	0.46	0.16
00156.03.1	Service Orientation	2.63	0.52	0.18	2.88	0.35	0.13
00156.03.1	Complex Problem Solving	3.63	0.52	0.18	4.13	0.35	0.13
00156.03.1	Operations Analysis	3.25	0.46	0.16	4.13	0.83	0.30
00156.03.1	Technology Design	1.75	0.46	0.16	1.50	1.07	0.38
00156.03.1	Equipment Selection	1.63	0.52	0.18	0.88	0.83	0.30
00156.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00156.03.1	Programming	1.88	0.64	0.23	1.00	0.76	0.27
00156.03.1	Quality Control Analysis	2.75	0.71	0.25	2.75	0.71	0.25
00156.03.1	Operations Monitoring	2.50	0.53	0.19	2.75	0.71	0.25
00156.03.1	Operation and Control	2.13	0.35	0.13	2.00	0.53	0.19
00156.03.1	Equipment Maintenance	1.75	0.46	0.16	0.88	0.64	0.23
00156.03.1	Troubleshooting	2.13	0.35	0.13	1.88	0.64	0.23
00156.03.1	Repairing	1.75	0.46	0.16	1.13	0.83	0.30
00156.03.1	Systems Analysis	3.13	0.35	0.13	3.38	0.74	0.26
00156.03.1	Systems Evaluation	3.13	0.35	0.13	3.38	0.74	0.26
00156.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.88	0.64	0.23
00156.03.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00156.03.1	M. of Financial Resources	1.88	0.64	0.23	1.50	0.93	0.33
00156.03.1	M. of Material Resources	2.00	0.00	0.00	1.88	0.35	0.13
00156.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.63	0.52	0.18

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

Geoscientists, Except Hydrologists and Geographers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01226.03.1	Reading Comprehension	4.13	0.35	0.13	4.88	0.64	0.23
01226.03.1	Active Listening	3.88	0.35	0.13	4.25	0.46	0.16
01226.03.1	Writing	3.88	0.35	0.13	4.63	0.52	0.18
01226.03.1	Speaking	4.00	0.00	0.00	4.38	0.52	0.18
01226.03.1	Mathematics	3.38	0.52	0.18	4.13	0.83	0.30
01226.03.1	Science	4.00	0.00	0.00	4.63	0.74	0.26
01226.03.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01226.03.1	Active Learning	3.25	0.46	0.16	3.75	0.71	0.25
01226.03.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
01226.03.1	Monitoring	3.13	0.35	0.13	3.38	0.74	0.26
01226.03.1	Social Perceptiveness	3.00	0.53	0.19	3.13	0.35	0.13
01226.03.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
01226.03.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
01226.03.1	Negotiation	2.63	0.52	0.18	2.63	0.52	0.18
01226.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01226.03.1	Service Orientation	2.63	0.52	0.18	2.50	0.76	0.27
01226.03.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
01226.03.1	Operations Analysis	2.63	0.52	0.18	3.13	0.35	0.13
01226.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01226.03.1	Equipment Selection	1.75	0.46	0.16	1.13	0.99	0.35
01226.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01226.03.1	Programming	2.00	0.53	0.19	1.63	0.74	0.26
01226.03.1	Quality Control Analysis	2.00	0.53	0.19	2.00	0.93	0.33
01226.03.1	Operations Monitoring	2.00	0.53	0.19	1.88	0.83	0.30
01226.03.1	Operation and Control	2.00	0.53	0.19	1.75	0.71	0.25
01226.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01226.03.1	Troubleshooting	1.50	0.53	0.19	0.63	0.74	0.26
01226.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01226.03.1	Systems Analysis	3.25	0.46	0.16	3.50	0.76	0.27
01226.03.1	Systems Evaluation	3.25	0.46	0.16	3.38	0.74	0.26
01226.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.53	0.19
01226.03.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
01226.03.1	M. of Financial Resources	1.75	0.46	0.16	1.13	0.83	0.30
01226.03.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
01226.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.63	0.52	0.18

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

Environmental Economists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01621.02.1	Reading Comprehension	4.00	0.00	0.00	4.75	0.71	0.25
01621.02.1	Active Listening	4.00	0.00	0.00	4.25	0.46	0.16
01621.02.1	Writing	4.13	0.35	0.13	4.38	0.52	0.18
01621.02.1	Speaking	3.50	0.53	0.19	4.13	0.35	0.13
01621.02.1	Mathematics	4.00	0.53	0.19	4.75	0.46	0.16
01621.02.1	Science	2.38	0.74	0.26	2.63	0.74	0.26
01621.02.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01621.02.1	Active Learning	3.88	0.35	0.13	4.00	0.00	0.00
01621.02.1	Learning Strategies	3.25	0.46	0.16	3.75	0.46	0.16
01621.02.1	Monitoring	3.50	0.53	0.19	3.75	0.46	0.16
01621.02.1	Social Perceptiveness	3.00	0.00	0.00	3.13	0.35	0.13
01621.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01621.02.1	Persuasion	3.00	0.00	0.00	3.25	0.46	0.16
01621.02.1	Negotiation	2.50	0.53	0.19	2.75	0.46	0.16
01621.02.1	Instructing	3.25	0.46	0.16	3.50	0.53	0.19
01621.02.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
01621.02.1	Complex Problem Solving	3.63	0.52	0.18	3.88	0.35	0.13
01621.02.1	Operations Analysis	2.00	0.00	0.00	2.13	0.35	0.13
01621.02.1	Technology Design	1.75	0.46	0.16	1.38	0.92	0.32
01621.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01621.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01621.02.1	Programming	1.88	0.64	0.23	1.75	1.28	0.45
01621.02.1	Quality Control Analysis	1.88	0.64	0.23	1.25	1.04	0.37
01621.02.1	Operations Monitoring	1.00	0.00	0.00	0.00	0.00	0.00
01621.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01621.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01621.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01621.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01621.02.1	Systems Analysis	3.38	0.52	0.18	3.75	0.46	0.16
01621.02.1	Systems Evaluation	3.13	0.64	0.23	3.75	0.46	0.16
01621.02.1	Judg. and Dec. Making	3.63	0.52	0.18	4.00	0.76	0.27
01621.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01621.02.1	M. of Financial Resources	3.13	0.64	0.23	3.25	0.71	0.25
01621.02.1	M. of Material Resources	2.13	0.35	0.13	2.13	0.35	0.13
01621.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.63	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Quality Control Analysts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01624.02.1	Reading Comprehension	3.75	0.46	0.16	3.88	0.35	0.13
01624.02.1	Active Listening	3.38	0.52	0.18	3.75	0.46	0.16
01624.02.1	Writing	3.25	0.46	0.16	3.38	0.52	0.18
01624.02.1	Speaking	3.13	0.35	0.13	3.63	0.52	0.18
01624.02.1	Mathematics	3.00	0.00	0.00	3.25	0.46	0.16
01624.02.1	Science	2.75	0.46	0.16	2.88	0.35	0.13
01624.02.1	Critical Thinking	3.25	0.46	0.16	3.63	0.52	0.18
01624.02.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
01624.02.1	Learning Strategies	2.75	0.46	0.16	2.88	0.35	0.13
01624.02.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
01624.02.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01624.02.1	Coordination	2.75	0.46	0.16	2.75	0.46	0.16
01624.02.1	Persuasion	2.25	0.71	0.25	2.50	1.07	0.38
01624.02.1	Negotiation	2.38	0.52	0.18	2.63	0.52	0.18
01624.02.1	Instructing	2.63	0.52	0.18	3.00	0.00	0.00
01624.02.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
01624.02.1	Complex Problem Solving	3.38	0.52	0.18	3.25	0.46	0.16
01624.02.1	Operations Analysis	2.00	0.53	0.19	1.88	0.83	0.30
01624.02.1	Technology Design	1.63	0.52	0.18	1.13	0.99	0.35
01624.02.1	Equipment Selection	1.88	0.64	0.23	1.13	0.99	0.35
01624.02.1	Installation	1.50	0.53	0.19	0.50	0.53	0.19
01624.02.1	Programming	1.75	0.71	0.25	0.75	0.71	0.25
01624.02.1	Quality Control Analysis	4.00	0.00	0.00	4.00	0.00	0.00
01624.02.1	Operations Monitoring	3.25	0.46	0.16	3.25	0.46	0.16
01624.02.1	Operation and Control	2.75	0.46	0.16	3.00	0.00	0.00
01624.02.1	Equipment Maintenance	2.13	0.64	0.23	1.63	1.06	0.38
01624.02.1	Troubleshooting	3.00	0.00	0.00	3.00	0.00	0.00
01624.02.1	Repairing	1.88	0.64	0.23	1.38	1.06	0.38
01624.02.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01624.02.1	Systems Evaluation	3.00	0.00	0.00	3.00	0.00	0.00
01624.02.1	Judg. and Dec. Making	3.00	0.00	0.00	3.13	0.35	0.13
01624.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01624.02.1	M. of Financial Resources	1.50	0.53	0.19	0.75	0.89	0.31
01624.02.1	M. of Material Resources	1.75	0.46	0.16	1.38	0.92	0.32
01624.02.1	M. of Personnel Resources	1.88	0.35	0.13	2.00	0.93	0.33

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

Marriage and Family Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01242.03.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
01242.03.1	Active Listening	4.88	0.35	0.13	5.00	0.00	0.00
01242.03.1	Writing	4.00	0.00	0.00	4.25	0.46	0.16
01242.03.1	Speaking	4.25	0.46	0.16	4.25	0.46	0.16
01242.03.1	Mathematics	1.88	0.35	0.13	1.75	0.71	0.25
01242.03.1	Science	2.50	0.53	0.19	2.88	0.35	0.13
01242.03.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
01242.03.1	Active Learning	3.75	0.46	0.16	4.25	0.71	0.25
01242.03.1	Learning Strategies	3.13	0.35	0.13	3.75	0.71	0.25
01242.03.1	Monitoring	3.63	0.52	0.18	4.00	0.00	0.00
01242.03.1	Social Perceptiveness	4.38	0.52	0.18	5.75	0.46	0.16
01242.03.1	Coordination	3.50	0.53	0.19	3.50	0.76	0.27
01242.03.1	Persuasion	3.63	0.74	0.26	3.75	0.71	0.25
01242.03.1	Negotiation	3.63	0.52	0.18	3.75	0.46	0.16
01242.03.1	Instructing	3.50	0.53	0.19	3.63	0.52	0.18
01242.03.1	Service Orientation	4.00	0.00	0.00	4.25	0.46	0.16
01242.03.1	Complex Problem Solving	4.00	0.53	0.19	4.13	0.35	0.13
01242.03.1	Operations Analysis	2.75	0.46	0.16	3.00	0.53	0.19
01242.03.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
01242.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01242.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01242.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01242.03.1	Quality Control Analysis	1.25	0.46	0.16	0.25	0.46	0.16
01242.03.1	Operations Monitoring	1.50	0.53	0.19	0.50	0.53	0.19
01242.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
01242.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01242.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01242.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01242.03.1	Systems Analysis	3.13	0.35	0.13	3.75	0.71	0.25
01242.03.1	Systems Evaluation	3.25	0.46	0.16	3.88	0.64	0.23
01242.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.25	0.46	0.16
01242.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
01242.03.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
01242.03.1	M. of Material Resources	1.25	0.46	0.16	0.25	0.46	0.16
01242.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00

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

Rehabilitation Counselors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01244.03.1	Reading Comprehension	3.75	0.46	0.16	4.00	0.53	0.19
01244.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01244.03.1	Writing	3.63	0.52	0.18	4.00	0.00	0.00
01244.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01244.03.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01244.03.1	Science	2.25	0.46	0.16	2.00	0.00	0.00
01244.03.1	Critical Thinking	3.63	0.52	0.18	3.88	0.35	0.13
01244.03.1	Active Learning	3.13	0.35	0.13	3.25	0.71	0.25
01244.03.1	Learning Strategies	3.13	0.35	0.13	3.75	0.71	0.25
01244.03.1	Monitoring	3.88	0.35	0.13	4.13	0.35	0.13
01244.03.1	Social Perceptiveness	4.00	0.00	0.00	4.88	0.64	0.23
01244.03.1	Coordination	3.63	0.52	0.18	3.75	0.46	0.16
01244.03.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
01244.03.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01244.03.1	Instructing	3.13	0.35	0.13	3.00	0.00	0.00
01244.03.1	Service Orientation	4.00	0.00	0.00	4.00	0.00	0.00
01244.03.1	Complex Problem Solving	3.13	0.35	0.13	3.63	0.52	0.18
01244.03.1	Operations Analysis	2.88	0.35	0.13	3.00	0.53	0.19
01244.03.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
01244.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01244.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01244.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01244.03.1	Quality Control Analysis	1.25	0.46	0.16	0.25	0.46	0.16
01244.03.1	Operations Monitoring	1.63	0.52	0.18	0.75	0.71	0.25
01244.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
01244.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01244.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01244.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01244.03.1	Systems Analysis	3.13	0.35	0.13	3.63	0.52	0.18
01244.03.1	Systems Evaluation	3.13	0.35	0.13	3.50	0.53	0.19
01244.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.63	0.52	0.18
01244.03.1	Time Management	3.25	0.46	0.16	3.13	0.35	0.13
01244.03.1	M. of Financial Resources	1.50	0.53	0.19	0.63	0.74	0.26
01244.03.1	M. of Material Resources	1.38	0.52	0.18	0.50	0.76	0.27
01244.03.1	M. of Personnel Resources	2.75	0.46	0.16	3.00	0.00	0.00

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

Probation Officers and Correctional Treatment Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00228.03.1	Reading Comprehension	3.88	0.35	0.13	4.13	0.35	0.13
00228.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00228.03.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13
00228.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00228.03.1	Mathematics	1.88	0.35	0.13	1.25	0.71	0.25
00228.03.1	Science	1.75	0.71	0.25	0.75	0.71	0.25
00228.03.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
00228.03.1	Active Learning	3.38	0.52	0.18	3.25	0.46	0.16
00228.03.1	Learning Strategies	2.25	0.46	0.16	2.63	0.52	0.18
00228.03.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
00228.03.1	Social Perceptiveness	4.00	0.53	0.19	4.38	0.52	0.18
00228.03.1	Coordination	3.13	0.35	0.13	3.75	0.46	0.16
00228.03.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
00228.03.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
00228.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00228.03.1	Service Orientation	3.00	0.00	0.00	3.50	0.53	0.19
00228.03.1	Complex Problem Solving	3.75	0.46	0.16	3.38	0.52	0.18
00228.03.1	Operations Analysis	1.75	0.46	0.16	1.63	1.06	0.38
00228.03.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
00228.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00228.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00228.03.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
00228.03.1	Quality Control Analysis	2.00	0.00	0.00	1.38	0.52	0.18
00228.03.1	Operations Monitoring	2.25	0.46	0.16	1.75	0.71	0.25
00228.03.1	Operation and Control	2.13	0.35	0.13	1.38	0.52	0.18
00228.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00228.03.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
00228.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00228.03.1	Systems Analysis	2.88	0.64	0.23	3.00	0.00	0.00
00228.03.1	Systems Evaluation	2.75	0.46	0.16	3.00	0.00	0.00
00228.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.75	0.46	0.16
00228.03.1	Time Management	3.38	0.52	0.18	3.38	0.52	0.18
00228.03.1	M. of Financial Resources	1.63	0.52	0.18	1.00	0.93	0.33
00228.03.1	M. of Material Resources	1.63	0.52	0.18	0.88	0.83	0.30
00228.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.50	0.53	0.19

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Social and Human Service Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00230.04.1	Reading Comprehension	3.75	0.46	0.16	4.00	0.00	0.00
00230.04.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00230.04.1	Writing	3.63	0.52	0.18	3.88	0.35	0.13
00230.04.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00230.04.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00230.04.1	Science	1.75	0.46	0.16	1.50	0.93	0.33
00230.04.1	Critical Thinking	3.63	0.52	0.18	4.00	0.00	0.00
00230.04.1	Active Learning	3.25	0.46	0.16	3.25	0.46	0.16
00230.04.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
00230.04.1	Monitoring	3.63	0.52	0.18	3.75	0.46	0.16
00230.04.1	Social Perceptiveness	4.00	0.53	0.19	4.13	0.35	0.13
00230.04.1	Coordination	3.75	0.46	0.16	3.38	0.52	0.18
00230.04.1	Persuasion	3.38	0.52	0.18	3.38	0.52	0.18
00230.04.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
00230.04.1	Instructing	2.88	0.35	0.13	3.13	0.35	0.13
00230.04.1	Service Orientation	3.88	0.35	0.13	4.00	0.53	0.19
00230.04.1	Complex Problem Solving	3.25	0.46	0.16	3.13	0.35	0.13
00230.04.1	Operations Analysis	2.00	0.00	0.00	1.38	0.52	0.18
00230.04.1	Technology Design	1.75	0.71	0.25	0.88	0.83	0.30
00230.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00230.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00230.04.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
00230.04.1	Quality Control Analysis	1.88	0.64	0.23	1.25	0.89	0.31
00230.04.1	Operations Monitoring	2.00	0.00	0.00	1.38	0.52	0.18
00230.04.1	Operation and Control	2.00	0.00	0.00	1.63	0.52	0.18
00230.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00230.04.1	Troubleshooting	1.13	0.35	0.13	0.25	0.71	0.25
00230.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00230.04.1	Systems Analysis	2.75	0.71	0.25	3.13	0.35	0.13
00230.04.1	Systems Evaluation	2.88	0.64	0.23	3.00	0.53	0.19
00230.04.1	Judg. and Dec. Making	3.25	0.46	0.16	3.25	0.46	0.16
00230.04.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
00230.04.1	M. of Financial Resources	2.00	0.00	0.00	1.25	0.46	0.16
00230.04.1	M. of Material Resources	2.00	0.00	0.00	1.38	0.52	0.18
00230.04.1	M. of Personnel Resources	2.25	0.46	0.16	2.38	0.52	0.18

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

Administrative Law Judges, Adjudicators, and Hearing Officers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01251.03.1	Reading Comprehension	4.25	0.46	0.16	4.75	0.46	0.16
01251.03.1	Active Listening	4.25	0.46	0.16	5.50	0.76	0.27
01251.03.1	Writing	4.13	0.35	0.13	4.88	0.35	0.13
01251.03.1	Speaking	4.00	0.00	0.00	4.75	0.46	0.16
01251.03.1	Mathematics	2.13	0.35	0.13	2.38	0.52	0.18
01251.03.1	Science	1.63	0.52	0.18	0.75	0.71	0.25
01251.03.1	Critical Thinking	4.25	0.46	0.16	5.13	0.35	0.13
01251.03.1	Active Learning	3.75	0.46	0.16	4.13	0.35	0.13
01251.03.1	Learning Strategies	3.00	0.00	0.00	2.88	0.35	0.13
01251.03.1	Monitoring	3.63	0.52	0.18	4.00	0.53	0.19
01251.03.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.00	0.00
01251.03.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
01251.03.1	Persuasion	3.00	0.00	0.00	3.63	0.52	0.18
01251.03.1	Negotiation	3.25	0.46	0.16	3.50	0.53	0.19
01251.03.1	Instructing	2.75	0.46	0.16	2.88	0.35	0.13
01251.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
01251.03.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.53	0.19
01251.03.1	Operations Analysis	1.88	0.35	0.13	1.75	0.71	0.25
01251.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01251.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01251.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01251.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01251.03.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01251.03.1	Operations Monitoring	1.50	0.53	0.19	0.50	0.53	0.19
01251.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01251.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01251.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01251.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01251.03.1	Systems Analysis	2.75	0.46	0.16	2.75	0.46	0.16
01251.03.1	Systems Evaluation	2.75	0.46	0.16	2.88	0.35	0.13
01251.03.1	Judg. and Dec. Making	4.13	0.35	0.13	4.88	0.35	0.13
01251.03.1	Time Management	3.25	0.46	0.16	3.38	0.52	0.18
01251.03.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
01251.03.1	M. of Material Resources	1.63	0.52	0.18	0.63	0.52	0.18
01251.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.50	0.76	0.27

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

Arbitrators, Mediators, and Conciliators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01252.03.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
01252.03.1	Active Listening	4.38	0.52	0.18	4.88	0.64	0.23
01252.03.1	Writing	4.13	0.35	0.13	4.38	0.52	0.18
01252.03.1	Speaking	4.13	0.35	0.13	4.75	0.71	0.25
01252.03.1	Mathematics	2.00	0.00	0.00	2.00	0.53	0.19
01252.03.1	Science	1.63	0.52	0.18	0.63	0.52	0.18
01252.03.1	Critical Thinking	4.00	0.00	0.00	4.75	0.71	0.25
01252.03.1	Active Learning	3.75	0.46	0.16	4.00	0.53	0.19
01252.03.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01252.03.1	Monitoring	2.88	0.35	0.13	3.50	0.53	0.19
01252.03.1	Social Perceptiveness	3.63	0.52	0.18	3.63	0.74	0.26
01252.03.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
01252.03.1	Persuasion	3.75	0.46	0.16	4.38	0.52	0.18
01252.03.1	Negotiation	4.75	0.46	0.16	5.00	0.00	0.00
01252.03.1	Instructing	2.88	0.35	0.13	3.13	0.35	0.13
01252.03.1	Service Orientation	3.00	0.53	0.19	3.13	0.35	0.13
01252.03.1	Complex Problem Solving	3.63	0.52	0.18	3.75	0.71	0.25
01252.03.1	Operations Analysis	1.50	0.53	0.19	1.00	1.07	0.38
01252.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
01252.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01252.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01252.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01252.03.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01252.03.1	Operations Monitoring	1.25	0.46	0.16	0.25	0.46	0.16
01252.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01252.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01252.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01252.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01252.03.1	Systems Analysis	2.63	0.74	0.26	2.88	0.64	0.23
01252.03.1	Systems Evaluation	2.63	0.74	0.26	2.88	0.64	0.23
01252.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.13	0.35	0.13
01252.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01252.03.1	M. of Financial Resources	1.13	0.35	0.13	0.13	0.35	0.13
01252.03.1	M. of Material Resources	1.13	0.35	0.13	0.13	0.35	0.13
01252.03.1	M. of Personnel Resources	1.88	0.35	0.13	1.63	0.74	0.26

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

Judges, Magistrate Judges, and Magistrates

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00235.03.1	Reading Comprehension	4.25	0.46	0.16	4.75	0.46	0.16
00235.03.1	Active Listening	5.00	0.00	0.00	5.88	0.35	0.13
00235.03.1	Writing	4.13	0.35	0.13	4.88	0.35	0.13
00235.03.1	Speaking	4.13	0.35	0.13	4.88	0.35	0.13
00235.03.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
00235.03.1	Science	1.75	0.46	0.16	1.38	0.92	0.32
00235.03.1	Critical Thinking	4.88	0.35	0.13	5.75	0.46	0.16
00235.03.1	Active Learning	4.00	0.00	0.00	4.63	0.52	0.18
00235.03.1	Learning Strategies	2.75	0.46	0.16	2.88	0.64	0.23
00235.03.1	Monitoring	3.88	0.35	0.13	4.13	0.35	0.13
00235.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
00235.03.1	Coordination	3.00	0.00	0.00	3.25	0.46	0.16
00235.03.1	Persuasion	3.00	0.00	0.00	3.63	0.52	0.18
00235.03.1	Negotiation	3.25	0.46	0.16	3.88	0.35	0.13
00235.03.1	Instructing	3.00	0.00	0.00	3.13	0.35	0.13
00235.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00235.03.1	Complex Problem Solving	4.13	0.35	0.13	5.00	0.00	0.00
00235.03.1	Operations Analysis	2.38	0.52	0.18	2.38	0.52	0.18
00235.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00235.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00235.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00235.03.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
00235.03.1	Quality Control Analysis	1.00	0.00	0.00	0.00	0.00	0.00
00235.03.1	Operations Monitoring	1.25	0.46	0.16	0.25	0.46	0.16
00235.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00235.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00235.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00235.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00235.03.1	Systems Analysis	3.00	0.00	0.00	3.25	0.46	0.16
00235.03.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.00	0.00
00235.03.1	Judg. and Dec. Making	4.25	0.46	0.16	4.75	0.46	0.16
00235.03.1	Time Management	3.38	0.52	0.18	4.00	0.00	0.00
00235.03.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00235.03.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
00235.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.13	0.35	0.13

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Court Reporters

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01253.03.1	Reading Comprehension	3.13	0.35	0.13	3.63	0.52	0.18
01253.03.1	Active Listening	4.00	0.00	0.00	3.88	0.35	0.13
01253.03.1	Writing	3.38	0.74	0.26	3.25	0.46	0.16
01253.03.1	Speaking	3.00	0.00	0.00	3.13	0.35	0.13
01253.03.1	Mathematics	1.63	0.52	0.18	0.63	0.52	0.18
01253.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01253.03.1	Critical Thinking	2.50	0.53	0.19	2.75	0.46	0.16
01253.03.1	Active Learning	2.38	0.52	0.18	2.38	0.52	0.18
01253.03.1	Learning Strategies	2.00	0.00	0.00	1.88	0.35	0.13
01253.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01253.03.1	Social Perceptiveness	2.63	0.52	0.18	2.25	0.46	0.16
01253.03.1	Coordination	2.00	0.53	0.19	1.75	0.71	0.25
01253.03.1	Persuasion	1.75	0.46	0.16	0.88	0.64	0.23
01253.03.1	Negotiation	1.63	0.52	0.18	0.88	0.83	0.30
01253.03.1	Instructing	1.38	0.52	0.18	0.50	0.76	0.27
01253.03.1	Service Orientation	1.88	0.35	0.13	1.75	0.71	0.25
01253.03.1	Complex Problem Solving	2.13	0.35	0.13	2.00	0.00	0.00
01253.03.1	Operations Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01253.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
01253.03.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
01253.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01253.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
01253.03.1	Quality Control Analysis	2.13	0.35	0.13	1.88	0.35	0.13
01253.03.1	Operations Monitoring	1.88	0.35	0.13	1.63	0.74	0.26
01253.03.1	Operation and Control	1.75	0.46	0.16	1.38	0.92	0.32
01253.03.1	Equipment Maintenance	1.50	0.53	0.19	0.50	0.53	0.19
01253.03.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
01253.03.1	Repairing	1.38	0.52	0.18	0.38	0.52	0.18
01253.03.1	Systems Analysis	1.88	0.35	0.13	0.88	0.35	0.13
01253.03.1	Systems Evaluation	1.75	0.46	0.16	0.75	0.46	0.16
01253.03.1	Judg. and Dec. Making	2.00	0.00	0.00	2.00	0.00	0.00
01253.03.1	Time Management	3.00	0.00	0.00	2.63	0.52	0.18
01253.03.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
01253.03.1	M. of Material Resources	1.00	0.00	0.00	0.00	0.00	0.00
01253.03.1	M. of Personnel Resources	1.50	0.53	0.19	0.50	0.53	0.19

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

Forestry and Conservation Science Teachers, Postsecondary

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01260.03.1	Reading Comprehension	4.13	0.35	0.13	5.00	0.00	0.00
01260.03.1	Active Listening	4.00	0.00	0.00	4.75	0.46	0.16
01260.03.1	Writing	4.13	0.35	0.13	4.88	0.35	0.13
01260.03.1	Speaking	4.00	0.00	0.00	4.75	0.46	0.16
01260.03.1	Mathematics	3.00	0.00	0.00	3.13	0.35	0.13
01260.03.1	Science	3.25	0.46	0.16	3.38	0.52	0.18
01260.03.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
01260.03.1	Active Learning	4.00	0.00	0.00	4.25	0.46	0.16
01260.03.1	Learning Strategies	4.13	0.35	0.13	4.13	0.35	0.13
01260.03.1	Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
01260.03.1	Social Perceptiveness	3.25	0.46	0.16	3.75	0.46	0.16
01260.03.1	Coordination	3.13	0.35	0.13	3.00	0.00	0.00
01260.03.1	Persuasion	3.00	0.00	0.00	2.88	0.35	0.13
01260.03.1	Negotiation	3.00	0.00	0.00	2.88	0.35	0.13
01260.03.1	Instructing	4.25	0.46	0.16	4.88	0.35	0.13
01260.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01260.03.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
01260.03.1	Operations Analysis	2.38	0.52	0.18	2.63	0.52	0.18
01260.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01260.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01260.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01260.03.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
01260.03.1	Quality Control Analysis	2.00	0.00	0.00	1.25	0.46	0.16
01260.03.1	Operations Monitoring	2.13	0.35	0.13	1.50	0.76	0.27
01260.03.1	Operation and Control	2.00	0.00	0.00	1.38	0.52	0.18
01260.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01260.03.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
01260.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01260.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01260.03.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01260.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.50	0.53	0.19
01260.03.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
01260.03.1	M. of Financial Resources	2.00	0.00	0.00	1.75	0.46	0.16
01260.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
01260.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Adapted Physical Education Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01627.02.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01627.02.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01627.02.1	Writing	3.88	0.35	0.13	3.88	0.35	0.13
01627.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01627.02.1	Mathematics	2.00	0.00	0.00	2.00	0.53	0.19
01627.02.1	Science	1.50	0.53	0.19	0.88	1.13	0.40
01627.02.1	Critical Thinking	3.88	0.35	0.13	3.88	0.35	0.13
01627.02.1	Active Learning	4.00	0.53	0.19	3.88	0.35	0.13
01627.02.1	Learning Strategies	3.88	0.35	0.13	4.00	0.00	0.00
01627.02.1	Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
01627.02.1	Social Perceptiveness	4.00	0.00	0.00	4.13	0.35	0.13
01627.02.1	Coordination	3.50	0.53	0.19	3.88	0.35	0.13
01627.02.1	Persuasion	3.13	0.35	0.13	3.63	0.52	0.18
01627.02.1	Negotiation	2.88	0.35	0.13	3.13	0.35	0.13
01627.02.1	Instructing	4.13	0.35	0.13	3.63	0.52	0.18
01627.02.1	Service Orientation	3.88	0.64	0.23	3.75	0.46	0.16
01627.02.1	Complex Problem Solving	3.25	0.46	0.16	3.38	0.52	0.18
01627.02.1	Operations Analysis	2.00	0.00	0.00	2.00	0.53	0.19
01627.02.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
01627.02.1	Equipment Selection	1.13	0.35	0.13	0.25	0.71	0.25
01627.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01627.02.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01627.02.1	Quality Control Analysis	2.00	0.00	0.00	1.75	0.46	0.16
01627.02.1	Operations Monitoring	2.13	0.35	0.13	2.00	0.00	0.00
01627.02.1	Operation and Control	1.50	0.53	0.19	0.50	0.53	0.19
01627.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01627.02.1	Troubleshooting	1.88	0.35	0.13	0.88	0.35	0.13
01627.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01627.02.1	Systems Analysis	3.00	0.53	0.19	3.00	0.00	0.00
01627.02.1	Systems Evaluation	3.13	0.64	0.23	3.25	0.46	0.16
01627.02.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
01627.02.1	Time Management	3.13	0.35	0.13	3.25	0.46	0.16
01627.02.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
01627.02.1	M. of Material Resources	1.75	0.46	0.16	1.38	0.92	0.32
01627.02.1	M. of Personnel Resources	3.00	0.53	0.19	2.88	0.35	0.13

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

Sound Engineering Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00141.03.1	Reading Comprehension	3.38	0.52	0.18	3.50	0.53	0.19
00141.03.1	Active Listening	3.75	0.46	0.16	3.50	0.53	0.19
00141.03.1	Writing	3.25	0.46	0.16	3.13	0.35	0.13
00141.03.1	Speaking	3.63	0.52	0.18	3.13	0.64	0.23
00141.03.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
00141.03.1	Science	1.38	0.52	0.18	0.38	0.52	0.18
00141.03.1	Critical Thinking	3.25	0.46	0.16	3.63	0.52	0.18
00141.03.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00141.03.1	Learning Strategies	2.75	0.46	0.16	2.88	0.35	0.13
00141.03.1	Monitoring	3.13	0.35	0.13	3.50	0.53	0.19
00141.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00141.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00141.03.1	Persuasion	2.75	0.46	0.16	3.13	0.35	0.13
00141.03.1	Negotiation	2.63	0.52	0.18	2.88	0.35	0.13
00141.03.1	Instructing	2.75	0.46	0.16	2.88	0.35	0.13
00141.03.1	Service Orientation	2.88	0.35	0.13	3.00	0.00	0.00
00141.03.1	Complex Problem Solving	3.25	0.46	0.16	3.25	0.46	0.16
00141.03.1	Operations Analysis	1.38	0.52	0.18	0.50	0.76	0.27
00141.03.1	Technology Design	2.00	0.53	0.19	1.88	0.83	0.30
00141.03.1	Equipment Selection	2.50	0.53	0.19	2.63	0.52	0.18
00141.03.1	Installation	1.50	0.53	0.19	0.50	0.53	0.19
00141.03.1	Programming	1.75	0.71	0.25	1.00	0.93	0.33
00141.03.1	Quality Control Analysis	2.88	0.35	0.13	3.00	0.00	0.00
00141.03.1	Operations Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00141.03.1	Operation and Control	3.00	0.53	0.19	3.00	0.00	0.00
00141.03.1	Equipment Maintenance	2.63	0.52	0.18	2.63	0.52	0.18
00141.03.1	Troubleshooting	2.75	0.71	0.25	2.75	0.46	0.16
00141.03.1	Repairing	2.50	0.53	0.19	2.50	0.53	0.19
00141.03.1	Systems Analysis	3.00	0.53	0.19	3.00	0.00	0.00
00141.03.1	Systems Evaluation	3.00	0.53	0.19	3.13	0.35	0.13
00141.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00141.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00141.03.1	M. of Financial Resources	1.75	0.46	0.16	1.38	0.92	0.32
00141.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
00141.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.63	0.52	0.18

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

Film and Video Editors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00365.03.1	Reading Comprehension	3.38	0.52	0.18	3.75	0.71	0.25
00365.03.1	Active Listening	3.75	0.46	0.16	3.75	0.46	0.16
00365.03.1	Writing	3.13	0.35	0.13	3.13	0.35	0.13
00365.03.1	Speaking	3.25	0.46	0.16	3.25	0.46	0.16
00365.03.1	Mathematics	1.88	0.35	0.13	1.75	0.71	0.25
00365.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00365.03.1	Critical Thinking	3.50	0.53	0.19	3.50	0.76	0.27
00365.03.1	Active Learning	3.25	0.46	0.16	3.25	0.46	0.16
00365.03.1	Learning Strategies	2.63	0.52	0.18	2.75	0.46	0.16
00365.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00365.03.1	Social Perceptiveness	2.88	0.35	0.13	2.88	0.35	0.13
00365.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00365.03.1	Persuasion	2.75	0.46	0.16	3.00	0.53	0.19
00365.03.1	Negotiation	2.50	0.53	0.19	2.63	0.52	0.18
00365.03.1	Instructing	2.38	0.52	0.18	2.63	0.52	0.18
00365.03.1	Service Orientation	2.50	0.53	0.19	2.63	0.52	0.18
00365.03.1	Complex Problem Solving	3.25	0.46	0.16	3.13	0.35	0.13
00365.03.1	Operations Analysis	2.13	0.64	0.23	2.00	0.93	0.33
00365.03.1	Technology Design	1.75	0.71	0.25	1.38	1.19	0.42
00365.03.1	Equipment Selection	1.75	0.46	0.16	1.25	1.04	0.37
00365.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00365.03.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
00365.03.1	Quality Control Analysis	2.50	0.53	0.19	2.38	0.52	0.18
00365.03.1	Operations Monitoring	2.25	0.46	0.16	2.13	0.35	0.13
00365.03.1	Operation and Control	1.88	0.35	0.13	1.25	0.71	0.25
00365.03.1	Equipment Maintenance	1.38	0.52	0.18	0.50	0.76	0.27
00365.03.1	Troubleshooting	1.88	0.64	0.23	1.25	0.89	0.31
00365.03.1	Repairing	1.38	0.52	0.18	0.50	0.76	0.27
00365.03.1	Systems Analysis	2.75	0.71	0.25	2.88	0.64	0.23
00365.03.1	Systems Evaluation	2.63	0.52	0.18	2.75	0.46	0.16
00365.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.13	0.35	0.13
00365.03.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
00365.03.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
00365.03.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
00365.03.1	M. of Personnel Resources	2.25	0.46	0.16	1.88	0.35	0.13

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

Family and General Practitioners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01312.03.1	Reading Comprehension	4.25	0.46	0.16	5.00	0.53	0.19
01312.03.1	Active Listening	4.25	0.46	0.16	4.88	0.35	0.13
01312.03.1	Writing	4.13	0.35	0.13	4.13	0.35	0.13
01312.03.1	Speaking	4.13	0.35	0.13	4.38	0.52	0.18
01312.03.1	Mathematics	2.75	0.46	0.16	2.88	0.35	0.13
01312.03.1	Science	3.88	0.35	0.13	4.00	0.53	0.19
01312.03.1	Critical Thinking	4.38	0.52	0.18	4.50	0.53	0.19
01312.03.1	Active Learning	4.00	0.00	0.00	4.00	0.00	0.00
01312.03.1	Learning Strategies	3.25	0.46	0.16	3.25	0.46	0.16
01312.03.1	Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
01312.03.1	Social Perceptiveness	3.88	0.35	0.13	3.88	0.35	0.13
01312.03.1	Coordination	3.13	0.35	0.13	3.88	0.35	0.13
01312.03.1	Persuasion	3.00	0.00	0.00	3.63	0.52	0.18
01312.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
01312.03.1	Instructing	3.38	0.52	0.18	4.00	0.00	0.00
01312.03.1	Service Orientation	3.88	0.35	0.13	3.88	0.35	0.13
01312.03.1	Complex Problem Solving	4.00	0.53	0.19	4.25	0.71	0.25
01312.03.1	Operations Analysis	2.50	0.53	0.19	2.75	0.46	0.16
01312.03.1	Technology Design	1.25	0.46	0.16	0.38	0.74	0.26
01312.03.1	Equipment Selection	1.25	0.46	0.16	0.38	0.74	0.26
01312.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01312.03.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
01312.03.1	Quality Control Analysis	2.13	0.35	0.13	2.00	0.53	0.19
01312.03.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
01312.03.1	Operation and Control	1.13	0.35	0.13	0.25	0.71	0.25
01312.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01312.03.1	Troubleshooting	1.50	0.53	0.19	0.63	0.74	0.26
01312.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01312.03.1	Systems Analysis	2.88	0.35	0.13	2.88	0.35	0.13
01312.03.1	Systems Evaluation	2.88	0.35	0.13	2.88	0.35	0.13
01312.03.1	Judg. and Dec. Making	4.00	0.53	0.19	4.75	0.46	0.16
01312.03.1	Time Management	4.00	0.00	0.00	3.88	0.35	0.13
01312.03.1	M. of Financial Resources	1.63	0.52	0.18	1.00	0.93	0.33
01312.03.1	M. of Material Resources	1.63	0.52	0.18	1.25	1.04	0.37
01312.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.50	0.53	0.19

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

Pediatricians, General

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01315.03.1	Reading Comprehension	4.13	0.35	0.13	5.00	0.00	0.00
01315.03.1	Active Listening	4.13	0.35	0.13	4.38	0.52	0.18
01315.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
01315.03.1	Speaking	4.25	0.46	0.16	4.13	0.35	0.13
01315.03.1	Mathematics	2.38	0.52	0.18	2.88	0.35	0.13
01315.03.1	Science	4.00	0.00	0.00	4.13	0.35	0.13
01315.03.1	Critical Thinking	4.25	0.46	0.16	4.50	0.53	0.19
01315.03.1	Active Learning	4.00	0.00	0.00	4.13	0.35	0.13
01315.03.1	Learning Strategies	3.25	0.46	0.16	3.25	0.46	0.16
01315.03.1	Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
01315.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
01315.03.1	Coordination	3.38	0.52	0.18	3.50	0.53	0.19
01315.03.1	Persuasion	3.25	0.46	0.16	3.25	0.46	0.16
01315.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01315.03.1	Instructing	3.38	0.52	0.18	3.88	0.35	0.13
01315.03.1	Service Orientation	3.88	0.35	0.13	3.88	0.35	0.13
01315.03.1	Complex Problem Solving	4.00	0.00	0.00	4.13	0.35	0.13
01315.03.1	Operations Analysis	2.88	0.35	0.13	3.63	0.52	0.18
01315.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
01315.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01315.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01315.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
01315.03.1	Quality Control Analysis	1.88	0.35	0.13	1.00	0.53	0.19
01315.03.1	Operations Monitoring	1.88	0.35	0.13	1.38	0.74	0.26
01315.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01315.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01315.03.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
01315.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01315.03.1	Systems Analysis	2.88	0.35	0.13	3.00	0.00	0.00
01315.03.1	Systems Evaluation	3.00	0.53	0.19	3.75	0.46	0.16
01315.03.1	Judg. and Dec. Making	4.25	0.46	0.16	4.38	0.52	0.18
01315.03.1	Time Management	3.00	0.00	0.00	3.50	0.53	0.19
01315.03.1	M. of Financial Resources	2.13	0.35	0.13	1.13	0.35	0.13
01315.03.1	M. of Material Resources	2.00	0.00	0.00	1.13	0.35	0.13
01315.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00

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

Pathologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01636.02.1	Reading Comprehension	4.25	0.46	0.16	5.63	0.52	0.18
01636.02.1	Active Listening	4.00	0.00	0.00	4.38	0.52	0.18
01636.02.1	Writing	4.13	0.35	0.13	5.00	0.00	0.00
01636.02.1	Speaking	3.88	0.35	0.13	4.63	0.52	0.18
01636.02.1	Mathematics	3.00	0.00	0.00	3.13	0.35	0.13
01636.02.1	Science	4.00	0.00	0.00	4.00	0.00	0.00
01636.02.1	Critical Thinking	4.13	0.35	0.13	4.63	0.74	0.26
01636.02.1	Active Learning	4.00	0.00	0.00	4.75	0.46	0.16
01636.02.1	Learning Strategies	3.13	0.35	0.13	3.75	0.46	0.16
01636.02.1	Monitoring	3.50	0.53	0.19	4.00	0.00	0.00
01636.02.1	Social Perceptiveness	3.13	0.35	0.13	3.50	0.53	0.19
01636.02.1	Coordination	3.00	0.00	0.00	3.50	0.53	0.19
01636.02.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01636.02.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01636.02.1	Instructing	3.25	0.46	0.16	4.38	0.74	0.26
01636.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01636.02.1	Complex Problem Solving	4.00	0.00	0.00	4.63	0.52	0.18
01636.02.1	Operations Analysis	2.00	0.00	0.00	1.63	0.52	0.18
01636.02.1	Technology Design	1.88	0.35	0.13	1.50	0.76	0.27
01636.02.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
01636.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01636.02.1	Programming	1.88	0.35	0.13	1.75	0.71	0.25
01636.02.1	Quality Control Analysis	2.75	0.46	0.16	2.88	0.35	0.13
01636.02.1	Operations Monitoring	2.25	0.46	0.16	2.13	0.35	0.13
01636.02.1	Operation and Control	2.00	0.00	0.00	1.25	0.46	0.16
01636.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01636.02.1	Troubleshooting	2.00	0.00	0.00	1.25	0.46	0.16
01636.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01636.02.1	Systems Analysis	3.00	0.00	0.00	3.63	0.52	0.18
01636.02.1	Systems Evaluation	3.00	0.00	0.00	3.63	0.52	0.18
01636.02.1	Judg. and Dec. Making	3.88	0.35	0.13	4.75	0.46	0.16
01636.02.1	Time Management	3.25	0.46	0.16	3.88	0.35	0.13
01636.02.1	M. of Financial Resources	2.63	0.52	0.18	2.88	0.35	0.13
01636.02.1	M. of Material Resources	2.75	0.46	0.16	2.88	0.35	0.13
01636.02.1	M. of Personnel Resources	3.13	0.35	0.13	3.63	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Physical Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00306.04.1	Reading Comprehension	4.00	0.00	0.00	4.38	0.52	0.18
00306.04.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
00306.04.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00
00306.04.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00306.04.1	Mathematics	2.13	0.35	0.13	2.63	0.52	0.18
00306.04.1	Science	2.63	0.74	0.26	2.75	1.16	0.41
00306.04.1	Critical Thinking	4.00	0.00	0.00	3.88	0.35	0.13
00306.04.1	Active Learning	3.13	0.35	0.13	3.25	0.46	0.16
00306.04.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
00306.04.1	Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
00306.04.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
00306.04.1	Coordination	3.25	0.46	0.16	3.75	0.46	0.16
00306.04.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
00306.04.1	Negotiation	3.00	0.00	0.00	3.00	0.53	0.19
00306.04.1	Instructing	3.38	0.52	0.18	3.63	0.52	0.18
00306.04.1	Service Orientation	4.00	0.00	0.00	4.00	0.00	0.00
00306.04.1	Complex Problem Solving	3.38	0.52	0.18	3.38	0.52	0.18
00306.04.1	Operations Analysis	2.75	0.46	0.16	2.75	0.46	0.16
00306.04.1	Technology Design	1.88	0.35	0.13	1.63	0.74	0.26
00306.04.1	Equipment Selection	1.75	0.46	0.16	0.88	0.64	0.23
00306.04.1	Installation	1.13	0.35	0.13	0.25	0.71	0.25
00306.04.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
00306.04.1	Quality Control Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00306.04.1	Operations Monitoring	2.25	0.46	0.16	2.13	0.35	0.13
00306.04.1	Operation and Control	2.00	0.00	0.00	1.75	0.46	0.16
00306.04.1	Equipment Maintenance	1.38	0.52	0.18	0.63	0.92	0.32
00306.04.1	Troubleshooting	2.00	0.00	0.00	1.75	0.46	0.16
00306.04.1	Repairing	1.38	0.52	0.18	0.63	0.92	0.32
00306.04.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
00306.04.1	Systems Evaluation	3.13	0.35	0.13	3.00	0.00	0.00
00306.04.1	Judg. and Dec. Making	3.75	0.46	0.16	3.88	0.35	0.13
00306.04.1	Time Management	3.63	0.52	0.18	3.75	0.46	0.16
00306.04.1	M. of Financial Resources	2.00	0.00	0.00	1.13	0.35	0.13
00306.04.1	M. of Material Resources	2.00	0.00	0.00	1.50	0.53	0.19
00306.04.1	M. of Personnel Resources	2.88	0.35	0.13	3.13	0.35	0.13

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

Exercise Physiologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01699.02.1	Reading Comprehension	4.00	0.00	0.00	4.50	0.53	0.19
01699.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01699.02.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00
01699.02.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01699.02.1	Mathematics	2.88	0.35	0.13	3.00	0.00	0.00
01699.02.1	Science	2.88	0.35	0.13	3.00	0.00	0.00
01699.02.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01699.02.1	Active Learning	3.25	0.46	0.16	3.88	0.35	0.13
01699.02.1	Learning Strategies	3.25	0.46	0.16	3.75	0.46	0.16
01699.02.1	Monitoring	3.75	0.46	0.16	4.00	0.00	0.00
01699.02.1	Social Perceptiveness	3.75	0.46	0.16	3.88	0.35	0.13
01699.02.1	Coordination	3.13	0.35	0.13	3.63	0.52	0.18
01699.02.1	Persuasion	3.00	0.00	0.00	3.63	0.52	0.18
01699.02.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01699.02.1	Instructing	4.00	0.53	0.19	3.75	0.46	0.16
01699.02.1	Service Orientation	3.75	0.46	0.16	4.00	0.00	0.00
01699.02.1	Complex Problem Solving	3.63	0.52	0.18	3.50	0.53	0.19
01699.02.1	Operations Analysis	2.25	0.46	0.16	2.13	0.35	0.13
01699.02.1	Technology Design	2.00	0.53	0.19	1.75	0.71	0.25
01699.02.1	Equipment Selection	1.75	0.46	0.16	1.25	0.89	0.31
01699.02.1	Installation	1.25	0.71	0.25	0.25	0.71	0.25
01699.02.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
01699.02.1	Quality Control Analysis	2.13	0.35	0.13	2.00	0.53	0.19
01699.02.1	Operations Monitoring	2.13	0.35	0.13	2.38	0.52	0.18
01699.02.1	Operation and Control	2.00	0.00	0.00	1.75	0.46	0.16
01699.02.1	Equipment Maintenance	1.25	0.71	0.25	0.25	0.71	0.25
01699.02.1	Troubleshooting	2.00	0.00	0.00	1.25	0.46	0.16
01699.02.1	Repairing	1.13	0.35	0.13	0.25	0.71	0.25
01699.02.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01699.02.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01699.02.1	Judg. and Dec. Making	3.75	0.46	0.16	3.88	0.35	0.13
01699.02.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01699.02.1	M. of Financial Resources	1.50	0.53	0.19	1.00	1.07	0.38
01699.02.1	M. of Material Resources	1.63	0.52	0.18	1.13	0.99	0.35
01699.02.1	M. of Personnel Resources	2.88	0.64	0.23	3.00	0.00	0.00

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

Veterinarians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00301.04.1	Reading Comprehension	4.13	0.35	0.13	4.88	0.64	0.23
00301.04.1	Active Listening	4.13	0.35	0.13	4.25	0.46	0.16
00301.04.1	Writing	3.50	0.53	0.19	4.13	0.35	0.13
00301.04.1	Speaking	3.88	0.35	0.13	4.25	0.46	0.16
00301.04.1	Mathematics	3.13	0.35	0.13	3.13	0.35	0.13
00301.04.1	Science	3.88	0.35	0.13	4.13	0.99	0.35
00301.04.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
00301.04.1	Active Learning	4.00	0.53	0.19	4.38	0.74	0.26
00301.04.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
00301.04.1	Monitoring	3.25	0.46	0.16	3.75	0.46	0.16
00301.04.1	Social Perceptiveness	3.25	0.46	0.16	3.88	0.64	0.23
00301.04.1	Coordination	3.13	0.35	0.13	3.50	0.53	0.19
00301.04.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
00301.04.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
00301.04.1	Instructing	3.00	0.00	0.00	3.63	0.52	0.18
00301.04.1	Service Orientation	3.38	0.52	0.18	3.63	0.52	0.18
00301.04.1	Complex Problem Solving	3.88	0.64	0.23	3.75	0.71	0.25
00301.04.1	Operations Analysis	2.75	0.71	0.25	2.75	0.71	0.25
00301.04.1	Technology Design	1.88	0.83	0.30	1.00	1.07	0.38
00301.04.1	Equipment Selection	1.75	0.46	0.16	1.13	0.83	0.30
00301.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00301.04.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00301.04.1	Quality Control Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00301.04.1	Operations Monitoring	2.25	0.46	0.16	2.38	0.52	0.18
00301.04.1	Operation and Control	1.88	0.64	0.23	1.50	1.07	0.38
00301.04.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
00301.04.1	Troubleshooting	1.88	0.35	0.13	1.00	0.53	0.19
00301.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00301.04.1	Systems Analysis	2.88	0.64	0.23	3.13	0.35	0.13
00301.04.1	Systems Evaluation	3.00	0.53	0.19	3.25	0.71	0.25
00301.04.1	Judg. and Dec. Making	3.88	0.64	0.23	4.13	0.35	0.13
00301.04.1	Time Management	3.25	0.46	0.16	3.50	0.53	0.19
00301.04.1	M. of Financial Resources	2.00	0.00	0.00	2.00	0.00	0.00
00301.04.1	M. of Material Resources	2.00	0.00	0.00	2.00	0.00	0.00
00301.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00

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

Clinical Nurse Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01543.03.1	Reading Comprehension	4.13	0.35	0.13	4.38	0.74	0.26
01543.03.1	Active Listening	4.13	0.35	0.13	4.25	0.46	0.16
01543.03.1	Writing	3.88	0.35	0.13	4.13	0.64	0.23
01543.03.1	Speaking	4.00	0.00	0.00	4.25	0.46	0.16
01543.03.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
01543.03.1	Science	3.25	0.71	0.25	3.75	0.46	0.16
01543.03.1	Critical Thinking	4.13	0.35	0.13	4.25	0.46	0.16
01543.03.1	Active Learning	4.00	0.53	0.19	4.38	0.74	0.26
01543.03.1	Learning Strategies	3.50	0.53	0.19	3.88	0.64	0.23
01543.03.1	Monitoring	3.88	0.35	0.13	4.13	0.64	0.23
01543.03.1	Social Perceptiveness	4.00	0.00	0.00	4.25	0.46	0.16
01543.03.1	Coordination	4.00	0.00	0.00	4.13	0.35	0.13
01543.03.1	Persuasion	3.50	0.53	0.19	3.75	0.46	0.16
01543.03.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01543.03.1	Instructing	3.50	0.53	0.19	4.00	0.53	0.19
01543.03.1	Service Orientation	4.13	0.35	0.13	4.25	0.46	0.16
01543.03.1	Complex Problem Solving	3.88	0.64	0.23	3.75	0.71	0.25
01543.03.1	Operations Analysis	3.00	0.53	0.19	3.50	0.76	0.27
01543.03.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
01543.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01543.03.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01543.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01543.03.1	Quality Control Analysis	2.25	0.46	0.16	2.25	0.46	0.16
01543.03.1	Operations Monitoring	2.75	0.46	0.16	2.75	0.46	0.16
01543.03.1	Operation and Control	1.88	0.35	0.13	1.75	0.71	0.25
01543.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01543.03.1	Troubleshooting	1.88	0.35	0.13	1.13	0.64	0.23
01543.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01543.03.1	Systems Analysis	3.13	0.35	0.13	3.25	0.46	0.16
01543.03.1	Systems Evaluation	3.13	0.35	0.13	3.38	0.74	0.26
01543.03.1	Judg. and Dec. Making	3.75	0.71	0.25	4.25	0.46	0.16
01543.03.1	Time Management	3.63	0.52	0.18	3.75	0.46	0.16
01543.03.1	M. of Financial Resources	1.88	0.35	0.13	1.25	0.71	0.25
01543.03.1	M. of Material Resources	2.00	0.00	0.00	1.88	0.64	0.23
01543.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Acupuncturists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01647.02.1	Reading Comprehension	3.38	0.52	0.18	4.00	0.93	0.33
01647.02.1	Active Listening	3.88	0.35	0.13	4.00	0.53	0.19
01647.02.1	Writing	3.13	0.35	0.13	3.50	0.76	0.27
01647.02.1	Speaking	3.50	0.53	0.19	3.88	0.64	0.23
01647.02.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01647.02.1	Science	2.50	0.53	0.19	2.13	0.35	0.13
01647.02.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
01647.02.1	Active Learning	3.13	0.35	0.13	3.25	0.71	0.25
01647.02.1	Learning Strategies	2.63	0.74	0.26	2.88	0.64	0.23
01647.02.1	Monitoring	3.25	0.46	0.16	3.50	0.53	0.19
01647.02.1	Social Perceptiveness	3.75	0.46	0.16	3.88	0.64	0.23
01647.02.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
01647.02.1	Persuasion	2.63	0.52	0.18	2.75	0.46	0.16
01647.02.1	Negotiation	2.25	0.46	0.16	2.00	0.00	0.00
01647.02.1	Instructing	2.75	0.71	0.25	2.88	0.64	0.23
01647.02.1	Service Orientation	3.63	0.52	0.18	3.50	0.53	0.19
01647.02.1	Complex Problem Solving	3.13	0.35	0.13	3.13	0.35	0.13
01647.02.1	Operations Analysis	1.75	0.46	0.16	1.13	0.99	0.35
01647.02.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
01647.02.1	Equipment Selection	1.50	0.53	0.19	0.75	0.89	0.31
01647.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01647.02.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01647.02.1	Quality Control Analysis	2.00	0.00	0.00	2.00	0.00	0.00
01647.02.1	Operations Monitoring	2.00	0.00	0.00	1.50	0.53	0.19
01647.02.1	Operation and Control	1.75	0.46	0.16	0.88	0.64	0.23
01647.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01647.02.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
01647.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01647.02.1	Systems Analysis	2.88	0.64	0.23	2.88	0.64	0.23
01647.02.1	Systems Evaluation	2.88	0.64	0.23	2.88	0.64	0.23
01647.02.1	Judg. and Dec. Making	3.50	0.53	0.19	3.63	0.52	0.18
01647.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
01647.02.1	M. of Financial Resources	1.50	0.53	0.19	0.88	0.99	0.35
01647.02.1	M. of Material Resources	1.63	0.52	0.18	1.00	0.93	0.33
01647.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00

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

Veterinary Technologists and Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01324.04.1	Reading Comprehension	3.63	0.52	0.18	3.75	0.46	0.16
01324.04.1	Active Listening	3.75	0.46	0.16	3.88	0.35	0.13
01324.04.1	Writing	3.25	0.46	0.16	3.00	0.00	0.00
01324.04.1	Speaking	3.63	0.52	0.18	3.75	0.46	0.16
01324.04.1	Mathematics	2.75	0.46	0.16	2.63	0.52	0.18
01324.04.1	Science	2.88	0.35	0.13	2.88	0.35	0.13
01324.04.1	Critical Thinking	3.75	0.46	0.16	4.00	0.00	0.00
01324.04.1	Active Learning	3.13	0.35	0.13	3.00	0.00	0.00
01324.04.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01324.04.1	Monitoring	3.25	0.46	0.16	3.50	0.53	0.19
01324.04.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
01324.04.1	Coordination	3.13	0.35	0.13	3.00	0.00	0.00
01324.04.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
01324.04.1	Negotiation	2.63	0.52	0.18	2.88	0.35	0.13
01324.04.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
01324.04.1	Service Orientation	3.13	0.35	0.13	3.00	0.00	0.00
01324.04.1	Complex Problem Solving	3.25	0.46	0.16	3.13	0.35	0.13
01324.04.1	Operations Analysis	2.00	0.53	0.19	1.50	0.76	0.27
01324.04.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01324.04.1	Equipment Selection	2.13	0.35	0.13	2.00	0.00	0.00
01324.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01324.04.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
01324.04.1	Quality Control Analysis	2.38	0.52	0.18	2.75	0.46	0.16
01324.04.1	Operations Monitoring	2.88	0.35	0.13	2.75	0.46	0.16
01324.04.1	Operation and Control	2.63	0.52	0.18	2.50	0.76	0.27
01324.04.1	Equipment Maintenance	2.25	0.46	0.16	2.25	0.46	0.16
01324.04.1	Troubleshooting	2.50	0.53	0.19	2.25	0.46	0.16
01324.04.1	Repairing	2.13	0.35	0.13	1.88	0.35	0.13
01324.04.1	Systems Analysis	2.75	0.46	0.16	2.75	0.46	0.16
01324.04.1	Systems Evaluation	2.63	0.52	0.18	2.75	0.46	0.16
01324.04.1	Judg. and Dec. Making	3.13	0.35	0.13	3.13	0.35	0.13
01324.04.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
01324.04.1	M. of Financial Resources	1.88	0.35	0.13	1.50	0.76	0.27
01324.04.1	M. of Material Resources	2.38	0.52	0.18	2.00	0.00	0.00
01324.04.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Ophthalmic Medical Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01701.02.1	Reading Comprehension	3.13	0.35	0.13	3.63	0.52	0.18
01701.02.1	Active Listening	3.63	0.52	0.18	3.75	0.46	0.16
01701.02.1	Writing	3.13	0.35	0.13	3.00	0.00	0.00
01701.02.1	Speaking	3.25	0.46	0.16	3.63	0.52	0.18
01701.02.1	Mathematics	2.50	0.53	0.19	2.50	0.53	0.19
01701.02.1	Science	2.00	0.53	0.19	1.88	0.83	0.30
01701.02.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
01701.02.1	Active Learning	3.00	0.00	0.00	3.13	0.35	0.13
01701.02.1	Learning Strategies	2.63	0.52	0.18	2.63	0.52	0.18
01701.02.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01701.02.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
01701.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01701.02.1	Persuasion	2.25	0.71	0.25	1.75	0.71	0.25
01701.02.1	Negotiation	1.88	0.35	0.13	1.75	0.71	0.25
01701.02.1	Instructing	2.63	0.52	0.18	2.63	0.52	0.18
01701.02.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
01701.02.1	Complex Problem Solving	2.63	0.52	0.18	2.38	0.52	0.18
01701.02.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
01701.02.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
01701.02.1	Equipment Selection	2.13	0.35	0.13	2.50	0.53	0.19
01701.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01701.02.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01701.02.1	Quality Control Analysis	2.25	0.46	0.16	2.13	0.35	0.13
01701.02.1	Operations Monitoring	2.13	0.35	0.13	2.00	0.00	0.00
01701.02.1	Operation and Control	2.00	0.53	0.19	1.50	0.93	0.33
01701.02.1	Equipment Maintenance	2.13	0.35	0.13	2.00	0.00	0.00
01701.02.1	Troubleshooting	2.13	0.35	0.13	1.75	0.46	0.16
01701.02.1	Repairing	1.88	0.64	0.23	1.25	0.89	0.31
01701.02.1	Systems Analysis	2.13	0.35	0.13	2.00	0.00	0.00
01701.02.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.00	0.00
01701.02.1	Judg. and Dec. Making	2.88	0.35	0.13	2.88	0.35	0.13
01701.02.1	Time Management	2.63	0.52	0.18	2.63	0.52	0.18
01701.02.1	M. of Financial Resources	1.13	0.35	0.13	0.13	0.35	0.13
01701.02.1	M. of Material Resources	1.38	0.52	0.18	0.38	0.52	0.18
01701.02.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00

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

Orthotists and Prosthetists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00338.03.1	Reading Comprehension	4.13	0.35	0.13	4.38	0.74	0.26
00338.03.1	Active Listening	4.00	0.00	0.00	4.25	0.46	0.16
00338.03.1	Writing	4.00	0.53	0.19	4.13	0.35	0.13
00338.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00338.03.1	Mathematics	3.00	0.00	0.00	3.13	0.35	0.13
00338.03.1	Science	2.75	0.46	0.16	3.25	0.46	0.16
00338.03.1	Critical Thinking	4.00	0.53	0.19	4.13	0.35	0.13
00338.03.1	Active Learning	3.75	0.46	0.16	4.25	0.71	0.25
00338.03.1	Learning Strategies	3.00	0.00	0.00	3.50	0.53	0.19
00338.03.1	Monitoring	3.25	0.46	0.16	3.63	0.52	0.18
00338.03.1	Social Perceptiveness	3.75	0.46	0.16	3.88	0.64	0.23
00338.03.1	Coordination	3.25	0.46	0.16	3.38	0.52	0.18
00338.03.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
00338.03.1	Negotiation	2.63	0.52	0.18	2.50	0.53	0.19
00338.03.1	Instructing	3.00	0.00	0.00	3.38	0.52	0.18
00338.03.1	Service Orientation	3.88	0.35	0.13	3.75	0.46	0.16
00338.03.1	Complex Problem Solving	3.88	0.64	0.23	3.88	0.64	0.23
00338.03.1	Operations Analysis	3.13	0.35	0.13	3.63	0.52	0.18
00338.03.1	Technology Design	3.00	0.53	0.19	3.13	0.64	0.23
00338.03.1	Equipment Selection	2.25	0.46	0.16	2.25	0.46	0.16
00338.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00338.03.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
00338.03.1	Quality Control Analysis	3.00	0.00	0.00	3.25	0.46	0.16
00338.03.1	Operations Monitoring	3.00	0.53	0.19	2.88	0.35	0.13
00338.03.1	Operation and Control	2.25	0.46	0.16	2.13	0.35	0.13
00338.03.1	Equipment Maintenance	1.75	0.46	0.16	1.00	0.76	0.27
00338.03.1	Troubleshooting	2.13	0.35	0.13	2.00	0.00	0.00
00338.03.1	Repairing	2.00	0.53	0.19	1.13	0.64	0.23
00338.03.1	Systems Analysis	3.00	0.53	0.19	3.00	0.00	0.00
00338.03.1	Systems Evaluation	3.00	0.53	0.19	3.13	0.35	0.13
00338.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.63	0.52	0.18
00338.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00338.03.1	M. of Financial Resources	1.63	0.52	0.18	0.63	0.52	0.18
00338.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
00338.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.63	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Hearing Aid Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01656.02.1	Reading Comprehension	3.25	0.46	0.16	3.38	0.52	0.18
01656.02.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
01656.02.1	Writing	3.13	0.35	0.13	3.00	0.00	0.00
01656.02.1	Speaking	3.38	0.52	0.18	3.63	0.52	0.18
01656.02.1	Mathematics	2.13	0.35	0.13	2.63	0.52	0.18
01656.02.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
01656.02.1	Critical Thinking	3.13	0.35	0.13	3.63	0.52	0.18
01656.02.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
01656.02.1	Learning Strategies	3.00	0.53	0.19	3.00	0.53	0.19
01656.02.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01656.02.1	Social Perceptiveness	3.25	0.46	0.16	3.25	0.46	0.16
01656.02.1	Coordination	3.00	0.00	0.00	3.00	0.53	0.19
01656.02.1	Persuasion	3.13	0.35	0.13	3.25	0.46	0.16
01656.02.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
01656.02.1	Instructing	3.50	0.53	0.19	3.25	0.46	0.16
01656.02.1	Service Orientation	3.63	0.52	0.18	3.75	0.46	0.16
01656.02.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
01656.02.1	Operations Analysis	1.63	0.74	0.26	0.63	0.74	0.26
01656.02.1	Technology Design	1.75	0.46	0.16	1.38	0.92	0.32
01656.02.1	Equipment Selection	2.00	0.00	0.00	2.00	0.00	0.00
01656.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01656.02.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
01656.02.1	Quality Control Analysis	2.88	0.35	0.13	2.88	0.35	0.13
01656.02.1	Operations Monitoring	2.63	0.52	0.18	2.63	0.52	0.18
01656.02.1	Operation and Control	1.63	0.52	0.18	0.75	0.71	0.25
01656.02.1	Equipment Maintenance	2.13	0.35	0.13	2.00	0.00	0.00
01656.02.1	Troubleshooting	2.63	0.74	0.26	2.13	0.35	0.13
01656.02.1	Repairing	2.25	0.46	0.16	2.25	0.46	0.16
01656.02.1	Systems Analysis	2.88	0.64	0.23	2.88	0.35	0.13
01656.02.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.53	0.19
01656.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.13	0.35	0.13
01656.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01656.02.1	M. of Financial Resources	1.63	0.52	0.18	1.13	0.99	0.35
01656.02.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
01656.02.1	M. of Personnel Resources	2.00	0.00	0.00	2.25	0.46	0.16

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

Ophthalmic Medical Technologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01702.02.1	Reading Comprehension	3.13	0.35	0.13	3.88	0.35	0.13
01702.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01702.02.1	Writing	3.13	0.35	0.13	3.50	0.53	0.19
01702.02.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01702.02.1	Mathematics	2.63	0.52	0.18	2.63	0.52	0.18
01702.02.1	Science	2.25	0.46	0.16	2.75	0.46	0.16
01702.02.1	Critical Thinking	3.25	0.46	0.16	3.63	0.52	0.18
01702.02.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
01702.02.1	Learning Strategies	3.00	0.53	0.19	3.00	0.00	0.00
01702.02.1	Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
01702.02.1	Social Perceptiveness	3.63	0.52	0.18	3.25	0.46	0.16
01702.02.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
01702.02.1	Persuasion	2.75	0.46	0.16	2.75	0.46	0.16
01702.02.1	Negotiation	2.38	0.52	0.18	2.13	0.35	0.13
01702.02.1	Instructing	3.13	0.35	0.13	3.00	0.00	0.00
01702.02.1	Service Orientation	3.38	0.52	0.18	3.13	0.35	0.13
01702.02.1	Complex Problem Solving	3.00	0.00	0.00	2.88	0.35	0.13
01702.02.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
01702.02.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
01702.02.1	Equipment Selection	1.63	0.52	0.18	1.25	1.04	0.37
01702.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01702.02.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
01702.02.1	Quality Control Analysis	2.00	0.00	0.00	1.88	0.35	0.13
01702.02.1	Operations Monitoring	2.63	0.52	0.18	2.25	0.46	0.16
01702.02.1	Operation and Control	2.00	0.00	0.00	1.88	0.35	0.13
01702.02.1	Equipment Maintenance	1.38	0.52	0.18	0.75	1.04	0.37
01702.02.1	Troubleshooting	2.00	0.00	0.00	1.50	0.53	0.19
01702.02.1	Repairing	1.38	0.52	0.18	0.38	0.52	0.18
01702.02.1	Systems Analysis	2.38	0.52	0.18	2.38	0.52	0.18
01702.02.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.00	0.00
01702.02.1	Judg. and Dec. Making	3.00	0.53	0.19	3.13	0.35	0.13
01702.02.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01702.02.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
01702.02.1	M. of Material Resources	1.38	0.52	0.18	0.75	1.04	0.37
01702.02.1	M. of Personnel Resources	2.88	0.35	0.13	2.63	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Nursing Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01704.02.1	Reading Comprehension	3.13	0.35	0.13	3.00	0.00	0.00
01704.02.1	Active Listening	3.63	0.52	0.18	3.00	0.00	0.00
01704.02.1	Writing	2.75	0.46	0.16	2.75	0.46	0.16
01704.02.1	Speaking	3.13	0.35	0.13	3.00	0.00	0.00
01704.02.1	Mathematics	2.13	0.35	0.13	1.88	0.35	0.13
01704.02.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
01704.02.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
01704.02.1	Active Learning	2.88	0.64	0.23	2.75	0.71	0.25
01704.02.1	Learning Strategies	2.38	0.52	0.18	2.13	0.35	0.13
01704.02.1	Monitoring	3.25	0.46	0.16	3.00	0.00	0.00
01704.02.1	Social Perceptiveness	3.63	0.52	0.18	3.25	0.71	0.25
01704.02.1	Coordination	3.13	0.35	0.13	3.00	0.00	0.00
01704.02.1	Persuasion	2.00	0.53	0.19	1.75	0.71	0.25
01704.02.1	Negotiation	1.88	0.35	0.13	1.75	0.71	0.25
01704.02.1	Instructing	2.50	0.53	0.19	2.63	0.52	0.18
01704.02.1	Service Orientation	4.00	0.00	0.00	3.88	0.35	0.13
01704.02.1	Complex Problem Solving	2.63	0.52	0.18	2.25	0.46	0.16
01704.02.1	Operations Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01704.02.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
01704.02.1	Equipment Selection	1.25	0.46	0.16	0.38	0.74	0.26
01704.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01704.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01704.02.1	Quality Control Analysis	2.25	0.46	0.16	1.88	0.35	0.13
01704.02.1	Operations Monitoring	2.25	0.46	0.16	1.88	0.35	0.13
01704.02.1	Operation and Control	1.63	0.52	0.18	0.88	0.83	0.30
01704.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01704.02.1	Troubleshooting	1.88	0.35	0.13	0.88	0.35	0.13
01704.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01704.02.1	Systems Analysis	2.00	0.53	0.19	1.38	0.74	0.26
01704.02.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.53	0.19
01704.02.1	Judg. and Dec. Making	2.88	0.64	0.23	2.50	0.53	0.19
01704.02.1	Time Management	2.88	0.35	0.13	2.25	0.46	0.16
01704.02.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
01704.02.1	M. of Material Resources	1.63	0.52	0.18	0.63	0.52	0.18
01704.02.1	M. of Personnel Resources	2.00	0.00	0.00	1.88	0.35	0.13

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

Occupational Therapy Aides

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01329.03.1	Reading Comprehension	3.13	0.35	0.13	3.38	0.52	0.18
01329.03.1	Active Listening	3.50	0.53	0.19	3.63	0.52	0.18
01329.03.1	Writing	3.13	0.35	0.13	3.00	0.00	0.00
01329.03.1	Speaking	3.63	0.52	0.18	3.50	0.53	0.19
01329.03.1	Mathematics	2.00	0.00	0.00	1.75	0.46	0.16
01329.03.1	Science	1.63	0.52	0.18	0.75	0.71	0.25
01329.03.1	Critical Thinking	3.25	0.46	0.16	3.38	0.52	0.18
01329.03.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
01329.03.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01329.03.1	Monitoring	3.25	0.46	0.16	3.13	0.35	0.13
01329.03.1	Social Perceptiveness	3.63	0.52	0.18	3.50	0.76	0.27
01329.03.1	Coordination	3.38	0.52	0.18	3.00	0.00	0.00
01329.03.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
01329.03.1	Negotiation	2.50	0.53	0.19	2.25	0.46	0.16
01329.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01329.03.1	Service Orientation	3.75	0.46	0.16	3.75	0.46	0.16
01329.03.1	Complex Problem Solving	3.13	0.35	0.13	2.88	0.35	0.13
01329.03.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
01329.03.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
01329.03.1	Equipment Selection	1.25	0.46	0.16	0.38	0.74	0.26
01329.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01329.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
01329.03.1	Quality Control Analysis	2.13	0.64	0.23	1.63	0.74	0.26
01329.03.1	Operations Monitoring	2.38	0.52	0.18	2.13	0.35	0.13
01329.03.1	Operation and Control	1.88	0.64	0.23	1.13	0.83	0.30
01329.03.1	Equipment Maintenance	1.50	0.53	0.19	0.75	0.89	0.31
01329.03.1	Troubleshooting	1.88	0.64	0.23	1.13	0.83	0.30
01329.03.1	Repairing	1.50	0.53	0.19	0.75	0.89	0.31
01329.03.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01329.03.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
01329.03.1	Judg. and Dec. Making	3.00	0.53	0.19	2.88	0.35	0.13
01329.03.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
01329.03.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
01329.03.1	M. of Material Resources	1.75	0.46	0.16	0.88	0.64	0.23
01329.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.38	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Physical Therapist Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01330.04.1	Reading Comprehension	3.25	0.46	0.16	3.88	0.35	0.13
01330.04.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01330.04.1	Writing	3.25	0.46	0.16	3.13	0.35	0.13
01330.04.1	Speaking	3.75	0.46	0.16	3.88	0.35	0.13
01330.04.1	Mathematics	2.25	0.46	0.16	2.00	0.00	0.00
01330.04.1	Science	2.38	0.52	0.18	2.13	0.35	0.13
01330.04.1	Critical Thinking	3.25	0.46	0.16	3.88	0.35	0.13
01330.04.1	Active Learning	3.25	0.46	0.16	3.13	0.35	0.13
01330.04.1	Learning Strategies	2.88	0.64	0.23	3.13	0.35	0.13
01330.04.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
01330.04.1	Social Perceptiveness	3.75	0.46	0.16	3.75	0.46	0.16
01330.04.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
01330.04.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01330.04.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
01330.04.1	Instructing	3.13	0.64	0.23	3.38	0.52	0.18
01330.04.1	Service Orientation	3.25	0.46	0.16	3.75	0.46	0.16
01330.04.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
01330.04.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
01330.04.1	Technology Design	1.88	0.35	0.13	1.25	0.71	0.25
01330.04.1	Equipment Selection	2.13	0.35	0.13	1.63	0.74	0.26
01330.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01330.04.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
01330.04.1	Quality Control Analysis	2.63	0.52	0.18	2.75	0.46	0.16
01330.04.1	Operations Monitoring	2.75	0.46	0.16	2.63	0.52	0.18
01330.04.1	Operation and Control	2.13	0.35	0.13	1.88	0.35	0.13
01330.04.1	Equipment Maintenance	1.75	0.71	0.25	0.88	0.83	0.30
01330.04.1	Troubleshooting	2.13	0.35	0.13	2.13	0.35	0.13
01330.04.1	Repairing	1.63	0.52	0.18	1.00	0.93	0.33
01330.04.1	Systems Analysis	2.75	0.46	0.16	2.88	0.35	0.13
01330.04.1	Systems Evaluation	2.75	0.46	0.16	2.75	0.46	0.16
01330.04.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
01330.04.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01330.04.1	M. of Financial Resources	1.88	0.35	0.13	0.88	0.35	0.13
01330.04.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
01330.04.1	M. of Personnel Resources	2.63	0.52	0.18	2.63	0.52	0.18

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

Veterinary Assistants and Laboratory Animal Caretakers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00654.04.1	Reading Comprehension	3.13	0.35	0.13	3.13	0.35	0.13
00654.04.1	Active Listening	3.50	0.53	0.19	3.25	0.46	0.16
00654.04.1	Writing	3.13	0.35	0.13	3.25	0.46	0.16
00654.04.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00654.04.1	Mathematics	2.75	0.46	0.16	2.63	0.52	0.18
00654.04.1	Science	2.63	0.74	0.26	2.38	1.06	0.38
00654.04.1	Critical Thinking	3.25	0.46	0.16	3.13	0.35	0.13
00654.04.1	Active Learning	2.88	0.35	0.13	3.00	0.00	0.00
00654.04.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
00654.04.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00654.04.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00654.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00654.04.1	Persuasion	2.13	0.35	0.13	2.25	0.46	0.16
00654.04.1	Negotiation	2.13	0.35	0.13	2.25	0.46	0.16
00654.04.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
00654.04.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
00654.04.1	Complex Problem Solving	2.88	0.35	0.13	2.25	0.46	0.16
00654.04.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
00654.04.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00654.04.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
00654.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00654.04.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
00654.04.1	Quality Control Analysis	2.13	0.35	0.13	2.00	0.00	0.00
00654.04.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
00654.04.1	Operation and Control	2.00	0.00	0.00	1.88	0.35	0.13
00654.04.1	Equipment Maintenance	1.63	0.52	0.18	0.75	0.71	0.25
00654.04.1	Troubleshooting	2.00	0.00	0.00	1.75	0.46	0.16
00654.04.1	Repairing	1.63	0.52	0.18	0.63	0.52	0.18
00654.04.1	Systems Analysis	2.00	0.00	0.00	2.00	0.00	0.00
00654.04.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.00	0.00
00654.04.1	Judg. and Dec. Making	2.88	0.35	0.13	2.75	0.46	0.16
00654.04.1	Time Management	3.00	0.00	0.00	2.38	0.52	0.18
00654.04.1	M. of Financial Resources	2.00	0.00	0.00	1.75	0.46	0.16
00654.04.1	M. of Material Resources	2.25	0.46	0.16	2.00	0.53	0.19
00654.04.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

First-Line Supervisors of Correctional Officers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01336.03.1	Reading Comprehension	3.75	0.46	0.16	4.00	0.00	0.00
01336.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01336.03.1	Writing	3.50	0.53	0.19	3.63	0.74	0.26
01336.03.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01336.03.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
01336.03.1	Science	1.50	0.53	0.19	0.50	0.53	0.19
01336.03.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01336.03.1	Active Learning	3.25	0.46	0.16	3.25	0.46	0.16
01336.03.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
01336.03.1	Monitoring	4.00	0.00	0.00	4.25	0.46	0.16
01336.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
01336.03.1	Coordination	4.00	0.00	0.00	4.00	0.00	0.00
01336.03.1	Persuasion	3.50	0.53	0.19	3.63	0.52	0.18
01336.03.1	Negotiation	3.50	0.53	0.19	3.13	0.35	0.13
01336.03.1	Instructing	3.13	0.35	0.13	3.38	0.52	0.18
01336.03.1	Service Orientation	3.00	0.53	0.19	3.00	0.53	0.19
01336.03.1	Complex Problem Solving	3.25	0.46	0.16	3.25	0.46	0.16
01336.03.1	Operations Analysis	2.13	0.64	0.23	1.63	0.74	0.26
01336.03.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
01336.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01336.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01336.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01336.03.1	Quality Control Analysis	2.00	0.53	0.19	1.88	0.83	0.30
01336.03.1	Operations Monitoring	2.13	0.35	0.13	2.00	0.53	0.19
01336.03.1	Operation and Control	2.00	0.00	0.00	1.63	0.52	0.18
01336.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01336.03.1	Troubleshooting	1.75	0.46	0.16	1.00	0.76	0.27
01336.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01336.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01336.03.1	Systems Evaluation	3.00	0.53	0.19	3.13	0.35	0.13
01336.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.25	0.46	0.16
01336.03.1	Time Management	3.25	0.46	0.16	3.88	0.35	0.13
01336.03.1	M. of Financial Resources	1.88	0.35	0.13	1.25	0.71	0.25
01336.03.1	M. of Material Resources	2.00	0.53	0.19	1.88	0.83	0.30
01336.03.1	M. of Personnel Resources	3.75	0.46	0.16	4.00	0.00	0.00

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

Bailiffs

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00552.03.1	Reading Comprehension	2.88	0.35	0.13	2.88	0.35	0.13
00552.03.1	Active Listening	3.25	0.46	0.16	3.13	0.35	0.13
00552.03.1	Writing	2.25	0.46	0.16	2.25	0.46	0.16
00552.03.1	Speaking	3.38	0.52	0.18	3.00	0.00	0.00
00552.03.1	Mathematics	1.50	0.53	0.19	0.75	0.89	0.31
00552.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00552.03.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
00552.03.1	Active Learning	2.75	0.46	0.16	2.13	0.35	0.13
00552.03.1	Learning Strategies	2.13	0.35	0.13	2.00	0.53	0.19
00552.03.1	Monitoring	3.38	0.52	0.18	3.25	0.46	0.16
00552.03.1	Social Perceptiveness	4.00	0.00	0.00	3.38	0.52	0.18
00552.03.1	Coordination	2.88	0.35	0.13	2.88	0.35	0.13
00552.03.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
00552.03.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
00552.03.1	Instructing	2.25	0.46	0.16	2.13	0.35	0.13
00552.03.1	Service Orientation	2.88	0.64	0.23	2.50	0.53	0.19
00552.03.1	Complex Problem Solving	2.88	0.35	0.13	2.38	0.52	0.18
00552.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00552.03.1	Technology Design	1.25	0.46	0.16	0.38	0.74	0.26
00552.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00552.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00552.03.1	Programming	1.13	0.35	0.13	0.25	0.71	0.25
00552.03.1	Quality Control Analysis	1.88	0.35	0.13	1.13	0.64	0.23
00552.03.1	Operations Monitoring	2.00	0.76	0.27	1.50	1.20	0.42
00552.03.1	Operation and Control	1.50	0.53	0.19	0.75	0.89	0.31
00552.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00552.03.1	Troubleshooting	1.25	0.46	0.16	0.38	0.74	0.26
00552.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00552.03.1	Systems Analysis	1.88	0.35	0.13	1.38	0.92	0.32
00552.03.1	Systems Evaluation	1.50	0.53	0.19	0.75	0.89	0.31
00552.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.00	0.00	0.00
00552.03.1	Time Management	3.00	0.00	0.00	2.38	0.52	0.18
00552.03.1	M. of Financial Resources	1.25	0.46	0.16	0.25	0.46	0.16
00552.03.1	M. of Material Resources	1.38	0.52	0.18	0.38	0.52	0.18
00552.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.13	0.35	0.13

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Intelligence Analysts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01663.02.1	Reading Comprehension	4.13	0.35	0.13	4.75	0.46	0.16
01663.02.1	Active Listening	4.13	0.35	0.13	4.13	0.35	0.13
01663.02.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00
01663.02.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01663.02.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
01663.02.1	Science	2.00	0.53	0.19	1.75	0.71	0.25
01663.02.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01663.02.1	Active Learning	3.50	0.53	0.19	3.50	0.53	0.19
01663.02.1	Learning Strategies	3.00	0.00	0.00	3.13	0.35	0.13
01663.02.1	Monitoring	3.13	0.35	0.13	3.50	0.53	0.19
01663.02.1	Social Perceptiveness	3.13	0.35	0.13	3.25	0.46	0.16
01663.02.1	Coordination	3.13	0.35	0.13	3.50	0.53	0.19
01663.02.1	Persuasion	3.13	0.35	0.13	3.13	0.35	0.13
01663.02.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
01663.02.1	Instructing	3.00	0.00	0.00	3.25	0.46	0.16
01663.02.1	Service Orientation	3.00	0.00	0.00	3.13	0.35	0.13
01663.02.1	Complex Problem Solving	3.50	0.53	0.19	3.88	0.35	0.13
01663.02.1	Operations Analysis	2.00	0.53	0.19	1.88	0.83	0.30
01663.02.1	Technology Design	1.88	0.35	0.13	1.38	0.74	0.26
01663.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01663.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01663.02.1	Programming	2.00	0.00	0.00	2.00	0.00	0.00
01663.02.1	Quality Control Analysis	1.13	0.35	0.13	0.25	0.71	0.25
01663.02.1	Operations Monitoring	2.00	0.00	0.00	1.50	0.53	0.19
01663.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01663.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01663.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01663.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01663.02.1	Systems Analysis	2.88	0.35	0.13	3.00	0.00	0.00
01663.02.1	Systems Evaluation	3.00	0.00	0.00	3.00	0.00	0.00
01663.02.1	Judg. and Dec. Making	3.25	0.46	0.16	3.88	0.35	0.13
01663.02.1	Time Management	2.88	0.35	0.13	3.00	0.00	0.00
01663.02.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
01663.02.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
01663.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.25	0.46	0.16

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

Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00562.03.1	Reading Comprehension	2.88	0.35	0.13	2.88	0.35	0.13
00562.03.1	Active Listening	3.13	0.35	0.13	3.13	0.35	0.13
00562.03.1	Writing	2.50	0.53	0.19	2.63	0.52	0.18
00562.03.1	Speaking	3.50	0.53	0.19	3.00	0.53	0.19
00562.03.1	Mathematics	1.38	0.52	0.18	0.63	0.92	0.32
00562.03.1	Science	1.50	0.53	0.19	0.63	0.74	0.26
00562.03.1	Critical Thinking	3.00	0.00	0.00	3.00	0.00	0.00
00562.03.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00562.03.1	Learning Strategies	3.13	0.35	0.13	3.00	0.53	0.19
00562.03.1	Monitoring	3.75	0.46	0.16	3.50	0.53	0.19
00562.03.1	Social Perceptiveness	3.38	0.52	0.18	3.25	0.46	0.16
00562.03.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
00562.03.1	Persuasion	2.50	0.76	0.27	2.50	1.07	0.38
00562.03.1	Negotiation	2.00	0.00	0.00	2.00	0.00	0.00
00562.03.1	Instructing	2.75	0.71	0.25	2.50	0.53	0.19
00562.03.1	Service Orientation	3.25	0.46	0.16	3.13	0.35	0.13
00562.03.1	Complex Problem Solving	3.00	0.53	0.19	2.63	0.52	0.18
00562.03.1	Operations Analysis	1.25	0.46	0.16	0.25	0.46	0.16
00562.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00562.03.1	Equipment Selection	1.38	0.52	0.18	0.50	0.76	0.27
00562.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00562.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00562.03.1	Quality Control Analysis	1.88	0.35	0.13	1.50	0.76	0.27
00562.03.1	Operations Monitoring	2.13	0.64	0.23	1.25	0.71	0.25
00562.03.1	Operation and Control	1.38	0.52	0.18	0.50	0.76	0.27
00562.03.1	Equipment Maintenance	1.25	0.46	0.16	0.25	0.46	0.16
00562.03.1	Troubleshooting	1.63	0.52	0.18	0.75	0.71	0.25
00562.03.1	Repairing	1.25	0.46	0.16	0.25	0.46	0.16
00562.03.1	Systems Analysis	1.88	0.35	0.13	1.13	0.64	0.23
00562.03.1	Systems Evaluation	2.00	0.00	0.00	1.38	0.52	0.18
00562.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00562.03.1	Time Management	2.38	0.52	0.18	1.88	0.35	0.13
00562.03.1	M. of Financial Resources	1.13	0.35	0.13	0.13	0.35	0.13
00562.03.1	M. of Material Resources	1.25	0.46	0.16	0.38	0.74	0.26
00562.03.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00

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

Food Servers, Nonrestaurant

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00570.03.1	Reading Comprehension	2.88	0.35	0.13	2.13	0.35	0.13
00570.03.1	Active Listening	3.00	0.00	0.00	2.38	0.52	0.18
00570.03.1	Writing	2.00	0.00	0.00	2.13	0.35	0.13
00570.03.1	Speaking	3.00	0.00	0.00	2.50	0.53	0.19
00570.03.1	Mathematics	2.00	0.00	0.00	1.50	0.53	0.19
00570.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00570.03.1	Critical Thinking	2.88	0.35	0.13	2.38	0.52	0.18
00570.03.1	Active Learning	2.00	0.00	0.00	2.13	0.35	0.13
00570.03.1	Learning Strategies	2.00	0.00	0.00	2.13	0.35	0.13
00570.03.1	Monitoring	2.75	0.46	0.16	2.25	0.46	0.16
00570.03.1	Social Perceptiveness	2.88	0.35	0.13	2.63	0.52	0.18
00570.03.1	Coordination	2.88	0.35	0.13	2.63	0.52	0.18
00570.03.1	Persuasion	2.13	0.35	0.13	2.00	0.53	0.19
00570.03.1	Negotiation	2.13	0.35	0.13	1.38	0.74	0.26
00570.03.1	Instructing	2.13	0.35	0.13	1.88	0.64	0.23
00570.03.1	Service Orientation	3.00	0.00	0.00	2.13	0.35	0.13
00570.03.1	Complex Problem Solving	2.13	0.35	0.13	2.13	0.35	0.13
00570.03.1	Operations Analysis	1.50	0.53	0.19	0.63	0.74	0.26
00570.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00570.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00570.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00570.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00570.03.1	Quality Control Analysis	2.13	0.35	0.13	2.00	0.53	0.19
00570.03.1	Operations Monitoring	2.13	0.35	0.13	1.38	0.74	0.26
00570.03.1	Operation and Control	2.00	0.00	0.00	1.13	0.35	0.13
00570.03.1	Equipment Maintenance	1.13	0.35	0.13	0.25	0.71	0.25
00570.03.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
00570.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00570.03.1	Systems Analysis	2.00	0.00	0.00	1.25	0.46	0.16
00570.03.1	Systems Evaluation	2.00	0.00	0.00	1.13	0.35	0.13
00570.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.13	0.35	0.13
00570.03.1	Time Management	2.88	0.35	0.13	2.13	0.35	0.13
00570.03.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
00570.03.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
00570.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.00	0.53	0.19

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

First-Line Supervisors of Housekeeping and Janitorial Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01348.03.1	Reading Comprehension	3.00	0.00	0.00	3.25	0.46	0.16
01348.03.1	Active Listening	3.13	0.35	0.13	3.13	0.35	0.13
01348.03.1	Writing	2.88	0.35	0.13	3.00	0.00	0.00
01348.03.1	Speaking	3.25	0.46	0.16	3.38	0.52	0.18
01348.03.1	Mathematics	2.13	0.35	0.13	2.13	0.64	0.23
01348.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01348.03.1	Critical Thinking	3.13	0.35	0.13	3.25	0.46	0.16
01348.03.1	Active Learning	2.88	0.35	0.13	2.88	0.35	0.13
01348.03.1	Learning Strategies	3.13	0.35	0.13	3.00	0.00	0.00
01348.03.1	Monitoring	3.25	0.46	0.16	3.88	0.64	0.23
01348.03.1	Social Perceptiveness	3.13	0.35	0.13	3.38	0.52	0.18
01348.03.1	Coordination	3.25	0.46	0.16	3.50	0.53	0.19
01348.03.1	Persuasion	2.88	0.35	0.13	3.13	0.35	0.13
01348.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01348.03.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
01348.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
01348.03.1	Complex Problem Solving	3.13	0.35	0.13	2.88	0.35	0.13
01348.03.1	Operations Analysis	1.88	0.64	0.23	1.50	0.93	0.33
01348.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
01348.03.1	Equipment Selection	2.00	0.76	0.27	1.13	0.83	0.30
01348.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01348.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01348.03.1	Quality Control Analysis	3.00	0.53	0.19	2.63	0.52	0.18
01348.03.1	Operations Monitoring	2.25	0.71	0.25	2.00	0.93	0.33
01348.03.1	Operation and Control	2.00	0.53	0.19	1.75	0.71	0.25
01348.03.1	Equipment Maintenance	2.13	0.35	0.13	1.75	0.46	0.16
01348.03.1	Troubleshooting	2.13	0.35	0.13	1.88	0.35	0.13
01348.03.1	Repairing	1.88	0.35	0.13	1.38	0.74	0.26
01348.03.1	Systems Analysis	2.38	0.52	0.18	2.13	0.35	0.13
01348.03.1	Systems Evaluation	2.63	0.52	0.18	2.38	0.52	0.18
01348.03.1	Judg. and Dec. Making	3.00	0.53	0.19	2.88	0.35	0.13
01348.03.1	Time Management	3.25	0.46	0.16	3.75	0.46	0.16
01348.03.1	M. of Financial Resources	2.38	0.52	0.18	2.50	0.53	0.19
01348.03.1	M. of Material Resources	2.75	0.46	0.16	3.00	0.53	0.19
01348.03.1	M. of Personnel Resources	3.38	0.52	0.18	3.88	0.35	0.13

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

Maids and Housekeeping Cleaners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00596.03.1	Reading Comprehension	2.63	0.52	0.18	2.13	0.35	0.13
00596.03.1	Active Listening	2.75	0.46	0.16	2.13	0.35	0.13
00596.03.1	Writing	2.13	0.35	0.13	2.00	0.00	0.00
00596.03.1	Speaking	2.75	0.46	0.16	2.13	0.35	0.13
00596.03.1	Mathematics	1.88	0.35	0.13	1.00	0.53	0.19
00596.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00596.03.1	Critical Thinking	2.75	0.46	0.16	2.13	0.35	0.13
00596.03.1	Active Learning	2.13	0.35	0.13	1.63	0.74	0.26
00596.03.1	Learning Strategies	2.13	0.35	0.13	1.50	0.53	0.19
00596.03.1	Monitoring	2.75	0.46	0.16	2.00	0.53	0.19
00596.03.1	Social Perceptiveness	2.88	0.35	0.13	2.13	0.35	0.13
00596.03.1	Coordination	3.00	0.00	0.00	2.63	0.52	0.18
00596.03.1	Persuasion	2.13	0.35	0.13	2.13	0.35	0.13
00596.03.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
00596.03.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
00596.03.1	Service Orientation	3.13	0.35	0.13	2.63	0.52	0.18
00596.03.1	Complex Problem Solving	2.13	0.35	0.13	2.13	0.35	0.13
00596.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00596.03.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
00596.03.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
00596.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00596.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00596.03.1	Quality Control Analysis	2.00	0.00	0.00	1.75	0.46	0.16
00596.03.1	Operations Monitoring	2.00	0.00	0.00	1.38	0.52	0.18
00596.03.1	Operation and Control	1.63	0.52	0.18	0.63	0.52	0.18
00596.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00596.03.1	Troubleshooting	1.88	0.35	0.13	0.88	0.35	0.13
00596.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00596.03.1	Systems Analysis	2.00	0.00	0.00	1.00	0.00	0.00
00596.03.1	Systems Evaluation	2.00	0.00	0.00	1.00	0.00	0.00
00596.03.1	Judg. and Dec. Making	2.13	0.35	0.13	2.13	0.35	0.13
00596.03.1	Time Management	3.00	0.00	0.00	2.25	0.46	0.16
00596.03.1	M. of Financial Resources	1.63	0.52	0.18	0.63	0.52	0.18
00596.03.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
00596.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00

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

Motion Picture Projectionists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01011.02.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
01011.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01011.02.1	Writing	2.13	0.35	0.13	2.75	0.46	0.16
01011.02.1	Speaking	3.00	0.00	0.00	2.88	0.35	0.13
01011.02.1	Mathematics	1.50	0.53	0.19	0.50	0.53	0.19
01011.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01011.02.1	Critical Thinking	2.88	0.35	0.13	2.75	0.46	0.16
01011.02.1	Active Learning	2.13	0.35	0.13	2.13	0.35	0.13
01011.02.1	Learning Strategies	2.00	0.00	0.00	2.00	0.00	0.00
01011.02.1	Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
01011.02.1	Social Perceptiveness	2.88	0.35	0.13	2.25	0.46	0.16
01011.02.1	Coordination	2.88	0.35	0.13	2.63	0.52	0.18
01011.02.1	Persuasion	2.13	0.35	0.13	2.00	0.53	0.19
01011.02.1	Negotiation	2.00	0.00	0.00	2.00	0.53	0.19
01011.02.1	Instructing	2.00	0.00	0.00	1.88	0.35	0.13
01011.02.1	Service Orientation	2.50	0.53	0.19	2.50	0.53	0.19
01011.02.1	Complex Problem Solving	2.88	0.35	0.13	2.25	0.46	0.16
01011.02.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
01011.02.1	Technology Design	1.13	0.35	0.13	0.25	0.71	0.25
01011.02.1	Equipment Selection	2.13	0.35	0.13	2.00	0.00	0.00
01011.02.1	Installation	1.25	0.46	0.16	0.50	1.07	0.38
01011.02.1	Programming	1.38	0.52	0.18	0.63	0.92	0.32
01011.02.1	Quality Control Analysis	2.75	0.46	0.16	2.63	0.52	0.18
01011.02.1	Operations Monitoring	3.13	0.35	0.13	3.00	0.53	0.19
01011.02.1	Operation and Control	3.00	0.53	0.19	2.75	0.46	0.16
01011.02.1	Equipment Maintenance	2.75	0.46	0.16	2.63	0.52	0.18
01011.02.1	Troubleshooting	2.88	0.64	0.23	2.75	0.46	0.16
01011.02.1	Repairing	2.88	0.64	0.23	2.25	0.46	0.16
01011.02.1	Systems Analysis	2.13	0.35	0.13	1.25	0.46	0.16
01011.02.1	Systems Evaluation	2.13	0.35	0.13	1.13	0.35	0.13
01011.02.1	Judg. and Dec. Making	2.88	0.35	0.13	2.25	0.46	0.16
01011.02.1	Time Management	2.88	0.35	0.13	2.63	0.52	0.18
01011.02.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
01011.02.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
01011.02.1	M. of Personnel Resources	1.88	0.35	0.13	1.63	0.74	0.26

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

Amusement and Recreation Attendants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00606.03.1	Reading Comprehension	2.38	0.52	0.18	2.00	0.00	0.00
00606.03.1	Active Listening	3.00	0.53	0.19	2.50	0.53	0.19
00606.03.1	Writing	2.50	0.53	0.19	2.00	0.00	0.00
00606.03.1	Speaking	3.25	0.71	0.25	2.75	0.46	0.16
00606.03.1	Mathematics	2.00	0.00	0.00	1.75	0.46	0.16
00606.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00606.03.1	Critical Thinking	2.75	0.46	0.16	2.75	0.46	0.16
00606.03.1	Active Learning	2.38	0.52	0.18	2.00	0.00	0.00
00606.03.1	Learning Strategies	2.13	0.35	0.13	2.00	0.00	0.00
00606.03.1	Monitoring	2.88	0.35	0.13	2.38	0.52	0.18
00606.03.1	Social Perceptiveness	3.00	0.53	0.19	2.38	0.52	0.18
00606.03.1	Coordination	2.88	0.35	0.13	2.63	0.52	0.18
00606.03.1	Persuasion	2.38	0.52	0.18	2.50	0.53	0.19
00606.03.1	Negotiation	2.00	0.00	0.00	2.13	0.35	0.13
00606.03.1	Instructing	2.13	0.35	0.13	2.00	0.00	0.00
00606.03.1	Service Orientation	3.13	0.35	0.13	2.75	0.46	0.16
00606.03.1	Complex Problem Solving	2.13	0.35	0.13	2.13	0.35	0.13
00606.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00606.03.1	Technology Design	1.38	0.52	0.18	0.63	0.92	0.32
00606.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00606.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00606.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00606.03.1	Quality Control Analysis	1.88	0.35	0.13	1.38	0.74	0.26
00606.03.1	Operations Monitoring	2.38	0.52	0.18	2.25	0.46	0.16
00606.03.1	Operation and Control	2.25	0.71	0.25	2.00	1.07	0.38
00606.03.1	Equipment Maintenance	1.75	0.46	0.16	0.88	0.64	0.23
00606.03.1	Troubleshooting	2.00	0.00	0.00	1.38	0.52	0.18
00606.03.1	Repairing	1.75	0.46	0.16	0.88	0.64	0.23
00606.03.1	Systems Analysis	2.00	0.00	0.00	1.13	0.35	0.13
00606.03.1	Systems Evaluation	2.00	0.00	0.00	1.13	0.35	0.13
00606.03.1	Judg. and Dec. Making	2.63	0.52	0.18	2.13	0.35	0.13
00606.03.1	Time Management	2.63	0.52	0.18	2.13	0.35	0.13
00606.03.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
00606.03.1	M. of Material Resources	1.38	0.52	0.18	0.50	0.76	0.27
00606.03.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00

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

Concierges

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01360.03.1	Reading Comprehension	3.00	0.00	0.00	3.25	0.46	0.16
01360.03.1	Active Listening	4.00	0.00	0.00	3.88	0.35	0.13
01360.03.1	Writing	2.75	0.46	0.16	2.88	0.35	0.13
01360.03.1	Speaking	4.00	0.00	0.00	3.38	0.52	0.18
01360.03.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01360.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01360.03.1	Critical Thinking	3.25	0.46	0.16	3.63	0.52	0.18
01360.03.1	Active Learning	2.88	0.64	0.23	2.88	0.35	0.13
01360.03.1	Learning Strategies	2.25	0.46	0.16	2.13	0.35	0.13
01360.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01360.03.1	Social Perceptiveness	4.13	0.35	0.13	3.13	0.35	0.13
01360.03.1	Coordination	3.50	0.53	0.19	3.00	0.00	0.00
01360.03.1	Persuasion	3.00	0.00	0.00	2.88	0.35	0.13
01360.03.1	Negotiation	2.75	0.46	0.16	2.88	0.35	0.13
01360.03.1	Instructing	2.25	0.46	0.16	2.00	0.00	0.00
01360.03.1	Service Orientation	4.25	0.46	0.16	4.00	0.00	0.00
01360.03.1	Complex Problem Solving	2.88	0.35	0.13	2.63	0.52	0.18
01360.03.1	Operations Analysis	1.38	0.52	0.18	0.50	0.76	0.27
01360.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01360.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01360.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01360.03.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
01360.03.1	Quality Control Analysis	1.38	0.52	0.18	0.38	0.52	0.18
01360.03.1	Operations Monitoring	1.50	0.53	0.19	0.63	0.74	0.26
01360.03.1	Operation and Control	1.38	0.52	0.18	0.38	0.52	0.18
01360.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01360.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01360.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01360.03.1	Systems Analysis	2.13	0.35	0.13	2.00	0.00	0.00
01360.03.1	Systems Evaluation	2.13	0.35	0.13	1.88	0.35	0.13
01360.03.1	Judg. and Dec. Making	3.00	0.00	0.00	2.75	0.46	0.16
01360.03.1	Time Management	2.88	0.35	0.13	2.75	0.46	0.16
01360.03.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
01360.03.1	M. of Material Resources	1.63	0.52	0.18	1.13	0.99	0.35
01360.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.13	0.35	0.13

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

Tour Guides and Escorts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00609.03.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
00609.03.1	Active Listening	3.25	0.46	0.16	3.13	0.35	0.13
00609.03.1	Writing	2.25	0.46	0.16	2.25	0.46	0.16
00609.03.1	Speaking	3.88	0.35	0.13	3.25	0.46	0.16
00609.03.1	Mathematics	2.00	0.00	0.00	1.13	0.35	0.13
00609.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	Critical Thinking	2.88	0.35	0.13	3.13	0.35	0.13
00609.03.1	Active Learning	2.25	0.46	0.16	2.38	0.52	0.18
00609.03.1	Learning Strategies	2.25	0.46	0.16	2.63	0.52	0.18
00609.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00609.03.1	Social Perceptiveness	3.25	0.46	0.16	3.00	0.00	0.00
00609.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00609.03.1	Persuasion	2.63	0.52	0.18	2.13	0.64	0.23
00609.03.1	Negotiation	2.13	0.35	0.13	2.00	0.53	0.19
00609.03.1	Instructing	2.38	0.52	0.18	2.25	0.46	0.16
00609.03.1	Service Orientation	3.13	0.35	0.13	2.88	0.35	0.13
00609.03.1	Complex Problem Solving	2.13	0.35	0.13	2.13	0.35	0.13
00609.03.1	Operations Analysis	1.75	0.46	0.16	0.88	0.64	0.23
00609.03.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
00609.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	Quality Control Analysis	1.25	0.46	0.16	0.25	0.46	0.16
00609.03.1	Operations Monitoring	1.75	0.46	0.16	0.88	0.64	0.23
00609.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
00609.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	Systems Analysis	1.63	0.52	0.18	1.00	0.93	0.33
00609.03.1	Systems Evaluation	1.88	0.35	0.13	1.00	0.53	0.19
00609.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.13	0.35	0.13
00609.03.1	Time Management	3.00	0.00	0.00	2.13	0.35	0.13
00609.03.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
00609.03.1	M. of Material Resources	1.25	0.46	0.16	0.38	0.74	0.26
00609.03.1	M. of Personnel Resources	2.00	0.00	0.00	1.63	0.52	0.18

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

First-Line Supervisors of Non-Retail Sales Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01364.03.1	Reading Comprehension	3.63	0.52	0.18	4.13	0.35	0.13
01364.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01364.03.1	Writing	3.63	0.52	0.18	4.00	0.00	0.00
01364.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01364.03.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
01364.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01364.03.1	Critical Thinking	3.63	0.52	0.18	3.88	0.35	0.13
01364.03.1	Active Learning	3.50	0.53	0.19	3.63	0.52	0.18
01364.03.1	Learning Strategies	3.25	0.46	0.16	3.63	0.52	0.18
01364.03.1	Monitoring	4.00	0.53	0.19	4.25	0.46	0.16
01364.03.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.00	0.00
01364.03.1	Coordination	3.88	0.35	0.13	4.00	0.00	0.00
01364.03.1	Persuasion	3.75	0.46	0.16	3.88	0.35	0.13
01364.03.1	Negotiation	3.63	0.52	0.18	3.75	0.46	0.16
01364.03.1	Instructing	3.25	0.46	0.16	4.00	0.00	0.00
01364.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
01364.03.1	Complex Problem Solving	3.63	0.52	0.18	3.63	0.52	0.18
01364.03.1	Operations Analysis	2.00	0.53	0.19	2.13	0.99	0.35
01364.03.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
01364.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01364.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01364.03.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
01364.03.1	Quality Control Analysis	2.25	0.46	0.16	2.00	0.53	0.19
01364.03.1	Operations Monitoring	1.75	0.46	0.16	1.00	0.76	0.27
01364.03.1	Operation and Control	1.63	0.52	0.18	0.88	0.83	0.30
01364.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01364.03.1	Troubleshooting	1.13	0.35	0.13	0.13	0.35	0.13
01364.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01364.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01364.03.1	Systems Evaluation	3.13	0.35	0.13	3.50	0.53	0.19
01364.03.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
01364.03.1	Time Management	3.88	0.35	0.13	4.00	0.00	0.00
01364.03.1	M. of Financial Resources	2.88	0.35	0.13	3.00	0.00	0.00
01364.03.1	M. of Material Resources	2.88	0.35	0.13	3.00	0.00	0.00
01364.03.1	M. of Personnel Resources	4.00	0.00	0.00	4.00	0.00	0.00

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00434.03.1	Reading Comprehension	3.38	0.52	0.18	3.75	0.46	0.16
00434.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00434.03.1	Writing	3.25	0.46	0.16	3.25	0.46	0.16
00434.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00434.03.1	Mathematics	2.25	0.46	0.16	2.25	0.46	0.16
00434.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00434.03.1	Critical Thinking	3.50	0.53	0.19	3.75	0.46	0.16
00434.03.1	Active Learning	3.13	0.35	0.13	3.25	0.46	0.16
00434.03.1	Learning Strategies	2.25	0.46	0.16	2.13	0.35	0.13
00434.03.1	Monitoring	3.13	0.35	0.13	3.25	0.46	0.16
00434.03.1	Social Perceptiveness	3.75	0.46	0.16	3.50	0.53	0.19
00434.03.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
00434.03.1	Persuasion	3.75	0.46	0.16	4.00	0.53	0.19
00434.03.1	Negotiation	3.75	0.46	0.16	3.88	0.35	0.13
00434.03.1	Instructing	2.75	0.46	0.16	2.75	0.46	0.16
00434.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
00434.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00434.03.1	Operations Analysis	1.75	0.71	0.25	1.25	1.04	0.37
00434.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00434.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00434.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00434.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00434.03.1	Quality Control Analysis	1.25	0.46	0.16	0.38	0.74	0.26
00434.03.1	Operations Monitoring	1.63	0.52	0.18	0.75	0.71	0.25
00434.03.1	Operation and Control	1.75	0.46	0.16	1.00	0.76	0.27
00434.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00434.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00434.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00434.03.1	Systems Analysis	2.25	0.46	0.16	2.13	0.35	0.13
00434.03.1	Systems Evaluation	2.25	0.46	0.16	2.13	0.35	0.13
00434.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00434.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00434.03.1	M. of Financial Resources	1.88	0.64	0.23	1.00	0.76	0.27
00434.03.1	M. of Material Resources	1.88	0.64	0.23	1.00	0.76	0.27
00434.03.1	M. of Personnel Resources	1.88	0.35	0.13	1.75	0.71	0.25

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

Patient Representatives

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01670.02.1	Reading Comprehension	3.88	0.35	0.13	3.88	0.35	0.13
01670.02.1	Active Listening	4.13	0.35	0.13	4.00	0.00	0.00
01670.02.1	Writing	3.25	0.46	0.16	3.75	0.46	0.16
01670.02.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01670.02.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01670.02.1	Science	1.88	0.35	0.13	1.25	0.71	0.25
01670.02.1	Critical Thinking	3.63	0.52	0.18	3.75	0.46	0.16
01670.02.1	Active Learning	3.25	0.46	0.16	3.50	0.53	0.19
01670.02.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
01670.02.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01670.02.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
01670.02.1	Coordination	3.88	0.64	0.23	3.38	0.52	0.18
01670.02.1	Persuasion	3.63	0.52	0.18	3.63	0.52	0.18
01670.02.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01670.02.1	Instructing	2.88	0.35	0.13	3.38	0.74	0.26
01670.02.1	Service Orientation	4.00	0.53	0.19	3.88	0.35	0.13
01670.02.1	Complex Problem Solving	3.25	0.46	0.16	3.13	0.35	0.13
01670.02.1	Operations Analysis	1.25	0.46	0.16	0.38	0.74	0.26
01670.02.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
01670.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01670.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01670.02.1	Programming	1.75	0.46	0.16	0.88	0.64	0.23
01670.02.1	Quality Control Analysis	1.13	0.35	0.13	0.25	0.71	0.25
01670.02.1	Operations Monitoring	1.88	0.35	0.13	1.25	0.71	0.25
01670.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01670.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01670.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01670.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01670.02.1	Systems Analysis	2.88	0.35	0.13	2.88	0.35	0.13
01670.02.1	Systems Evaluation	2.75	0.46	0.16	3.00	0.53	0.19
01670.02.1	Judg. and Dec. Making	3.25	0.46	0.16	3.25	0.46	0.16
01670.02.1	Time Management	3.38	0.52	0.18	3.25	0.46	0.16
01670.02.1	M. of Financial Resources	2.13	0.35	0.13	1.88	0.64	0.23
01670.02.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
01670.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.63	0.52	0.18

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

New Accounts Clerks

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00451.03.1	Reading Comprehension	3.50	0.53	0.19	3.63	0.52	0.18
00451.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00451.03.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
00451.03.1	Speaking	4.00	0.00	0.00	3.88	0.35	0.13
00451.03.1	Mathematics	2.88	0.35	0.13	3.00	0.53	0.19
00451.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00451.03.1	Critical Thinking	3.13	0.35	0.13	3.50	0.53	0.19
00451.03.1	Active Learning	2.75	0.46	0.16	2.63	0.52	0.18
00451.03.1	Learning Strategies	2.50	0.53	0.19	2.13	0.35	0.13
00451.03.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00451.03.1	Social Perceptiveness	3.25	0.46	0.16	3.00	0.00	0.00
00451.03.1	Coordination	3.13	0.35	0.13	2.88	0.35	0.13
00451.03.1	Persuasion	3.00	0.00	0.00	2.88	0.35	0.13
00451.03.1	Negotiation	2.38	0.52	0.18	2.00	0.00	0.00
00451.03.1	Instructing	2.38	0.52	0.18	2.00	0.00	0.00
00451.03.1	Service Orientation	3.38	0.52	0.18	3.38	0.52	0.18
00451.03.1	Complex Problem Solving	2.75	0.71	0.25	2.63	0.52	0.18
00451.03.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
00451.03.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00451.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00451.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00451.03.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
00451.03.1	Quality Control Analysis	1.63	0.52	0.18	0.63	0.52	0.18
00451.03.1	Operations Monitoring	1.63	0.52	0.18	0.75	0.71	0.25
00451.03.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
00451.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00451.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00451.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00451.03.1	Systems Analysis	2.38	0.52	0.18	2.00	0.00	0.00
00451.03.1	Systems Evaluation	2.00	0.00	0.00	2.00	0.00	0.00
00451.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00451.03.1	Time Management	2.88	0.35	0.13	2.50	0.53	0.19
00451.03.1	M. of Financial Resources	1.38	0.52	0.18	0.50	0.76	0.27
00451.03.1	M. of Material Resources	1.13	0.35	0.13	0.13	0.35	0.13
00451.03.1	M. of Personnel Resources	2.13	0.64	0.23	1.75	0.71	0.25

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

First-Line Supervisors of Construction Trades and Extraction Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01396.03.1	Reading Comprehension	3.38	0.52	0.18	3.63	0.52	0.18
01396.03.1	Active Listening	3.75	0.46	0.16	3.63	0.52	0.18
01396.03.1	Writing	3.00	0.00	0.00	3.13	0.35	0.13
01396.03.1	Speaking	3.75	0.46	0.16	3.75	0.46	0.16
01396.03.1	Mathematics	2.75	0.46	0.16	3.00	0.53	0.19
01396.03.1	Science	1.63	0.52	0.18	0.75	0.71	0.25
01396.03.1	Critical Thinking	3.63	0.52	0.18	3.38	0.52	0.18
01396.03.1	Active Learning	3.00	0.00	0.00	3.13	0.35	0.13
01396.03.1	Learning Strategies	3.13	0.35	0.13	3.00	0.00	0.00
01396.03.1	Monitoring	3.38	0.52	0.18	3.38	0.74	0.26
01396.03.1	Social Perceptiveness	3.13	0.35	0.13	3.38	0.52	0.18
01396.03.1	Coordination	3.88	0.35	0.13	3.88	0.35	0.13
01396.03.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01396.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01396.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01396.03.1	Service Orientation	2.88	0.35	0.13	3.00	0.00	0.00
01396.03.1	Complex Problem Solving	3.13	0.35	0.13	3.25	0.46	0.16
01396.03.1	Operations Analysis	2.50	0.53	0.19	2.63	0.52	0.18
01396.03.1	Technology Design	1.50	0.53	0.19	0.75	0.89	0.31
01396.03.1	Equipment Selection	2.88	0.35	0.13	2.63	0.52	0.18
01396.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01396.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01396.03.1	Quality Control Analysis	3.00	0.00	0.00	3.13	0.35	0.13
01396.03.1	Operations Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
01396.03.1	Operation and Control	2.88	0.35	0.13	3.00	0.00	0.00
01396.03.1	Equipment Maintenance	2.00	0.00	0.00	2.00	0.00	0.00
01396.03.1	Troubleshooting	2.13	0.35	0.13	2.00	0.00	0.00
01396.03.1	Repairing	2.00	0.00	0.00	2.00	0.00	0.00
01396.03.1	Systems Analysis	2.88	0.64	0.23	3.00	0.53	0.19
01396.03.1	Systems Evaluation	2.88	0.64	0.23	3.13	0.35	0.13
01396.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.13	0.35	0.13
01396.03.1	Time Management	3.38	0.52	0.18	3.50	0.53	0.19
01396.03.1	M. of Financial Resources	2.00	0.00	0.00	2.00	0.00	0.00
01396.03.1	M. of Material Resources	2.13	0.35	0.13	2.25	0.46	0.16
01396.03.1	M. of Personnel Resources	3.63	0.52	0.18	3.88	0.35	0.13

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Construction Laborers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00823.03.1	Reading Comprehension	2.75	0.46	0.16	2.63	0.52	0.18
00823.03.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
00823.03.1	Writing	2.25	0.46	0.16	2.00	0.00	0.00
00823.03.1	Speaking	3.25	0.46	0.16	2.88	0.35	0.13
00823.03.1	Mathematics	2.00	0.00	0.00	1.38	0.52	0.18
00823.03.1	Science	1.50	0.53	0.19	0.50	0.53	0.19
00823.03.1	Critical Thinking	2.75	0.46	0.16	2.63	0.52	0.18
00823.03.1	Active Learning	2.13	0.35	0.13	2.13	0.35	0.13
00823.03.1	Learning Strategies	2.13	0.35	0.13	2.00	0.00	0.00
00823.03.1	Monitoring	2.63	0.52	0.18	2.50	0.53	0.19
00823.03.1	Social Perceptiveness	2.63	0.52	0.18	2.13	0.64	0.23
00823.03.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
00823.03.1	Persuasion	2.00	0.00	0.00	2.00	0.00	0.00
00823.03.1	Negotiation	2.00	0.00	0.00	2.00	0.00	0.00
00823.03.1	Instructing	2.13	0.35	0.13	2.00	0.00	0.00
00823.03.1	Service Orientation	2.13	0.35	0.13	1.88	0.35	0.13
00823.03.1	Complex Problem Solving	2.75	0.46	0.16	2.63	0.52	0.18
00823.03.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00823.03.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
00823.03.1	Equipment Selection	2.63	0.52	0.18	2.13	0.35	0.13
00823.03.1	Installation	1.88	0.35	0.13	1.25	0.89	0.31
00823.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00823.03.1	Quality Control Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00823.03.1	Operations Monitoring	3.00	0.00	0.00	2.88	0.35	0.13
00823.03.1	Operation and Control	3.13	0.35	0.13	3.00	0.00	0.00
00823.03.1	Equipment Maintenance	2.50	0.53	0.19	2.13	0.35	0.13
00823.03.1	Troubleshooting	2.25	0.46	0.16	2.00	0.00	0.00
00823.03.1	Repairing	2.25	0.46	0.16	2.00	0.00	0.00
00823.03.1	Systems Analysis	1.88	0.35	0.13	1.00	0.53	0.19
00823.03.1	Systems Evaluation	2.00	0.53	0.19	1.13	0.64	0.23
00823.03.1	Judg. and Dec. Making	2.38	0.52	0.18	2.13	0.35	0.13
00823.03.1	Time Management	2.50	0.53	0.19	2.38	0.52	0.18
00823.03.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
00823.03.1	M. of Material Resources	1.63	0.52	0.18	0.88	0.83	0.30
00823.03.1	M. of Personnel Resources	2.00	0.00	0.00	1.75	0.46	0.16

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

Paving, Surfacing, and Tamping Equipment Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00810.03.1	Reading Comprehension	2.50	0.53	0.19	2.13	0.64	0.23
00810.03.1	Active Listening	2.88	0.35	0.13	2.75	0.46	0.16
00810.03.1	Writing	1.88	0.35	0.13	1.63	0.74	0.26
00810.03.1	Speaking	2.88	0.35	0.13	2.25	0.46	0.16
00810.03.1	Mathematics	2.00	0.00	0.00	2.00	0.53	0.19
00810.03.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
00810.03.1	Critical Thinking	3.00	0.00	0.00	2.88	0.35	0.13
00810.03.1	Active Learning	2.63	0.52	0.18	2.13	0.64	0.23
00810.03.1	Learning Strategies	2.25	0.46	0.16	2.13	0.35	0.13
00810.03.1	Monitoring	3.25	0.46	0.16	2.88	0.35	0.13
00810.03.1	Social Perceptiveness	2.50	0.53	0.19	1.75	0.71	0.25
00810.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00810.03.1	Persuasion	1.88	0.35	0.13	1.75	0.71	0.25
00810.03.1	Negotiation	1.88	0.35	0.13	1.63	0.74	0.26
00810.03.1	Instructing	2.00	0.00	0.00	2.00	0.00	0.00
00810.03.1	Service Orientation	2.00	0.00	0.00	1.88	0.35	0.13
00810.03.1	Complex Problem Solving	2.63	0.52	0.18	2.50	0.53	0.19
00810.03.1	Operations Analysis	1.50	0.53	0.19	0.63	0.74	0.26
00810.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00810.03.1	Equipment Selection	2.50	0.53	0.19	2.13	0.35	0.13
00810.03.1	Installation	1.63	0.52	0.18	0.88	0.99	0.35
00810.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00810.03.1	Quality Control Analysis	2.75	0.46	0.16	2.88	0.35	0.13
00810.03.1	Operations Monitoring	3.63	0.52	0.18	3.13	0.35	0.13
00810.03.1	Operation and Control	3.38	0.52	0.18	3.13	0.35	0.13
00810.03.1	Equipment Maintenance	2.88	0.35	0.13	3.00	0.00	0.00
00810.03.1	Troubleshooting	3.00	0.53	0.19	2.88	0.35	0.13
00810.03.1	Repairing	3.00	0.53	0.19	3.00	0.00	0.00
00810.03.1	Systems Analysis	2.13	0.35	0.13	1.88	0.35	0.13
00810.03.1	Systems Evaluation	2.13	0.35	0.13	1.88	0.35	0.13
00810.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.50	0.53	0.19
00810.03.1	Time Management	2.75	0.46	0.16	2.13	0.64	0.23
00810.03.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
00810.03.1	M. of Material Resources	1.50	0.53	0.19	0.63	0.74	0.26
00810.03.1	M. of Personnel Resources	1.88	0.35	0.13	1.63	0.74	0.26

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

Operating Engineers and Other Construction Equipment Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01400.03.1	Reading Comprehension	2.88	0.35	0.13	2.50	0.53	0.19
01400.03.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01400.03.1	Writing	2.00	0.00	0.00	1.88	0.35	0.13
01400.03.1	Speaking	2.88	0.35	0.13	2.50	0.53	0.19
01400.03.1	Mathematics	2.00	0.00	0.00	1.63	0.52	0.18
01400.03.1	Science	1.50	0.53	0.19	0.63	0.74	0.26
01400.03.1	Critical Thinking	2.88	0.35	0.13	3.00	0.53	0.19
01400.03.1	Active Learning	2.88	0.35	0.13	2.63	0.52	0.18
01400.03.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
01400.03.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01400.03.1	Social Perceptiveness	2.75	0.46	0.16	2.38	0.52	0.18
01400.03.1	Coordination	2.88	0.35	0.13	2.88	0.35	0.13
01400.03.1	Persuasion	2.25	0.46	0.16	2.13	0.35	0.13
01400.03.1	Negotiation	2.00	0.00	0.00	2.13	0.64	0.23
01400.03.1	Instructing	2.38	0.52	0.18	2.38	0.52	0.18
01400.03.1	Service Orientation	2.25	0.46	0.16	2.25	0.46	0.16
01400.03.1	Complex Problem Solving	2.88	0.35	0.13	2.63	0.52	0.18
01400.03.1	Operations Analysis	1.75	0.46	0.16	1.25	0.89	0.31
01400.03.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01400.03.1	Equipment Selection	2.38	0.52	0.18	2.13	0.35	0.13
01400.03.1	Installation	1.38	0.52	0.18	0.63	0.92	0.32
01400.03.1	Programming	1.13	0.35	0.13	0.25	0.71	0.25
01400.03.1	Quality Control Analysis	2.88	0.35	0.13	2.75	0.71	0.25
01400.03.1	Operations Monitoring	3.25	0.71	0.25	3.25	0.71	0.25
01400.03.1	Operation and Control	4.13	0.35	0.13	4.13	0.35	0.13
01400.03.1	Equipment Maintenance	3.25	0.46	0.16	3.25	0.71	0.25
01400.03.1	Troubleshooting	3.00	0.00	0.00	3.00	0.00	0.00
01400.03.1	Repairing	2.88	0.35	0.13	3.00	0.00	0.00
01400.03.1	Systems Analysis	2.00	0.00	0.00	2.00	0.53	0.19
01400.03.1	Systems Evaluation	2.00	0.00	0.00	1.75	0.71	0.25
01400.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.63	0.52	0.18
01400.03.1	Time Management	3.00	0.00	0.00	2.88	0.64	0.23
01400.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01400.03.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
01400.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.13	0.64	0.23

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

Construction and Building Inspectors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00073.04.1	Reading Comprehension	3.88	0.35	0.13	3.88	0.35	0.13
00073.04.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
00073.04.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
00073.04.1	Speaking	3.88	0.35	0.13	3.88	0.35	0.13
00073.04.1	Mathematics	3.00	0.53	0.19	3.25	0.46	0.16
00073.04.1	Science	2.63	0.52	0.18	2.00	0.53	0.19
00073.04.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
00073.04.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00073.04.1	Learning Strategies	3.00	0.53	0.19	3.13	0.35	0.13
00073.04.1	Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
00073.04.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00073.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00073.04.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
00073.04.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
00073.04.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00073.04.1	Service Orientation	2.88	0.35	0.13	2.75	0.46	0.16
00073.04.1	Complex Problem Solving	3.63	0.52	0.18	3.13	0.35	0.13
00073.04.1	Operations Analysis	2.13	0.35	0.13	2.25	0.46	0.16
00073.04.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
00073.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00073.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00073.04.1	Programming	1.63	0.52	0.18	0.88	0.99	0.35
00073.04.1	Quality Control Analysis	3.00	0.53	0.19	3.38	0.74	0.26
00073.04.1	Operations Monitoring	2.75	0.46	0.16	2.75	0.46	0.16
00073.04.1	Operation and Control	2.00	0.00	0.00	2.00	0.00	0.00
00073.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00073.04.1	Troubleshooting	2.00	0.00	0.00	2.00	0.00	0.00
00073.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00073.04.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
00073.04.1	Systems Evaluation	3.13	0.35	0.13	3.00	0.00	0.00
00073.04.1	Judg. and Dec. Making	3.25	0.46	0.16	3.13	0.35	0.13
00073.04.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00073.04.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
00073.04.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
00073.04.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13

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

Weatherization Installers and Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01676.02.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
01676.02.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
01676.02.1	Writing	2.88	0.35	0.13	3.00	0.00	0.00
01676.02.1	Speaking	3.13	0.35	0.13	3.00	0.00	0.00
01676.02.1	Mathematics	2.75	0.71	0.25	2.75	0.71	0.25
01676.02.1	Science	2.00	0.76	0.27	0.88	0.64	0.23
01676.02.1	Critical Thinking	3.25	0.46	0.16	3.25	0.46	0.16
01676.02.1	Active Learning	2.88	0.35	0.13	2.88	0.35	0.13
01676.02.1	Learning Strategies	2.75	0.46	0.16	2.38	0.52	0.18
01676.02.1	Monitoring	3.38	0.52	0.18	3.25	0.46	0.16
01676.02.1	Social Perceptiveness	2.88	0.35	0.13	2.38	0.52	0.18
01676.02.1	Coordination	3.00	0.53	0.19	3.00	0.53	0.19
01676.02.1	Persuasion	2.75	0.46	0.16	2.75	0.46	0.16
01676.02.1	Negotiation	2.75	0.46	0.16	2.25	0.46	0.16
01676.02.1	Instructing	2.75	0.46	0.16	2.63	0.52	0.18
01676.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01676.02.1	Complex Problem Solving	2.88	0.35	0.13	2.38	0.52	0.18
01676.02.1	Operations Analysis	2.13	0.35	0.13	1.88	0.64	0.23
01676.02.1	Technology Design	2.13	0.64	0.23	1.38	0.92	0.32
01676.02.1	Equipment Selection	2.38	0.52	0.18	2.13	0.64	0.23
01676.02.1	Installation	3.25	0.46	0.16	2.88	0.83	0.30
01676.02.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
01676.02.1	Quality Control Analysis	3.00	0.00	0.00	2.88	0.35	0.13
01676.02.1	Operations Monitoring	3.13	0.35	0.13	2.88	0.35	0.13
01676.02.1	Operation and Control	3.00	0.00	0.00	3.00	0.00	0.00
01676.02.1	Equipment Maintenance	2.50	0.53	0.19	2.63	0.52	0.18
01676.02.1	Troubleshooting	3.00	0.00	0.00	3.00	0.53	0.19
01676.02.1	Repairing	2.75	0.46	0.16	2.88	0.35	0.13
01676.02.1	Systems Analysis	3.13	0.64	0.23	2.75	0.46	0.16
01676.02.1	Systems Evaluation	3.00	0.53	0.19	2.50	0.53	0.19
01676.02.1	Judg. and Dec. Making	3.25	0.46	0.16	3.00	0.53	0.19
01676.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
01676.02.1	M. of Financial Resources	2.38	0.74	0.26	2.00	0.53	0.19
01676.02.1	M. of Material Resources	2.25	0.46	0.16	2.00	0.53	0.19
01676.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.50	0.53	0.19

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

Riggers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00763.02.1	Reading Comprehension	3.13	0.35	0.13	2.38	0.52	0.18
00763.02.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
00763.02.1	Writing	2.38	0.52	0.18	2.38	0.52	0.18
00763.02.1	Speaking	3.00	0.00	0.00	2.75	0.46	0.16
00763.02.1	Mathematics	1.63	0.52	0.18	1.00	0.93	0.33
00763.02.1	Science	1.38	0.52	0.18	0.50	0.76	0.27
00763.02.1	Critical Thinking	3.13	0.35	0.13	3.00	0.00	0.00
00763.02.1	Active Learning	2.63	0.52	0.18	2.25	0.46	0.16
00763.02.1	Learning Strategies	1.63	0.52	0.18	1.13	0.99	0.35
00763.02.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00763.02.1	Social Perceptiveness	2.75	0.46	0.16	2.50	0.53	0.19
00763.02.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
00763.02.1	Persuasion	2.25	0.46	0.16	2.13	0.35	0.13
00763.02.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
00763.02.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
00763.02.1	Service Orientation	2.38	0.52	0.18	2.25	0.46	0.16
00763.02.1	Complex Problem Solving	3.00	0.00	0.00	3.00	0.00	0.00
00763.02.1	Operations Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00763.02.1	Technology Design	1.50	0.76	0.27	0.63	1.06	0.38
00763.02.1	Equipment Selection	2.88	0.35	0.13	2.75	0.46	0.16
00763.02.1	Installation	2.00	0.53	0.19	1.75	0.89	0.31
00763.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00763.02.1	Quality Control Analysis	2.88	0.35	0.13	3.00	0.00	0.00
00763.02.1	Operations Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00763.02.1	Operation and Control	3.25	0.46	0.16	3.25	0.46	0.16
00763.02.1	Equipment Maintenance	2.75	0.46	0.16	2.50	0.53	0.19
00763.02.1	Troubleshooting	2.88	0.35	0.13	2.88	0.35	0.13
00763.02.1	Repairing	2.75	0.46	0.16	2.63	0.52	0.18
00763.02.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00763.02.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
00763.02.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00763.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00763.02.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
00763.02.1	M. of Material Resources	1.38	0.52	0.18	0.38	0.52	0.18
00763.02.1	M. of Personnel Resources	2.50	0.53	0.19	2.88	0.35	0.13

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

O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results

Helpers--Installation, Maintenance, and Repair Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01155.03.1	Reading Comprehension	2.63	0.52	0.18	2.13	0.35	0.13
01155.03.1	Active Listening	3.13	0.35	0.13	2.75	0.46	0.16
01155.03.1	Writing	2.13	0.35	0.13	2.00	0.00	0.00
01155.03.1	Speaking	3.00	0.00	0.00	2.38	0.52	0.18
01155.03.1	Mathematics	2.00	0.00	0.00	1.63	0.52	0.18
01155.03.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
01155.03.1	Critical Thinking	3.13	0.35	0.13	2.75	0.46	0.16
01155.03.1	Active Learning	2.63	0.52	0.18	2.50	0.53	0.19
01155.03.1	Learning Strategies	2.50	0.53	0.19	2.13	0.35	0.13
01155.03.1	Monitoring	3.13	0.35	0.13	2.63	0.52	0.18
01155.03.1	Social Perceptiveness	2.63	0.52	0.18	2.00	0.00	0.00
01155.03.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
01155.03.1	Persuasion	1.88	0.35	0.13	1.75	0.71	0.25
01155.03.1	Negotiation	1.88	0.35	0.13	1.50	0.76	0.27
01155.03.1	Instructing	2.13	0.35	0.13	2.00	0.00	0.00
01155.03.1	Service Orientation	2.38	0.52	0.18	2.00	0.00	0.00
01155.03.1	Complex Problem Solving	2.63	0.52	0.18	2.13	0.35	0.13
01155.03.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
01155.03.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
01155.03.1	Equipment Selection	2.75	0.46	0.16	2.38	0.52	0.18
01155.03.1	Installation	2.38	0.52	0.18	2.25	0.46	0.16
01155.03.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
01155.03.1	Quality Control Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01155.03.1	Operations Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01155.03.1	Operation and Control	3.13	0.35	0.13	3.00	0.00	0.00
01155.03.1	Equipment Maintenance	3.13	0.35	0.13	3.25	0.46	0.16
01155.03.1	Troubleshooting	3.13	0.35	0.13	3.13	0.35	0.13
01155.03.1	Repairing	3.13	0.35	0.13	3.25	0.46	0.16
01155.03.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01155.03.1	Systems Evaluation	2.13	0.35	0.13	1.88	0.35	0.13
01155.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.63	0.52	0.18
01155.03.1	Time Management	2.75	0.46	0.16	2.50	0.76	0.27
01155.03.1	M. of Financial Resources	1.25	0.46	0.16	0.38	0.74	0.26
01155.03.1	M. of Material Resources	1.50	0.53	0.19	0.63	0.74	0.26
01155.03.1	M. of Personnel Resources	1.88	0.35	0.13	1.50	0.76	0.27

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

Geothermal Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01677.02.1	Reading Comprehension	3.25	0.46	0.16	3.13	0.35	0.13
01677.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01677.02.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
01677.02.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
01677.02.1	Mathematics	2.75	0.46	0.16	3.13	0.35	0.13
01677.02.1	Science	2.13	0.64	0.23	2.00	0.93	0.33
01677.02.1	Critical Thinking	3.25	0.46	0.16	3.13	0.35	0.13
01677.02.1	Active Learning	3.13	0.35	0.13	3.00	0.00	0.00
01677.02.1	Learning Strategies	2.13	0.35	0.13	2.25	0.46	0.16
01677.02.1	Monitoring	3.75	0.46	0.16	3.63	0.52	0.18
01677.02.1	Social Perceptiveness	2.88	0.35	0.13	2.25	0.46	0.16
01677.02.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
01677.02.1	Persuasion	2.25	0.46	0.16	2.25	0.46	0.16
01677.02.1	Negotiation	2.38	0.52	0.18	2.13	0.35	0.13
01677.02.1	Instructing	2.63	0.52	0.18	2.63	0.52	0.18
01677.02.1	Service Orientation	2.88	0.35	0.13	2.38	0.52	0.18
01677.02.1	Complex Problem Solving	3.13	0.35	0.13	2.88	0.35	0.13
01677.02.1	Operations Analysis	2.00	0.53	0.19	1.63	0.74	0.26
01677.02.1	Technology Design	1.88	0.35	0.13	1.50	0.76	0.27
01677.02.1	Equipment Selection	2.88	0.35	0.13	2.88	0.35	0.13
01677.02.1	Installation	3.00	0.53	0.19	3.13	0.35	0.13
01677.02.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
01677.02.1	Quality Control Analysis	3.25	0.46	0.16	3.25	0.46	0.16
01677.02.1	Operations Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
01677.02.1	Operation and Control	3.38	0.52	0.18	3.75	0.46	0.16
01677.02.1	Equipment Maintenance	3.13	0.64	0.23	3.25	0.46	0.16
01677.02.1	Troubleshooting	3.63	0.74	0.26	3.75	0.46	0.16
01677.02.1	Repairing	3.13	0.64	0.23	3.63	0.74	0.26
01677.02.1	Systems Analysis	3.00	0.53	0.19	3.00	0.53	0.19
01677.02.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.00	0.00
01677.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
01677.02.1	Time Management	2.88	0.35	0.13	3.00	0.53	0.19
01677.02.1	M. of Financial Resources	2.00	0.00	0.00	1.38	0.52	0.18
01677.02.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
01677.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.25	0.46	0.16

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

First-Line Supervisors of Production and Operating Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00675.03.1	Reading Comprehension	3.50	0.53	0.19	3.75	0.46	0.16
00675.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00675.03.1	Writing	3.13	0.35	0.13	3.63	0.52	0.18
00675.03.1	Speaking	3.88	0.35	0.13	3.75	0.46	0.16
00675.03.1	Mathematics	2.38	0.52	0.18	2.88	0.35	0.13
00675.03.1	Science	1.50	0.53	0.19	0.63	0.74	0.26
00675.03.1	Critical Thinking	3.75	0.46	0.16	3.75	0.46	0.16
00675.03.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00675.03.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
00675.03.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
00675.03.1	Social Perceptiveness	3.75	0.46	0.16	3.88	0.35	0.13
00675.03.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
00675.03.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
00675.03.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
00675.03.1	Instructing	3.00	0.00	0.00	3.13	0.35	0.13
00675.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00675.03.1	Complex Problem Solving	3.13	0.35	0.13	3.63	0.52	0.18
00675.03.1	Operations Analysis	2.88	0.64	0.23	2.75	0.46	0.16
00675.03.1	Technology Design	2.00	0.53	0.19	1.25	0.71	0.25
00675.03.1	Equipment Selection	2.25	0.46	0.16	2.25	0.46	0.16
00675.03.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
00675.03.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
00675.03.1	Quality Control Analysis	3.00	0.53	0.19	3.13	0.64	0.23
00675.03.1	Operations Monitoring	3.13	0.35	0.13	3.38	0.52	0.18
00675.03.1	Operation and Control	2.75	0.46	0.16	2.75	0.46	0.16
00675.03.1	Equipment Maintenance	2.13	0.35	0.13	2.13	0.35	0.13
00675.03.1	Troubleshooting	2.25	0.46	0.16	2.50	0.53	0.19
00675.03.1	Repairing	2.25	0.46	0.16	2.13	0.35	0.13
00675.03.1	Systems Analysis	3.13	0.35	0.13	3.00	0.00	0.00
00675.03.1	Systems Evaluation	3.00	0.53	0.19	3.00	0.00	0.00
00675.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.25	0.46	0.16
00675.03.1	Time Management	3.88	0.35	0.13	3.88	0.35	0.13
00675.03.1	M. of Financial Resources	2.25	0.46	0.16	2.63	0.52	0.18
00675.03.1	M. of Material Resources	2.13	0.35	0.13	2.63	0.52	0.18
00675.03.1	M. of Personnel Resources	3.88	0.35	0.13	3.75	0.46	0.16

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

Fiberglass Laminators and Fabricators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01431.02.1	Reading Comprehension	3.00	0.00	0.00	2.75	0.46	0.16
01431.02.1	Active Listening	3.00	0.00	0.00	2.88	0.35	0.13
01431.02.1	Writing	2.88	0.35	0.13	2.50	0.53	0.19
01431.02.1	Speaking	3.00	0.00	0.00	2.63	0.52	0.18
01431.02.1	Mathematics	2.38	0.52	0.18	2.13	0.35	0.13
01431.02.1	Science	1.75	0.46	0.16	1.00	0.76	0.27
01431.02.1	Critical Thinking	2.88	0.35	0.13	2.88	0.35	0.13
01431.02.1	Active Learning	2.88	0.35	0.13	2.75	0.46	0.16
01431.02.1	Learning Strategies	2.63	0.52	0.18	2.75	0.46	0.16
01431.02.1	Monitoring	3.13	0.64	0.23	3.13	0.35	0.13
01431.02.1	Social Perceptiveness	2.75	0.46	0.16	2.38	0.52	0.18
01431.02.1	Coordination	2.88	0.35	0.13	2.63	0.52	0.18
01431.02.1	Persuasion	2.38	0.52	0.18	2.50	0.53	0.19
01431.02.1	Negotiation	2.38	0.52	0.18	2.25	0.46	0.16
01431.02.1	Instructing	2.88	0.35	0.13	2.75	0.46	0.16
01431.02.1	Service Orientation	2.38	0.52	0.18	2.13	0.35	0.13
01431.02.1	Complex Problem Solving	3.00	0.00	0.00	2.88	0.35	0.13
01431.02.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
01431.02.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
01431.02.1	Equipment Selection	2.13	0.35	0.13	1.50	0.53	0.19
01431.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01431.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01431.02.1	Quality Control Analysis	2.88	0.35	0.13	2.88	0.35	0.13
01431.02.1	Operations Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01431.02.1	Operation and Control	2.88	0.35	0.13	3.00	0.00	0.00
01431.02.1	Equipment Maintenance	1.88	0.64	0.23	1.13	0.83	0.30
01431.02.1	Troubleshooting	2.38	0.52	0.18	2.25	0.46	0.16
01431.02.1	Repairing	1.63	0.52	0.18	1.13	0.99	0.35
01431.02.1	Systems Analysis	2.25	0.46	0.16	2.00	0.00	0.00
01431.02.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
01431.02.1	Judg. and Dec. Making	2.88	0.35	0.13	2.63	0.52	0.18
01431.02.1	Time Management	2.88	0.35	0.13	2.63	0.52	0.18
01431.02.1	M. of Financial Resources	1.88	0.35	0.13	0.88	0.35	0.13
01431.02.1	M. of Material Resources	2.00	0.00	0.00	1.50	0.53	0.19
01431.02.1	M. of Personnel Resources	2.38	0.52	0.18	2.25	0.46	0.16

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

O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results

Team Assemblers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01432.03.1	Reading Comprehension	3.00	0.00	0.00	2.88	0.35	0.13
01432.03.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
01432.03.1	Writing	2.75	0.46	0.16	2.88	0.35	0.13
01432.03.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
01432.03.1	Mathematics	2.00	0.00	0.00	1.50	0.53	0.19
01432.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01432.03.1	Critical Thinking	3.00	0.00	0.00	2.88	0.35	0.13
01432.03.1	Active Learning	2.25	0.46	0.16	2.13	0.35	0.13
01432.03.1	Learning Strategies	2.38	0.52	0.18	2.13	0.35	0.13
01432.03.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01432.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01432.03.1	Coordination	3.00	0.00	0.00	3.25	0.46	0.16
01432.03.1	Persuasion	2.38	0.52	0.18	2.38	0.52	0.18
01432.03.1	Negotiation	2.25	0.46	0.16	2.25	0.46	0.16
01432.03.1	Instructing	3.00	0.53	0.19	2.88	0.35	0.13
01432.03.1	Service Orientation	2.25	0.46	0.16	2.25	0.46	0.16
01432.03.1	Complex Problem Solving	2.88	0.35	0.13	2.63	0.52	0.18
01432.03.1	Operations Analysis	1.38	0.52	0.18	0.63	0.92	0.32
01432.03.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
01432.03.1	Equipment Selection	2.00	0.00	0.00	1.50	0.53	0.19
01432.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01432.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01432.03.1	Quality Control Analysis	3.13	0.35	0.13	3.00	0.00	0.00
01432.03.1	Operations Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01432.03.1	Operation and Control	2.75	0.46	0.16	2.75	0.46	0.16
01432.03.1	Equipment Maintenance	2.25	0.46	0.16	2.00	0.00	0.00
01432.03.1	Troubleshooting	2.13	0.35	0.13	2.13	0.35	0.13
01432.03.1	Repairing	2.00	0.00	0.00	2.00	0.00	0.00
01432.03.1	Systems Analysis	2.25	0.46	0.16	2.00	0.00	0.00
01432.03.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.00	0.00
01432.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.75	0.46	0.16
01432.03.1	Time Management	3.00	0.00	0.00	2.75	0.46	0.16
01432.03.1	M. of Financial Resources	1.88	0.64	0.23	1.13	0.83	0.30
01432.03.1	M. of Material Resources	2.00	0.53	0.19	1.25	0.71	0.25
01432.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.50	0.53	0.19

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

Machinists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00850.04.1	Reading Comprehension	2.88	0.35	0.13	3.00	0.00	0.00
00850.04.1	Active Listening	3.00	0.53	0.19	2.88	0.35	0.13
00850.04.1	Writing	2.50	0.53	0.19	2.63	0.52	0.18
00850.04.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00850.04.1	Mathematics	2.88	0.64	0.23	2.75	0.46	0.16
00850.04.1	Science	1.50	0.53	0.19	0.75	0.89	0.31
00850.04.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
00850.04.1	Active Learning	2.75	0.46	0.16	2.88	0.35	0.13
00850.04.1	Learning Strategies	2.13	0.35	0.13	2.38	0.52	0.18
00850.04.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00850.04.1	Social Perceptiveness	2.88	0.35	0.13	2.75	0.46	0.16
00850.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00850.04.1	Persuasion	2.25	0.71	0.25	2.13	0.99	0.35
00850.04.1	Negotiation	2.38	0.52	0.18	2.13	0.35	0.13
00850.04.1	Instructing	2.50	0.53	0.19	2.75	0.46	0.16
00850.04.1	Service Orientation	2.25	0.46	0.16	2.13	0.35	0.13
00850.04.1	Complex Problem Solving	3.00	0.53	0.19	3.00	0.00	0.00
00850.04.1	Operations Analysis	2.00	0.53	0.19	1.88	0.83	0.30
00850.04.1	Technology Design	1.88	0.35	0.13	1.88	0.83	0.30
00850.04.1	Equipment Selection	2.63	0.52	0.18	2.63	0.52	0.18
00850.04.1	Installation	2.50	0.53	0.19	2.38	0.74	0.26
00850.04.1	Programming	1.75	0.46	0.16	1.13	0.83	0.30
00850.04.1	Quality Control Analysis	3.00	0.53	0.19	3.00	0.53	0.19
00850.04.1	Operations Monitoring	3.13	0.35	0.13	3.25	0.46	0.16
00850.04.1	Operation and Control	3.25	0.46	0.16	3.38	0.52	0.18
00850.04.1	Equipment Maintenance	2.88	0.64	0.23	2.88	0.64	0.23
00850.04.1	Troubleshooting	3.00	0.53	0.19	2.88	0.64	0.23
00850.04.1	Repairing	2.88	0.64	0.23	2.75	0.71	0.25
00850.04.1	Systems Analysis	2.50	0.53	0.19	2.13	0.35	0.13
00850.04.1	Systems Evaluation	2.50	0.53	0.19	2.25	0.46	0.16
00850.04.1	Judg. and Dec. Making	2.75	0.46	0.16	2.75	0.46	0.16
00850.04.1	Time Management	2.88	0.35	0.13	2.63	0.52	0.18
00850.04.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00850.04.1	M. of Material Resources	1.75	0.46	0.16	1.00	0.76	0.27
00850.04.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00

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

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Printing Press Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01710.02.1	Reading Comprehension	3.13	0.35	0.13	3.13	0.35	0.13
01710.02.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
01710.02.1	Writing	2.38	0.52	0.18	2.63	0.52	0.18
01710.02.1	Speaking	3.13	0.35	0.13	3.00	0.00	0.00
01710.02.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
01710.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01710.02.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
01710.02.1	Active Learning	2.88	0.35	0.13	2.88	0.35	0.13
01710.02.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
01710.02.1	Monitoring	3.25	0.46	0.16	3.25	0.71	0.25
01710.02.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
01710.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01710.02.1	Persuasion	2.38	0.52	0.18	2.38	0.52	0.18
01710.02.1	Negotiation	2.00	0.00	0.00	2.00	0.00	0.00
01710.02.1	Instructing	2.25	0.46	0.16	2.75	0.46	0.16
01710.02.1	Service Orientation	2.13	0.35	0.13	2.63	0.52	0.18
01710.02.1	Complex Problem Solving	3.00	0.53	0.19	2.88	0.64	0.23
01710.02.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
01710.02.1	Technology Design	1.50	0.53	0.19	0.75	0.89	0.31
01710.02.1	Equipment Selection	2.50	0.53	0.19	2.50	0.53	0.19
01710.02.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01710.02.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
01710.02.1	Quality Control Analysis	3.88	0.35	0.13	3.25	0.46	0.16
01710.02.1	Operations Monitoring	3.63	0.52	0.18	3.63	0.52	0.18
01710.02.1	Operation and Control	3.25	0.46	0.16	3.25	0.46	0.16
01710.02.1	Equipment Maintenance	3.13	0.35	0.13	3.13	0.35	0.13
01710.02.1	Troubleshooting	3.13	0.35	0.13	3.13	0.35	0.13
01710.02.1	Repairing	3.13	0.35	0.13	3.13	0.35	0.13
01710.02.1	Systems Analysis	2.25	0.46	0.16	2.13	0.35	0.13
01710.02.1	Systems Evaluation	2.25	0.46	0.16	2.13	0.35	0.13
01710.02.1	Judg. and Dec. Making	3.13	0.35	0.13	2.88	0.35	0.13
01710.02.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
01710.02.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
01710.02.1	M. of Material Resources	2.13	0.35	0.13	1.88	0.35	0.13
01710.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00

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

Tailors, Dressmakers, and Custom Sewers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01451.02.1	Reading Comprehension	2.63	0.52	0.18	2.63	0.52	0.18
01451.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01451.02.1	Writing	2.50	0.53	0.19	2.25	0.46	0.16
01451.02.1	Speaking	3.00	0.00	0.00	2.88	0.35	0.13
01451.02.1	Mathematics	1.88	0.35	0.13	1.63	0.74	0.26
01451.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01451.02.1	Critical Thinking	3.00	0.53	0.19	3.00	0.53	0.19
01451.02.1	Active Learning	2.63	0.52	0.18	2.63	0.52	0.18
01451.02.1	Learning Strategies	2.00	0.00	0.00	1.75	0.46	0.16
01451.02.1	Monitoring	2.75	0.46	0.16	2.63	0.52	0.18
01451.02.1	Social Perceptiveness	2.88	0.35	0.13	2.88	0.35	0.13
01451.02.1	Coordination	2.63	0.52	0.18	2.50	0.53	0.19
01451.02.1	Persuasion	2.13	0.35	0.13	2.00	0.53	0.19
01451.02.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
01451.02.1	Instructing	2.13	0.35	0.13	1.88	0.35	0.13
01451.02.1	Service Orientation	2.63	0.52	0.18	2.75	0.46	0.16
01451.02.1	Complex Problem Solving	2.63	0.52	0.18	2.63	0.52	0.18
01451.02.1	Operations Analysis	2.38	0.74	0.26	2.13	0.99	0.35
01451.02.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01451.02.1	Equipment Selection	2.00	0.00	0.00	1.88	0.35	0.13
01451.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01451.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01451.02.1	Quality Control Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01451.02.1	Operations Monitoring	2.50	0.53	0.19	2.13	0.35	0.13
01451.02.1	Operation and Control	2.25	0.46	0.16	2.38	0.52	0.18
01451.02.1	Equipment Maintenance	2.00	0.00	0.00	1.50	0.53	0.19
01451.02.1	Troubleshooting	2.13	0.35	0.13	1.38	0.52	0.18
01451.02.1	Repairing	2.00	0.00	0.00	1.25	0.46	0.16
01451.02.1	Systems Analysis	2.00	0.00	0.00	1.25	0.46	0.16
01451.02.1	Systems Evaluation	2.00	0.00	0.00	1.25	0.46	0.16
01451.02.1	Judg. and Dec. Making	2.75	0.46	0.16	2.75	0.46	0.16
01451.02.1	Time Management	3.13	0.35	0.13	2.88	0.35	0.13
01451.02.1	M. of Financial Resources	1.75	0.46	0.16	0.75	0.46	0.16
01451.02.1	M. of Material Resources	1.63	0.52	0.18	0.88	0.83	0.30
01451.02.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00

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

Biomass Plant Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01681.02.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	Mathematics	2.75	0.71	0.25	2.75	0.71	0.25
01681.02.1	Science	2.25	0.71	0.25	1.63	0.74	0.26
01681.02.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
01681.02.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	Monitoring	3.38	0.52	0.18	3.25	0.46	0.16
01681.02.1	Social Perceptiveness	2.75	0.46	0.16	2.88	0.35	0.13
01681.02.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
01681.02.1	Persuasion	2.63	0.52	0.18	2.50	0.53	0.19
01681.02.1	Negotiation	2.75	0.46	0.16	2.13	0.35	0.13
01681.02.1	Instructing	2.75	0.46	0.16	2.75	0.46	0.16
01681.02.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
01681.02.1	Complex Problem Solving	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	Operations Analysis	2.13	0.35	0.13	1.25	0.46	0.16
01681.02.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
01681.02.1	Equipment Selection	2.75	0.46	0.16	2.13	0.35	0.13
01681.02.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01681.02.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
01681.02.1	Quality Control Analysis	3.00	0.53	0.19	3.00	0.76	0.27
01681.02.1	Operations Monitoring	4.00	0.53	0.19	3.88	0.35	0.13
01681.02.1	Operation and Control	3.88	0.64	0.23	3.50	0.53	0.19
01681.02.1	Equipment Maintenance	3.00	0.53	0.19	3.13	0.64	0.23
01681.02.1	Troubleshooting	2.75	0.46	0.16	2.88	0.35	0.13
01681.02.1	Repairing	2.75	0.46	0.16	2.88	0.64	0.23
01681.02.1	Systems Analysis	2.75	0.46	0.16	2.75	0.46	0.16
01681.02.1	Systems Evaluation	2.75	0.46	0.16	2.25	0.46	0.16
01681.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
01681.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01681.02.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
01681.02.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
01681.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.25	0.46	0.16

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

Inspectors, Testers, Sorters, Samplers, and Weighers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01472.03.1	Reading Comprehension	3.13	0.64	0.23	3.00	0.53	0.19
01472.03.1	Active Listening	3.13	0.35	0.13	3.13	0.35	0.13
01472.03.1	Writing	3.25	0.46	0.16	3.13	0.35	0.13
01472.03.1	Speaking	3.13	0.35	0.13	3.00	0.00	0.00
01472.03.1	Mathematics	2.63	0.52	0.18	2.50	0.53	0.19
01472.03.1	Science	1.63	0.52	0.18	1.00	0.93	0.33
01472.03.1	Critical Thinking	3.25	0.46	0.16	3.25	0.46	0.16
01472.03.1	Active Learning	2.38	0.52	0.18	2.38	0.52	0.18
01472.03.1	Learning Strategies	2.00	0.00	0.00	2.13	0.35	0.13
01472.03.1	Monitoring	3.00	0.53	0.19	3.13	0.35	0.13
01472.03.1	Social Perceptiveness	2.88	0.35	0.13	2.25	0.46	0.16
01472.03.1	Coordination	2.88	0.35	0.13	2.88	0.35	0.13
01472.03.1	Persuasion	2.25	0.46	0.16	2.25	0.46	0.16
01472.03.1	Negotiation	2.13	0.35	0.13	2.25	0.46	0.16
01472.03.1	Instructing	2.00	0.00	0.00	2.13	0.35	0.13
01472.03.1	Service Orientation	2.38	0.52	0.18	2.00	0.53	0.19
01472.03.1	Complex Problem Solving	2.88	0.35	0.13	2.75	0.46	0.16
01472.03.1	Operations Analysis	2.00	0.00	0.00	1.63	0.52	0.18
01472.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01472.03.1	Equipment Selection	2.00	0.53	0.19	1.25	0.71	0.25
01472.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01472.03.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
01472.03.1	Quality Control Analysis	3.75	0.46	0.16	3.38	0.52	0.18
01472.03.1	Operations Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
01472.03.1	Operation and Control	2.88	0.35	0.13	2.88	0.64	0.23
01472.03.1	Equipment Maintenance	1.75	0.46	0.16	1.38	0.92	0.32
01472.03.1	Troubleshooting	2.25	0.46	0.16	2.25	0.46	0.16
01472.03.1	Repairing	1.63	0.52	0.18	1.13	0.99	0.35
01472.03.1	Systems Analysis	2.13	0.35	0.13	2.00	0.00	0.00
01472.03.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
01472.03.1	Judg. and Dec. Making	3.13	0.35	0.13	2.75	0.46	0.16
01472.03.1	Time Management	3.00	0.00	0.00	2.75	0.46	0.16
01472.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01472.03.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
01472.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.13	0.35	0.13

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

Potters, Manufacturing

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00913.02.1	Reading Comprehension	2.75	0.46	0.16	2.88	0.35	0.13
00913.02.1	Active Listening	3.00	0.00	0.00	2.88	0.35	0.13
00913.02.1	Writing	2.38	0.52	0.18	2.63	0.52	0.18
00913.02.1	Speaking	2.88	0.35	0.13	2.88	0.35	0.13
00913.02.1	Mathematics	2.13	0.35	0.13	1.75	0.71	0.25
00913.02.1	Science	1.50	0.53	0.19	0.63	0.74	0.26
00913.02.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
00913.02.1	Active Learning	2.00	0.00	0.00	2.13	0.35	0.13
00913.02.1	Learning Strategies	1.75	0.46	0.16	1.38	0.92	0.32
00913.02.1	Monitoring	3.00	0.00	0.00	3.00	0.53	0.19
00913.02.1	Social Perceptiveness	2.88	0.35	0.13	2.75	0.46	0.16
00913.02.1	Coordination	2.63	0.52	0.18	2.50	0.53	0.19
00913.02.1	Persuasion	2.00	0.00	0.00	2.00	0.00	0.00
00913.02.1	Negotiation	1.75	0.46	0.16	1.38	0.92	0.32
00913.02.1	Instructing	1.88	0.35	0.13	1.75	0.71	0.25
00913.02.1	Service Orientation	2.38	0.52	0.18	2.00	0.00	0.00
00913.02.1	Complex Problem Solving	2.63	0.52	0.18	2.13	0.64	0.23
00913.02.1	Operations Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00913.02.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00913.02.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
00913.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00913.02.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00913.02.1	Quality Control Analysis	2.88	0.64	0.23	2.50	0.76	0.27
00913.02.1	Operations Monitoring	3.25	0.46	0.16	3.13	0.35	0.13
00913.02.1	Operation and Control	3.13	0.35	0.13	3.13	0.35	0.13
00913.02.1	Equipment Maintenance	1.50	0.76	0.27	0.63	1.06	0.38
00913.02.1	Troubleshooting	2.13	0.35	0.13	1.63	0.74	0.26
00913.02.1	Repairing	1.38	0.52	0.18	0.63	1.06	0.38
00913.02.1	Systems Analysis	2.13	0.35	0.13	1.88	0.64	0.23
00913.02.1	Systems Evaluation	2.00	0.53	0.19	1.38	0.92	0.32
00913.02.1	Judg. and Dec. Making	2.63	0.52	0.18	2.63	0.52	0.18
00913.02.1	Time Management	2.38	0.52	0.18	2.38	0.52	0.18
00913.02.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00913.02.1	M. of Material Resources	2.13	0.35	0.13	1.63	0.74	0.26
00913.02.1	M. of Personnel Resources	2.00	0.00	0.00	1.88	0.35	0.13

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

Tire Builders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01013.02.1	Reading Comprehension	2.25	0.46	0.16	2.13	0.64	0.23
01013.02.1	Active Listening	3.00	0.00	0.00	2.63	0.52	0.18
01013.02.1	Writing	2.00	0.00	0.00	1.75	0.46	0.16
01013.02.1	Speaking	2.63	0.52	0.18	2.25	0.71	0.25
01013.02.1	Mathematics	1.88	0.35	0.13	1.13	0.64	0.23
01013.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01013.02.1	Critical Thinking	3.00	0.00	0.00	2.50	0.76	0.27
01013.02.1	Active Learning	2.00	0.00	0.00	1.75	0.46	0.16
01013.02.1	Learning Strategies	2.00	0.00	0.00	1.88	0.35	0.13
01013.02.1	Monitoring	3.00	0.00	0.00	2.88	0.35	0.13
01013.02.1	Social Perceptiveness	2.38	0.52	0.18	2.00	0.00	0.00
01013.02.1	Coordination	2.00	0.00	0.00	2.00	0.00	0.00
01013.02.1	Persuasion	1.88	0.35	0.13	1.38	0.74	0.26
01013.02.1	Negotiation	1.75	0.46	0.16	1.25	0.89	0.31
01013.02.1	Instructing	2.00	0.00	0.00	1.88	0.35	0.13
01013.02.1	Service Orientation	2.13	0.35	0.13	1.75	0.46	0.16
01013.02.1	Complex Problem Solving	2.25	0.46	0.16	2.00	0.00	0.00
01013.02.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
01013.02.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
01013.02.1	Equipment Selection	1.88	0.35	0.13	1.13	0.64	0.23
01013.02.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01013.02.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01013.02.1	Quality Control Analysis	2.63	0.74	0.26	2.13	0.35	0.13
01013.02.1	Operations Monitoring	3.13	0.35	0.13	3.38	0.52	0.18
01013.02.1	Operation and Control	3.25	0.46	0.16	3.13	0.35	0.13
01013.02.1	Equipment Maintenance	1.88	0.35	0.13	1.13	0.64	0.23
01013.02.1	Troubleshooting	2.13	0.35	0.13	2.00	0.53	0.19
01013.02.1	Repairing	1.75	0.46	0.16	1.00	0.76	0.27
01013.02.1	Systems Analysis	1.88	0.35	0.13	1.13	0.64	0.23
01013.02.1	Systems Evaluation	1.75	0.46	0.16	0.88	0.64	0.23
01013.02.1	Judg. and Dec. Making	2.75	0.46	0.16	2.00	0.53	0.19
01013.02.1	Time Management	2.75	0.46	0.16	2.25	0.46	0.16
01013.02.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
01013.02.1	M. of Material Resources	1.63	0.52	0.18	0.63	0.52	0.18
01013.02.1	M. of Personnel Resources	1.88	0.35	0.13	1.50	0.76	0.27

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

O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results

Driver/Sales Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01104.03.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
01104.03.1	Active Listening	3.75	0.46	0.16	3.00	0.00	0.00
01104.03.1	Writing	2.75	0.46	0.16	3.00	0.00	0.00
01104.03.1	Speaking	3.63	0.52	0.18	2.88	0.35	0.13
01104.03.1	Mathematics	2.63	0.52	0.18	1.88	0.35	0.13
01104.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01104.03.1	Critical Thinking	3.13	0.35	0.13	3.38	0.52	0.18
01104.03.1	Active Learning	2.75	0.46	0.16	2.13	0.35	0.13
01104.03.1	Learning Strategies	2.00	0.00	0.00	1.88	0.35	0.13
01104.03.1	Monitoring	2.88	0.35	0.13	2.63	0.52	0.18
01104.03.1	Social Perceptiveness	3.00	0.00	0.00	2.88	0.35	0.13
01104.03.1	Coordination	2.75	0.46	0.16	2.88	0.35	0.13
01104.03.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
01104.03.1	Negotiation	2.75	0.46	0.16	2.88	0.35	0.13
01104.03.1	Instructing	2.13	0.35	0.13	1.88	0.35	0.13
01104.03.1	Service Orientation	3.13	0.35	0.13	3.00	0.00	0.00
01104.03.1	Complex Problem Solving	3.00	0.00	0.00	2.88	0.35	0.13
01104.03.1	Operations Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01104.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
01104.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01104.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01104.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01104.03.1	Quality Control Analysis	2.00	0.00	0.00	1.88	0.35	0.13
01104.03.1	Operations Monitoring	2.50	0.76	0.27	2.00	0.93	0.33
01104.03.1	Operation and Control	2.75	0.46	0.16	2.38	0.52	0.18
01104.03.1	Equipment Maintenance	1.63	0.52	0.18	0.75	0.71	0.25
01104.03.1	Troubleshooting	2.00	0.00	0.00	1.38	0.52	0.18
01104.03.1	Repairing	1.25	0.46	0.16	0.25	0.46	0.16
01104.03.1	Systems Analysis	2.00	0.00	0.00	1.88	0.35	0.13
01104.03.1	Systems Evaluation	2.00	0.00	0.00	1.88	0.35	0.13
01104.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.75	0.46	0.16
01104.03.1	Time Management	3.00	0.00	0.00	2.75	0.46	0.16
01104.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01104.03.1	M. of Material Resources	1.75	0.46	0.16	1.13	0.83	0.30
01104.03.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00

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

Bridge and Lock Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01128.02.1	Reading Comprehension	2.88	0.35	0.13	2.38	0.52	0.18
01128.02.1	Active Listening	3.00	0.00	0.00	2.75	0.46	0.16
01128.02.1	Writing	2.88	0.35	0.13	2.88	0.35	0.13
01128.02.1	Speaking	3.00	0.00	0.00	2.88	0.35	0.13
01128.02.1	Mathematics	2.00	0.00	0.00	1.88	0.35	0.13
01128.02.1	Science	1.13	0.35	0.13	0.25	0.71	0.25
01128.02.1	Critical Thinking	3.00	0.00	0.00	3.00	0.00	0.00
01128.02.1	Active Learning	2.38	0.52	0.18	2.13	0.35	0.13
01128.02.1	Learning Strategies	2.50	0.53	0.19	2.13	0.35	0.13
01128.02.1	Monitoring	3.25	0.46	0.16	3.00	0.00	0.00
01128.02.1	Social Perceptiveness	2.63	0.52	0.18	2.25	0.46	0.16
01128.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01128.02.1	Persuasion	2.63	0.52	0.18	2.25	0.46	0.16
01128.02.1	Negotiation	2.50	0.53	0.19	2.13	0.35	0.13
01128.02.1	Instructing	2.75	0.46	0.16	2.63	0.52	0.18
01128.02.1	Service Orientation	2.88	0.35	0.13	2.63	0.52	0.18
01128.02.1	Complex Problem Solving	2.88	0.35	0.13	2.75	0.46	0.16
01128.02.1	Operations Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01128.02.1	Technology Design	1.13	0.35	0.13	0.13	0.35	0.13
01128.02.1	Equipment Selection	1.50	0.53	0.19	0.75	0.89	0.31
01128.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01128.02.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
01128.02.1	Quality Control Analysis	2.50	0.53	0.19	2.25	0.46	0.16
01128.02.1	Operations Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01128.02.1	Operation and Control	3.00	0.53	0.19	3.00	0.00	0.00
01128.02.1	Equipment Maintenance	1.75	0.46	0.16	1.38	0.92	0.32
01128.02.1	Troubleshooting	2.38	0.52	0.18	2.00	0.00	0.00
01128.02.1	Repairing	1.63	0.52	0.18	1.25	1.04	0.37
01128.02.1	Systems Analysis	1.75	0.71	0.25	1.00	0.93	0.33
01128.02.1	Systems Evaluation	2.00	0.00	0.00	1.50	0.53	0.19
01128.02.1	Judg. and Dec. Making	3.00	0.00	0.00	2.63	0.52	0.18
01128.02.1	Time Management	2.88	0.35	0.13	2.63	0.52	0.18
01128.02.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
01128.02.1	M. of Material Resources	1.13	0.35	0.13	0.13	0.35	0.13
01128.02.1	M. of Personnel Resources	2.25	0.46	0.16	2.13	0.35	0.13

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

Packers and Packagers, Hand

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01168.03.1	Reading Comprehension	2.63	0.52	0.18	2.00	0.00	0.00
01168.03.1	Active Listening	2.75	0.46	0.16	2.00	0.00	0.00
01168.03.1	Writing	2.00	0.00	0.00	1.88	0.35	0.13
01168.03.1	Speaking	2.63	0.52	0.18	2.00	0.00	0.00
01168.03.1	Mathematics	2.00	0.00	0.00	1.25	0.46	0.16
01168.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01168.03.1	Critical Thinking	2.75	0.46	0.16	2.00	0.00	0.00
01168.03.1	Active Learning	2.13	0.35	0.13	1.00	0.00	0.00
01168.03.1	Learning Strategies	2.00	0.53	0.19	1.13	0.64	0.23
01168.03.1	Monitoring	3.00	0.00	0.00	2.13	0.64	0.23
01168.03.1	Social Perceptiveness	2.13	0.35	0.13	1.88	0.35	0.13
01168.03.1	Coordination	2.63	0.52	0.18	2.13	0.35	0.13
01168.03.1	Persuasion	1.63	0.52	0.18	0.63	0.52	0.18
01168.03.1	Negotiation	1.63	0.52	0.18	0.63	0.52	0.18
01168.03.1	Instructing	1.88	0.64	0.23	1.00	0.76	0.27
01168.03.1	Service Orientation	2.13	0.35	0.13	2.00	0.53	0.19
01168.03.1	Complex Problem Solving	2.00	0.53	0.19	1.75	0.71	0.25
01168.03.1	Operations Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01168.03.1	Technology Design	1.13	0.35	0.13	0.13	0.35	0.13
01168.03.1	Equipment Selection	1.63	0.52	0.18	0.63	0.52	0.18
01168.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01168.03.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
01168.03.1	Quality Control Analysis	2.25	0.46	0.16	1.88	0.35	0.13
01168.03.1	Operations Monitoring	2.13	0.35	0.13	1.50	0.53	0.19
01168.03.1	Operation and Control	2.00	0.00	0.00	1.63	0.52	0.18
01168.03.1	Equipment Maintenance	1.38	0.52	0.18	0.38	0.52	0.18
01168.03.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
01168.03.1	Repairing	1.25	0.46	0.16	0.25	0.46	0.16
01168.03.1	Systems Analysis	1.88	0.35	0.13	1.00	0.53	0.19
01168.03.1	Systems Evaluation	1.88	0.35	0.13	1.00	0.53	0.19
01168.03.1	Judg. and Dec. Making	2.25	0.46	0.16	1.88	0.35	0.13
01168.03.1	Time Management	2.25	0.46	0.16	1.88	0.35	0.13
01168.03.1	M. of Financial Resources	1.25	0.46	0.16	0.38	0.74	0.26
01168.03.1	M. of Material Resources	1.50	0.53	0.19	0.63	0.74	0.26
01168.03.1	M. of Personnel Resources	1.75	0.46	0.16	1.25	0.89	0.31

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

Appendix C

Summary of Cycle 21 Interrater Agreement Indices

Explanation of Column Titles:

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

Importance

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

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

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

Level

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

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

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

Occupation Title	Importance			Level		
	Mean of *M*s	Median of SDs	Median of SEMs	Mean of *M*s	Median of SDs	Median of SEMs
Treasurers and Controllers	2.79	0.35	0.13	2.83	0.53	0.19
Biomass Power Plant Managers	3.04	0.46	0.16	3.18	0.46	0.16
Construction Managers	2.92	0.35	0.13	3.00	0.46	0.16
Architectural and Engineering Managers	2.96	0.35	0.13	2.99	0.46	0.16
Water Resource Specialists	2.88	0.35	0.13	2.89	0.46	0.16
Property, Real Estate, and Community Association Managers	2.56	0.46	0.16	2.38	0.35	0.13
Agents and Business Managers of Artists, Performers, and Athletes	2.52	0.46	0.16	2.19	0.46	0.16
Coroners	2.63	0.46	0.16	2.43	0.46	0.16
Logistics Engineers	3.04	0.46	0.16	3.06	0.46	0.16
Logistics Analysts	2.69	0.35	0.13	2.58	0.35	0.13
Sustainability Specialists	2.67	0.35	0.13	2.49	0.46	0.16
Credit Analysts	2.35	0.46	0.16	2.15	0.35	0.13
Personal Financial Advisors	2.71	0.35	0.13	2.45	0.35	0.13
Financial Examiners	2.76	0.46	0.16	2.58	0.46	0.16
Credit Counselors	2.48	0.35	0.13	2.12	0.46	0.16
Loan Officers	2.47	0.35	0.13	2.15	0.35	0.13
Tax Preparers	2.29	0.46	0.16	1.95	0.35	0.13
Telecommunications Engineering Specialists	2.86	0.46	0.16	2.91	0.46	0.16
Business Intelligence Analysts	2.62	0.46	0.16	2.49	0.46	0.16
Environmental Engineers	2.84	0.35	0.13	2.90	0.46	0.16
Water/Wastewater Engineers	3.00	0.35	0.13	3.19	0.46	0.16
Industrial Engineers	2.71	0.46	0.16	2.74	0.52	0.18
Human Factors Engineers and Ergonomists	2.87	0.35	0.13	3.04	0.35	0.13
Materials Engineers	2.95	0.35	0.13	3.19	0.46	0.16
Petroleum Engineers	3.00	0.35	0.13	3.01	0.52	0.18
Food Scientists and Technologists	2.85	0.35	0.13	2.80	0.46	0.16
Biochemists and Biophysicists	3.09	0.35	0.13	3.34	0.46	0.16
Range Managers	2.76	0.46	0.16	2.79	0.52	0.18
Astronomers	2.91	0.46	0.16	2.99	0.46	0.16
Physicists	3.06	0.35	0.13	3.44	0.52	0.18
Materials Scientists	2.87	0.46	0.16	2.93	0.53	0.19
Geoscientists, Except Hydrologists and Geographers	2.73	0.46	0.16	2.69	0.53	0.19
Environmental Economists	2.66	0.35	0.13	2.63	0.46	0.16
Quality Control Analysts	2.69	0.46	0.16	2.63	0.46	0.16

*O*NET Analyst Ratings of Occupational Skills: Analysis Cycle 21 Results*

Occupation Title	Importance			Level		
	Mean of *M*s	Median of SDs	Median of SEMs	Mean of *M*s	Median of SDs	Median of SEMs
Marriage and Family Therapists	2.74	0.46	0.16	2.59	0.46	0.16
Rehabilitation Counselors	2.59	0.35	0.13	2.41	0.35	0.13
Probation Officers and Correctional Treatment Specialists	2.59	0.46	0.16	2.35	0.46	0.16
Social and Human Service Assistants	2.60	0.35	0.13	2.36	0.46	0.16
Administrative Law Judges, Adjudicators, and Hearing Officers	2.58	0.35	0.13	2.42	0.46	0.16
Arbitrators, Mediators, and Conciliators	2.51	0.35	0.13	2.26	0.46	0.16
Judges, Magistrate Judges, and Magistrates	2.67	0.35	0.13	2.58	0.35	0.13
Court Reporters	1.93	0.35	0.13	1.38	0.46	0.16
Forestry and Conservation Science Teachers, Postsecondary	2.84	0.35	0.13	2.73	0.35	0.13
Adapted Physical Education Specialists	2.74	0.35	0.13	2.48	0.35	0.13
Sound Engineering Technicians	2.70	0.46	0.16	2.61	0.46	0.16
Film and Video Editors	2.41	0.46	0.16	2.19	0.52	0.18
Family and General Practitioners	2.84	0.35	0.13	2.76	0.46	0.16
Pediatricians, General	2.84	0.35	0.13	2.67	0.35	0.13
Pathologists	2.90	0.35	0.13	3.07	0.46	0.16
Physical Therapists	2.84	0.35	0.13	2.73	0.46	0.16
Exercise Physiologists	2.83	0.35	0.13	2.75	0.46	0.16
Veterinarians	2.80	0.35	0.13	2.79	0.46	0.16
Clinical Nurse Specialists	2.94	0.35	0.13	2.89	0.46	0.16
Acupuncturists	2.46	0.46	0.16	2.23	0.53	0.19
Veterinary Technologists and Technicians	2.74	0.46	0.16	2.62	0.35	0.13
Ophthalmic Medical Technicians	2.33	0.35	0.13	2.11	0.46	0.16
Orthotists and Prosthetists	2.94	0.46	0.16	2.93	0.46	0.16
Hearing Aid Specialists	2.62	0.35	0.13	2.48	0.46	0.16
Ophthalmic Medical Technologists	2.48	0.46	0.16	2.28	0.46	0.16
Nursing Assistants	2.25	0.46	0.16	1.76	0.35	0.13
Occupational Therapy Aides	2.44	0.46	0.16	2.11	0.46	0.16
Physical Therapist Assistants	2.66	0.46	0.16	2.51	0.35	0.13
Veterinary Assistants and Laboratory Animal Caretakers	2.40	0.35	0.13	2.15	0.46	0.16
First-Line Supervisors of Correctional Officers	2.71	0.35	0.13	2.48	0.46	0.16
Bailiffs	2.14	0.46	0.16	1.61	0.46	0.16
Intelligence Analysts	2.56	0.35	0.13	2.39	0.35	0.13

Occupation Title	Importance			Level		
	Mean of Ms	Median of SDs	Median of SEMs	Mean of Ms	Median of SDs	Median of SEMs
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	2.18	0.46	0.16	1.69	0.46	0.16
Food Servers, Nonrestaurant	2.09	0.35	0.13	1.50	0.46	0.16
First-Line Supervisors of Housekeeping and Janitorial Workers	2.56	0.35	0.13	2.43	0.46	0.16
Maids and Housekeeping Cleaners	2.00	0.35	0.13	1.36	0.35	0.13
Motion Picture Projectionists	2.29	0.35	0.13	1.94	0.46	0.16
Amusement and Recreation Attendants	2.10	0.35	0.13	1.59	0.46	0.16
Concierges	2.29	0.35	0.13	1.83	0.35	0.13
Tour Guides and Escorts	2.04	0.35	0.13	1.49	0.35	0.13
First-Line Supervisors of Non-Retail Sales Workers	2.81	0.35	0.13	2.65	0.35	0.13
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2.40	0.46	0.16	2.05	0.46	0.16
Patient Representatives	2.55	0.35	0.13	2.25	0.46	0.16
New Accounts Clerks	2.25	0.35	0.13	1.78	0.35	0.13
First-Line Supervisors of Construction Trades and Extraction Workers	2.79	0.35	0.13	2.73	0.35	0.13
Construction Laborers	2.26	0.46	0.16	1.89	0.35	0.13
Paving, Surfacing, and Tamping Equipment Operators	2.34	0.46	0.16	1.97	0.46	0.16
Operating Engineers and Other Construction Equipment Operators	2.46	0.35	0.13	2.21	0.53	0.19
Construction and Building Inspectors	2.63	0.35	0.13	2.41	0.35	0.13
Weatherization Installers and Technicians	2.79	0.46	0.16	2.56	0.52	0.18
Riggers	2.44	0.35	0.13	2.20	0.35	0.13
Helpers--Installation, Maintenance, and Repair Workers	2.42	0.35	0.13	2.05	0.46	0.16
Geothermal Technicians	2.83	0.35	0.13	2.75	0.46	0.16
First-Line Supervisors of Production and Operating Workers	2.90	0.46	0.16	2.89	0.46	0.16
Fiberglass Laminators and Fabricators	2.41	0.35	0.13	2.08	0.46	0.16
Team Assemblers	2.40	0.35	0.13	2.13	0.35	0.13
Machinists	2.57	0.52	0.18	2.45	0.46	0.16
Printing Press Operators	2.54	0.35	0.13	2.36	0.35	0.13
Tailors, Dressmakers, and Custom Sewers	2.23	0.35	0.13	1.90	0.46	0.16
Biomass Plant Technicians	2.74	0.46	0.16	2.51	0.35	0.13
Inspectors, Testers, Sorters, Samplers, and Weighers	2.41	0.35	0.13	2.15	0.46	0.16

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Occupation Title	Importance			Level		
	Mean of *M*s	Median of SDs	Median of SEMs	Mean of *M*s	Median of SDs	Median of SEMs
Potters, Manufacturing	2.20	0.46	0.16	1.87	0.53	0.19
Tire Builders	2.09	0.35	0.13	1.58	0.52	0.18
Driver/Sales Workers	2.29	0.35	0.13	1.87	0.35	0.13
Bridge and Lock Tenders	2.27	0.35	0.13	1.85	0.35	0.13
Packers and Packagers, Hand	1.90	0.46	0.16	1.17	0.46	0.16

Appendix D

Cycle 21 Interrater Reliability Coefficients

Explanation of Column Titles:

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

IDI Code	Occupation Title	Importance	Level
00001.03.1	Treasurers and Controllers	0.99	0.99
01537.02.1	Biomass Power Plant Managers	0.96	0.98
00027.04.1	Construction Managers	0.98	0.99
00014.04.1	Architectural and Engineering Managers	0.98	0.99
01545.02.1	Water Resource Specialists	0.99	0.99
00023.03.1	Property, Real Estate, and Community Association Managers	0.98	0.99
00409.02.1	Agents and Business Managers of Artists, Performers, and Athletes	0.99	0.99
00087.03.1	Coroners	0.98	0.99
01558.02.1	Logistics Engineers	0.97	0.98
01559.02.1	Logistics Analysts	0.98	0.99
01564.02.1	Sustainability Specialists	0.98	0.99
00048.03.1	Credit Analysts	0.98	0.99
00055.03.1	Personal Financial Advisors	0.99	0.99
00082.03.1	Financial Examiners	0.99	0.99
01689.02.1	Credit Counselors	0.98	0.99
01198.03.1	Loan Officers	0.99	0.99
00050.03.1	Tax Preparers	0.98	0.99
01570.02.1	Telecommunications Engineering Specialists	0.91	0.94
01575.02.1	Business Intelligence Analysts	0.98	0.98
01208.04.1	Environmental Engineers	0.98	0.99
01584.02.1	Water/Wastewater Engineers	0.98	0.98
00115.03.1	Industrial Engineers	0.97	0.97
01586.02.1	Human Factors Engineers and Ergonomists	0.98	0.99
00105.03.1	Materials Engineers	0.97	0.98
00107.03.1	Petroleum Engineers	0.98	0.98
00164.03.1	Food Scientists and Technologists	0.99	0.99
01220.03.1	Biochemists and Biophysicists	0.98	0.99
00160.02.1	Range Managers	0.97	0.98
00149.03.1	Astronomers	0.98	0.99
00148.02.1	Physicists	0.98	0.99
00156.03.1	Materials Scientists	0.97	0.98
01226.03.1	Geoscientists, Except Hydrologists and Geographers	0.98	0.98
01621.02.1	Environmental Economists	0.99	0.99
01624.02.1	Quality Control Analysts	0.95	0.96
01242.03.1	Marriage and Family Therapists	0.99	0.99

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IDI Code	Occupation Title	Importance	Level
01244.03.1	Rehabilitation Counselors	0.99	0.99
00228.03.1	Probation Officers and Correctional Treatment Specialists	0.98	0.99
00230.04.1	Social and Human Service Assistants	0.99	0.99
01251.03.1	Administrative Law Judges, Adjudicators, and Hearing Officers	0.99	0.99
01252.03.1	Arbitrators, Mediators, and Conciliators	0.99	0.99
00235.03.1	Judges, Magistrate Judges, and Magistrates	0.99	0.99
01253.03.1	Court Reporters	0.97	0.98
01260.03.1	Forestry and Conservation Science Teachers, Postsecondary	0.99	0.99
01627.02.1	Adapted Physical Education Specialists	0.99	0.99
00141.03.1	Sound Engineering Technicians	0.95	0.97
00365.03.1	Film and Video Editors	0.96	0.97
01312.03.1	Family and General Practitioners	0.99	0.99
01315.03.1	Pediatricians, General	0.99	0.99
01636.02.1	Pathologists	0.99	0.99
00306.04.1	Physical Therapists	0.98	0.98
01699.02.1	Exercise Physiologists	0.98	0.98
00301.04.1	Veterinarians	0.98	0.98
01543.03.1	Clinical Nurse Specialists	0.99	0.99
01647.02.1	Acupuncturists	0.98	0.98
01324.04.1	Veterinary Technologists and Technicians	0.96	0.98
01701.02.1	Ophthalmic Medical Technicians	0.96	0.98
00338.03.1	Orthotists and Prosthetists	0.98	0.99
01656.02.1	Hearing Aid Specialists	0.96	0.97
01702.02.1	Ophthalmic Medical Technologists	0.97	0.98
01704.02.1	Nursing Assistants	0.98	0.98
01329.03.1	Occupational Therapy Aides	0.97	0.98
01330.04.1	Physical Therapist Assistants	0.97	0.98
00654.04.1	Veterinary Assistants and Laboratory Animal Caretakers	0.96	0.97
01336.03.1	First-Line Supervisors of Correctional Officers	0.98	0.99
00552.03.1	Bailiffs	0.98	0.98
01663.02.1	Intelligence Analysts	0.99	0.99
00562.03.1	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	0.97	0.98
00570.03.1	Food Servers, Nonrestaurant	0.98	0.97
01348.03.1	First-Line Supervisors of Housekeeping and Janitorial Workers	0.97	0.98

IDI Code	Occupation Title	Importance	Level
00596.03.1	Maids and Housekeeping Cleaners	0.97	0.98
01011.02.1	Motion Picture Projectionists	0.97	0.97
00606.03.1	Amusement and Recreation Attendants	0.95	0.97
01360.03.1	Concierges	0.99	0.99
00609.03.1	Tour Guides and Escorts	0.98	0.99
01364.03.1	First-Line Supervisors of Non-Retail Sales Workers	0.99	0.99
00434.03.1	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.98	0.99
01670.02.1	Patient Representatives	0.99	0.99
00451.03.1	New Accounts Clerks	0.98	0.99
01396.03.1	First-Line Supervisors of Construction Trades and Extraction Workers	0.97	0.98
00823.03.1	Construction Laborers	0.94	0.97
00810.03.1	Paving, Surfacing, and Tamping Equipment Operators	0.96	0.97
01400.03.1	Operating Engineers and Other Construction Equipment Operators	0.96	0.96
00073.04.1	Construction and Building Inspectors	0.98	0.99
01676.02.1	Weatherization Installers and Technicians	0.88	0.93
00763.02.1	Riggers	0.96	0.97
01155.03.1	Helpers--Installation, Maintenance, and Repair Workers	0.95	0.97
01677.02.1	Geothermal Technicians	0.94	0.95
00675.03.1	First-Line Supervisors of Production and Operating Workers	0.97	0.98
01431.02.1	Fiberglass Laminators and Fabricators	0.95	0.97
01432.03.1	Team Assemblers	0.96	0.98
00850.04.1	Machinists	0.92	0.93
01710.02.1	Printing Press Operators	0.97	0.98
01451.02.1	Tailors, Dressmakers, and Custom Sewers	0.95	0.97
01681.02.1	Biomass Plant Technicians	0.95	0.97
01472.03.1	Inspectors, Testers, Sorters, Samplers, and Weighers	0.96	0.96
00913.02.1	Potters, Manufacturing	0.95	0.95
01013.02.1	Tire Builders	0.95	0.96
01104.03.1	Driver/Sales Workers	0.98	0.98
01128.02.1	Bridge and Lock Tenders	0.97	0.98
01168.03.1	Packers and Packagers, Hand	0.94	0.95

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