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# O\*NET® Analyst Ratings of Occupational Skills: Analysis Cycle 22 Results

## Final Report

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## Introduction

The Occupational Information Network (O\*NET) is a comprehensive system developed by the U.S. Department of Labor that provides information for over 900 occupations within the U.S. economy. This information is maintained in a comprehensive database. 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 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 et al., 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 22<sup>nd</sup> 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 22.

## Evaluation of Cycle 22 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 22. 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. Therefore, the second analysis involved estimating interrater agreement among the eight raters in each rating group. In the third analysis, 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. 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, in the fourth analysis, we computed another interrater reliability estimate to examine the consistency of ratings across occupations within constructs. 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. The following sections describe each of the four sets of analyses in greater detail.

### Analysis 1: Cycle 22 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](http://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), the lowest possible rating. 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 22 data, the level ratings for Operations Analysis were considered not relevant for Judicial Law Clerks (IDI: 01693.02.1) and Signal and Track Switch Repairers (IDI: 00723.02.1) and Dishwashers (IDI: 00580.03.1) because Operations Analysis was not considered important for performance in these occupations. In this cycle, there were 369 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, 10.54% (369/3,500) of the skill ratings were flagged as not relevant. The average percentage of skill ratings flagged as not relevant across the previous 21 cycles is 13.31% ( $SD = 3.65\%$ ); 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 22 include Installation ( $n$

= 86), Repairing ( $n = 61$ ), and Equipment Maintenance ( $n = 59$ ). 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 22 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 13-22) are presented in Table 2. There were no insufficient agreement flags for level ratings in Cycle 22. This is the first cycle where there were no flags for insufficient agreement for level ratings, although the numbers of have been quite low across recent cycles (only one or two flags observed for each of the prior two cycles). 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.

### **Analysis 2: Cycle 22 Interrater Agreement**

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

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

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 also had a median  $SD$  of 0.35 and a median  $SE_M$  of 0.13. Overall, the results indicate that the ratings made by the occupational analysts were quite consistent for both the importance and level scales.

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

<b>Element Name</b>	<b>Cycle 13 (N = 108)</b>	<b>Cycle 14 (N = 106)</b>	<b>Cycle 15 (N = 126)</b>	<b>Cycle 16 (N = 102)</b>	<b>Cycle 17 (N = 116)</b>	<b>Cycle 18 (N = 110)</b>	<b>Cycle 19 (N = 90)</b>	<b>Cycle 20 (N = 100)</b>	<b>Cycle 21 (N = 100)</b>	<b>Cycle 22 (N = 100)</b>
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	1	1	0	0	1	0	1	0	1
6 Science	23	26	26	33	33	38	29	29	27	16
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	1
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	2	1	0	0	0	1
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	10	5	19	8	10	17	21	13	12	4
19 Technology Design	8	8	14	10	14	15	12	8	12	7
20 Equipment Selection	58	45	58	32	50	47	45	59	47	48
21 Installation	96	80	105	70	90	88	72	88	88	86
22 Programming	22	27	30	34	30	28	27	23	30	19
23 Quality Control Analysis	6	6	8	3	5	8	8	9	11	4
24 Operations Monitoring	2	2	0	1	2	1	0	5	5	2
25 Operation and Control	31	20	28	15	19	24	29	44	22	25
26 Equipment Maintenance	73	56	71	36	56	52	55	69	55	59
27 Troubleshooting	28	17	30	16	23	21	23	37	24	21
28 Repairing	75	59	73	40	59	55	55	70	57	61
29 Systems Analysis	0	0	0	0	0	0	0	0	0	0
30 Systems Evaluation	0	1	0	0	0	0	0	0	0	1
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	9	13	9	9	7	8	7	9	11	8
34 M. of Material Resources	6	9	7	2	5	5	5	4	8	5
35 M. of Personnel Resources	0	1	0	0	1	0	0	0	0	0
Total Flags out of all possible skill ratings	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)	10.54% (369/3500)



Table 2. Level Flags Due to Large  $SE_M$ 

Element Name	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)	Cycle 22 (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	1	0	0	0	0	0	0	0
6 Science	17	3	2	2	0	0	1	0	1	0
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	1	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	1	0	0	0	0	0	0	0	0	0
14 Negotiation	1	0	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	1	0	1	0	0	0	0	0	0	0
18 Operations Analysis	35	12	11	6	6	2	1	1	0	0
19 Technology Design	14	5	5	3	2	0	1	0	0	0
20 Equipment Selection	8	6	2	2	0	0	3	0	1	0
21 Installation	4	5	2	2	3	1	1	0	0	0
22 Programming	15	10	4	2	0	1	0	0	0	0
23 Quality Control Analysis	12	4	5	3	0	2	3	0	0	0
24 Operations Monitoring	0	0	0	0	0	0	0	0	0	0
25 Operation and Control	0	1	1	1	0	0	1	0	0	0
26 Equipment Maintenance	1	0	0	0	1	1	0	0	0	0
27 Troubleshooting	4	1	1	1	1	0	0	0	0	0
28 Repairing	0	1	1	0	0	0	0	0	0	0
29 Systems Analysis	1	0	0	0	0	0	0	0	0	0
30 Systems Evaluation	1	0	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	7	1	4	1	0	1	1	0	0	0
34 M. of Material Resources	7	1	3	0	0	0	0	0	0	0
35 M. of Personnel Resources	0	0	0	1	0	0	0	0	0	0
Total Flags out of all possible skill ratings	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)	0.00% (0/3500)

### **Analysis 3: Cycle 22 Interrater Reliability—Across Constructs within Occupations**

To examine the interrater reliability of the Cycle 22 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 et al., 2003; McCloy et al., 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 22 occupations. Specifically, the median  $ICC$  for importance ratings for the skills across the occupations was 0.98 ( $M = 0.97, SD = 0.01$ ). The median  $ICC$  for the level ratings was 0.99 ( $M = 0.98, SD = 0.01$ ). The reliability for both the importance and level ratings exceeded the median target coefficient value of 0.80. In fact, no occupation had an importance or level rating  $ICC$  value which fell below 0.90. Overall, the results indicate a strong level of reliability in the occupational analysts' ratings.

### **Analysis 4: Cycle 22 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 for the past 10 cycles<sup>1</sup> and results are presented in Table 3. The reliability analyses are based on 1,058 rating targets<sup>2</sup>. 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 0.92 ( $M = 0.92, SD = 0.03$ ) and for level was 0.95 ( $M = 0.95, SD = 0.02$ ). 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 27 skills with reliabilities equal to or greater than 0.90 for importance (e.g., Science) and all skills had reliabilities equal to or greater than 0.90 for level.

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<sup>1</sup> Starting in Cycle 22, interrater reliability analyses across occupations were limited to the past 10 cycles to reflect more recent trends. Previous reports (e.g., Reeder et al., 2020) included all cycles.

<sup>2</sup> 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 13 through 22**

		Cycles 13 through 22 (N = 1,058)					
		Importance			Level		
Skill		ICC(C,1)	ICC(C,8)	SE	ICC(C,1)	ICC(C,8)	SE
1	Reading Comprehension	0.64	0.93	0.13	0.77	0.96	0.15
2	Active Listening	0.57	0.91	0.13	0.70	0.95	0.14
3	Writing	0.66	0.94	0.15	0.79	0.97	0.15
4	Speaking	0.60	0.92	0.13	0.73	0.96	0.14
5	Mathematics	0.67	0.94	0.14	0.75	0.96	0.18
6	Science	0.79	0.97	0.17	0.82	0.97	0.24
7	Critical Thinking	0.56	0.91	0.13	0.66	0.94	0.15
8	Active Learning	0.55	0.91	0.15	0.70	0.95	0.17
9	Learning Strategies	0.61	0.92	0.15	0.70	0.95	0.17
10	Monitoring	0.43	0.86	0.14	0.58	0.92	0.16
11	Social Perceptiveness	0.54	0.90	0.14	0.66	0.94	0.17
12	Coordination	0.48	0.88	0.13	0.53	0.90	0.16
13	Persuasion	0.55	0.91	0.15	0.62	0.93	0.18
14	Negotiation	0.57	0.91	0.14	0.64	0.93	0.17
15	Instructing	0.64	0.93	0.14	0.70	0.95	0.16
16	Service Orientation	0.59	0.92	0.15	0.62	0.93	0.16
17	Complex Problem Solving	0.51	0.89	0.16	0.66	0.94	0.16
18	Operations Analysis	0.57	0.91	0.19	0.64	0.94	0.28
19	Technology Design	0.42	0.85	0.15	0.55	0.91	0.23
20	Equipment Selection	0.72	0.95	0.15	0.74	0.96	0.21
21	Installation	0.70	0.95	0.11	0.71	0.95	0.17
22	Programming	0.49	0.89	0.17	0.59	0.92	0.23
23	Quality Control Analysis	0.61	0.93	0.18	0.67	0.94	0.24
24	Operations Monitoring	0.72	0.95	0.16	0.75	0.96	0.20
25	Operation and Control	0.79	0.97	0.15	0.82	0.97	0.20
26	Equipment Maintenance	0.85	0.98	0.12	0.88	0.98	0.16
27	Troubleshooting	0.78	0.97	0.14	0.81	0.97	0.19
28	Repairing	0.86	0.98	0.12	0.88	0.98	0.16
29	Systems Analysis	0.59	0.92	0.16	0.71	0.95	0.18
30	Systems Evaluation	0.58	0.92	0.16	0.71	0.95	0.19
31	Judg. and Dec. Making	0.50	0.89	0.14	0.67	0.94	0.16
32	Time Management	0.40	0.84	0.13	0.55	0.91	0.15
33	M. of Financial Resources	0.55	0.91	0.15	0.66	0.94	0.23
34	M. of Material Resources	0.49	0.88	0.15	0.61	0.93	0.23
35	M. of Personnel Resources	0.57	0.91	0.15	0.64	0.93	0.18

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

The lowest skill  $ICC(C,8)$  importance reliabilities were found for Time Management (0.84), Technology Design (0.85), and Monitoring (0.86). Even though these skills (Time Management, Technology Design, Monitoring) had the lowest reliabilities compared to other skills this cycle, the reliabilities were still considerably high; the lowest reliability coefficient was above the threshold 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 (0.92 and 0.95, 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 22 analyst ratings were as follows:

- More than 89% of the skill ratings were considered important for performance in a given occupation. Constructs that were flagged as not relevant for performance were very similar to those flagged in previous cycles and are conceptually understandable given the specificity of those skills.
- None of the importance ratings or 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 22 Occupations

IDI Code	Occupation Title
01532.02.1	Chief Sustainability Officers
00025.04.1	Industrial Production Managers
00015.03.1	Natural Sciences Managers
01544.02.1	Clinical Research Coordinators
01554.02.1	Wind Energy Operations Managers
01556.02.1	Brownfield Redevelopment Specialists and Site Managers
00076.03.1	Environmental Compliance Inspectors
01688.02.1	Fundraisers
01577.02.1	Search Marketing Strategists
01579.02.1	Document Management Specialists
00203.03.1	Mathematicians
01580.03.1	Biostatisticians
00123.04.1	Architects, Except Landscape and Naval
00125.04.1	Landscape Architects
00110.04.1	Civil Engineers
01207.03.1	Computer Hardware Engineers
00117.03.1	Fire-Prevention and Protection Engineers
01219.04.1	Soil and Plant Scientists
01615.03.1	Molecular and Cellular Biologists
01616.03.1	Geneticists
01224.03.1	Medical Scientists, Except Epidemiologists
01617.02.1	Climate Change Policy Analysts
01618.02.1	Environmental Restoration Planners
01619.02.1	Industrial Ecologists
00209.04.1	Urban and Regional Planners
00180.04.1	Chemical Technicians
01241.04.1	Substance Abuse and Behavioral Disorder Counselors
01243.04.1	Mental Health Counselors
01246.04.1	Healthcare Social Workers
01247.04.1	Mental Health and Substance Abuse Social Workers
01693.02.1	Judicial Law Clerks
01275.03.1	Social Work Teachers, Postsecondary
01300.03.1	Set and Exhibit Designers

<b>IDI Code</b>	<b>Occupation Title</b>
00402.03.1	Umpires, Referees, and Other Sports Officials
00408.03.1	Interpreters and Translators
01309.03.1	Photographers
00320.04.1	Dietitians and Nutritionists
00297.04.1	Optometrists
00316.04.1	Physician Assistants
00305.04.1	Occupational Therapists
01646.03.1	Low Vision Therapists, Orientation and Mobility Specialists, and Vision Rehabilitation Therapists
01697.02.1	Art Therapists
01698.02.1	Music Therapists
00313.04.1	Registered Nurses
01645.03.1	Critical Care Nurses
01648.03.1	Nurse Anesthetists
01658.03.1	Nurse Midwives
01649.03.1	Nurse Practitioners
01317.04.1	Audiologists
01631.02.1	Dermatologists
01313.03.1	General Internal Medicine Physicians
01632.03.1	Hospitalists
00324.04.1	Dental Hygienists
01650.03.1	Naturopathic Physicians
01651.03.1	Orthoptists
01652.03.1	Cytogenetic Technologists
01653.03.2	Cytotechnologists
00321.04.1	Dietetic Technicians
00319.04.1	Pharmacy Technicians
00314.04.1	Licensed Practical and Licensed Vocational Nurses
00397.04.1	Athletic Trainers
01659.02.1	Midwives
01332.04.1	Massage Therapists
00584.04.1	Dental Assistants
00585.04.1	Medical Assistants
01333.03.1	Medical Transcriptionists
00533.03.1	Chefs and Head Cooks
00571.03.1	Dining Room and Cafeteria Attendants and Bartender Helpers
00580.03.1	Dishwashers



<b>IDI Code</b>	<b>Occupation Title</b>
01349.03.1	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers
00407.03.1	Embalmers
00268.04.1	Exercise Trainers and Group Fitness Instructors
00443.02.1	Models
00491.04.1	Interviewers, Except Eligibility and Loan
00518.03.1	Cargo and Freight Agents
00516.04.1	Dispatchers, Except Police, Fire, and Ambulance
00478.04.1	Medical Secretaries and Administrative Assistants
00893.03.1	Desktop Publishers
00807.02.1	Floor Sanders and Finishers
00672.04.1	First-Line Supervisors of Mechanics, Installers, and Repairers
00737.04.1	Electrical and Electronics Repairers, Commercial and Industrial Equipment
00709.03.1	Motorcycle Mechanics
00694.03.1	Industrial Machinery Mechanics
00740.03.1	Electrical Power-Line Installers and Repairers
00702.04.1	Maintenance and Repair Workers, General
01678.02.1	Wind Turbine Service Technicians
00723.02.1	Signal and Track Switch Repairers
00906.03.1	Food Batchmakers
01015.03.1	Food Cooking Machine Operators and Tenders
01439.03.1	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
00848.03.1	Tool and Die Makers
01458.02.1	Patternmakers, Wood
01482.03.1	Airline Pilots, Copilots, and Flight Engineers
01484.03.1	Airfield Operations Specialists
00612.03.1	Flight Attendants
01108.02.1	Rail Yard Engineers, Dinkey Operators, and Hostlers
01110.02.1	Subway and Streetcar Operators
00083.03.1	Aviation Inspectors
01149.04.1	Industrial Truck and Tractor Operators
01151.02.1	Pump Operators, Except Wellhead Pumpers



## Appendix B

### Descriptive Statistics for O\*NET Analysis Cycle 22 Importance and Level Ratings by Occupations

#### Explanation of Column Titles:

Occupation:	IDI 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 at least six of the eight occupational analysts rated its importance as one (1) and, in turn, the level of that construct is flagged as not relevant.
<i>Mean Imp:</i>	Mean Importance Rating – The mean rating across eight raters.
<i>SD Imp:</i>	Standard Deviation of Importance Ratings – The <i>SD</i> of the ratings across eight raters.
<i>SE<sub>M</sub> Imp:</i>	Standard Error of the Mean Importance Rating – The <i>SE<sub>M</sub></i> of the ratings across eight raters.
<i>Mean Level:</i>	Mean Level Rating – The mean rating across eight raters.
<i>SD Level:</i>	Standard Deviation of Level Ratings – The <i>SD</i> of the ratings across eight raters.
<i>SE<sub>M</sub> Level:</i>	Standard Error of the Mean Level Rating – The <i>SE<sub>M</sub></i> of the ratings across eight raters. Shaded level <i>SE<sub>M</sub>s</i> are flagged for insufficient agreement across raters if the <i>SE<sub>M</sub></i> is greater than 0.51.

## Chief Sustainability Officers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01532.02.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01532.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01532.02.1	Complex Problem Solving	4.00	0.00	0.00	4.13	0.35	0.13
01532.02.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
01532.02.1	Critical Thinking	4.13	0.35	0.13	4.13	0.35	0.13
01532.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01532.02.1	Equipment Selection	1.13	0.35	0.13	0.25	0.71	0.25
01532.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01532.02.1	Instructing	3.25	0.46	0.16	3.38	0.52	0.18
01532.02.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.00	0.00
01532.02.1	Learning Strategies	3.38	0.52	0.18	3.75	0.46	0.16
01532.02.1	M. of Financial Resources	2.88	0.35	0.13	3.13	0.35	0.13
01532.02.1	M. of Material Resources	2.25	0.46	0.16	2.63	0.52	0.18
01532.02.1	M. of Personnel Resources	3.13	0.64	0.23	4.00	0.00	0.00
01532.02.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
01532.02.1	Monitoring	3.75	0.46	0.16	4.00	0.00	0.00
01532.02.1	Negotiation	3.13	0.35	0.13	3.25	0.46	0.16
01532.02.1	Operation and Control	2.00	0.00	0.00	1.00	0.00	0.00
01532.02.1	Operations Analysis	2.88	0.64	0.23	3.13	0.35	0.13
01532.02.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
01532.02.1	Persuasion	3.88	0.35	0.13	4.00	0.53	0.19
01532.02.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
01532.02.1	Quality Control Analysis	1.88	0.64	0.23	1.50	0.93	0.33
01532.02.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
01532.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01532.02.1	Science	2.13	0.35	0.13	1.88	0.64	0.23
01532.02.1	Service Orientation	3.25	0.46	0.16	3.25	0.46	0.16
01532.02.1	Social Perceptiveness	3.88	0.35	0.13	3.88	0.35	0.13
01532.02.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01532.02.1	Systems Analysis	3.88	0.64	0.23	4.00	0.53	0.19
01532.02.1	Systems Evaluation	3.88	0.35	0.13	4.00	0.00	0.00
01532.02.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
01532.02.1	Time Management	3.38	0.52	0.18	3.88	0.35	0.13
01532.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01532.02.1	Writing	4.13	0.35	0.13	4.25	0.46	0.16

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

## Industrial Production Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00025.04.1	Active Learning	3.63	0.52	0.18	4.00	0.00	0.00
00025.04.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00025.04.1	Complex Problem Solving	3.63	0.52	0.18	3.88	0.35	0.13
00025.04.1	Coordination	4.00	0.00	0.00	4.00	0.00	0.00
00025.04.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
00025.04.1	Equipment Maintenance	2.00	0.53	0.19	1.38	0.92	0.32
00025.04.1	Equipment Selection	2.13	0.35	0.13	2.00	0.53	0.19
00025.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00025.04.1	Instructing	3.13	0.35	0.13	3.63	0.52	0.18
00025.04.1	Judg. and Dec. Making	4.00	0.00	0.00	4.38	0.52	0.18
00025.04.1	Learning Strategies	3.75	0.46	0.16	4.00	0.00	0.00
00025.04.1	M. of Financial Resources	3.38	0.52	0.18	4.00	0.00	0.00
00025.04.1	M. of Material Resources	3.25	0.46	0.16	4.00	0.00	0.00
00025.04.1	M. of Personnel Resources	3.88	0.35	0.13	4.25	0.46	0.16
00025.04.1	Mathematics	3.38	0.52	0.18	3.75	0.46	0.16
00025.04.1	Monitoring	4.00	0.00	0.00	4.88	0.35	0.13
00025.04.1	Negotiation	3.25	0.46	0.16	3.75	0.46	0.16
00025.04.1	Operation and Control	2.75	0.71	0.25	3.13	0.35	0.13
00025.04.1	Operations Analysis	2.88	0.35	0.13	2.88	0.35	0.13
00025.04.1	Operations Monitoring	3.13	0.35	0.13	3.50	0.53	0.19
00025.04.1	Persuasion	3.13	0.64	0.23	3.63	0.52	0.18
00025.04.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
00025.04.1	Quality Control Analysis	3.13	0.35	0.13	3.88	0.35	0.13
00025.04.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
00025.04.1	Repairing	2.13	0.35	0.13	1.63	0.74	0.26
00025.04.1	Science	1.63	0.52	0.18	1.13	0.99	0.35
00025.04.1	Service Orientation	3.00	0.00	0.00	3.13	0.35	0.13
00025.04.1	Social Perceptiveness	3.50	0.53	0.19	3.88	0.35	0.13
00025.04.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00025.04.1	Systems Analysis	3.75	0.46	0.16	3.88	0.35	0.13
00025.04.1	Systems Evaluation	3.38	0.52	0.18	3.75	0.46	0.16
00025.04.1	Technology Design	1.63	0.52	0.18	1.13	0.99	0.35
00025.04.1	Time Management	3.88	0.35	0.13	4.13	0.35	0.13
00025.04.1	Troubleshooting	2.25	0.46	0.16	2.25	0.46	0.16
00025.04.1	Writing	3.38	0.52	0.18	4.00	0.00	0.00

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

## Natural Sciences Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00015.03.1	Active Learning	3.50	0.53	0.19	4.75	0.46	0.16
00015.03.1	Active Listening	4.00	0.00	0.00	4.75	0.46	0.16
00015.03.1	Complex Problem Solving	3.88	0.35	0.13	4.25	0.46	0.16
00015.03.1	Coordination	3.38	0.52	0.18	4.00	0.00	0.00
00015.03.1	Critical Thinking	4.00	0.00	0.00	4.38	0.52	0.18
00015.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00015.03.1	Equipment Selection	1.13	0.35	0.13	0.25	0.71	0.25
00015.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00015.03.1	Instructing	3.25	0.46	0.16	3.88	0.35	0.13
00015.03.1	Judg. and Dec. Making	3.75	0.46	0.16	4.13	0.35	0.13
00015.03.1	Learning Strategies	3.50	0.53	0.19	3.88	0.35	0.13
00015.03.1	M. of Financial Resources	2.63	0.52	0.18	3.63	0.52	0.18
00015.03.1	M. of Material Resources	2.75	0.46	0.16	3.00	0.00	0.00
00015.03.1	M. of Personnel Resources	3.63	0.52	0.18	4.63	0.52	0.18
00015.03.1	Mathematics	3.13	0.35	0.13	4.00	0.00	0.00
00015.03.1	Monitoring	4.00	0.53	0.19	4.13	0.35	0.13
00015.03.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
00015.03.1	Operation and Control	2.00	0.00	0.00	1.50	0.53	0.19
00015.03.1	Operations Analysis	3.25	0.46	0.16	3.88	0.35	0.13
00015.03.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
00015.03.1	Persuasion	3.25	0.46	0.16	3.75	0.46	0.16
00015.03.1	Programming	1.88	0.35	0.13	1.63	0.74	0.26
00015.03.1	Quality Control Analysis	2.13	0.35	0.13	2.00	0.00	0.00
00015.03.1	Reading Comprehension	4.00	0.00	0.00	5.00	0.00	0.00
00015.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00015.03.1	Science	4.13	0.35	0.13	4.88	0.35	0.13
00015.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
00015.03.1	Social Perceptiveness	3.38	0.52	0.18	3.88	0.35	0.13
00015.03.1	Speaking	3.88	0.35	0.13	4.25	0.46	0.16
00015.03.1	Systems Analysis	3.25	0.46	0.16	3.88	0.35	0.13
00015.03.1	Systems Evaluation	3.13	0.35	0.13	3.88	0.35	0.13
00015.03.1	Technology Design	2.63	0.52	0.18	2.88	0.35	0.13
00015.03.1	Time Management	3.13	0.35	0.13	4.13	0.35	0.13
00015.03.1	Troubleshooting	1.88	0.35	0.13	1.13	0.64	0.23
00015.03.1	Writing	3.88	0.35	0.13	5.00	0.00	0.00

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

## Clinical Research Coordinators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01544.02.1	Active Learning	3.38	0.52	0.18	4.00	0.00	0.00
01544.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01544.02.1	Complex Problem Solving	3.63	0.52	0.18	3.63	0.52	0.18
01544.02.1	Coordination	3.88	0.35	0.13	4.13	0.35	0.13
01544.02.1	Critical Thinking	3.75	0.46	0.16	4.00	0.00	0.00
01544.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01544.02.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01544.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01544.02.1	Instructing	3.13	0.35	0.13	3.00	0.00	0.00
01544.02.1	Judg. and Dec. Making	3.63	0.52	0.18	3.63	0.52	0.18
01544.02.1	Learning Strategies	3.13	0.35	0.13	3.38	0.52	0.18
01544.02.1	M. of Financial Resources	2.38	0.74	0.26	2.25	1.04	0.37
01544.02.1	M. of Material Resources	2.75	0.46	0.16	2.75	0.46	0.16
01544.02.1	M. of Personnel Resources	3.50	0.53	0.19	3.50	0.76	0.27
01544.02.1	Mathematics	2.88	0.35	0.13	3.00	0.00	0.00
01544.02.1	Monitoring	3.63	0.52	0.18	3.75	0.46	0.16
01544.02.1	Negotiation	2.88	0.35	0.13	3.38	0.52	0.18
01544.02.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
01544.02.1	Operations Analysis	1.63	0.52	0.18	1.13	0.99	0.35
01544.02.1	Operations Monitoring	1.75	0.46	0.16	1.25	0.89	0.31
01544.02.1	Persuasion	3.00	0.53	0.19	3.25	0.46	0.16
01544.02.1	Programming	1.63	0.52	0.18	0.88	0.83	0.30
01544.02.1	Quality Control Analysis	1.75	0.71	0.25	1.13	0.99	0.35
01544.02.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
01544.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01544.02.1	Science	3.00	0.00	0.00	3.00	0.00	0.00
01544.02.1	Service Orientation	3.00	0.00	0.00	3.75	0.46	0.16
01544.02.1	Social Perceptiveness	3.63	0.52	0.18	3.75	0.46	0.16
01544.02.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01544.02.1	Systems Analysis	2.88	0.35	0.13	2.88	0.35	0.13
01544.02.1	Systems Evaluation	2.88	0.35	0.13	3.38	0.52	0.18
01544.02.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01544.02.1	Time Management	3.50	0.53	0.19	3.63	0.52	0.18
01544.02.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
01544.02.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00

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

## Wind Energy Operations Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01554.02.1	Active Learning	3.00	0.00	0.00	3.63	0.52	0.18
01554.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01554.02.1	Complex Problem Solving	3.25	0.46	0.16	3.75	0.46	0.16
01554.02.1	Coordination	3.63	0.52	0.18	3.88	0.35	0.13
01554.02.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
01554.02.1	Equipment Maintenance	2.13	0.35	0.13	2.25	0.46	0.16
01554.02.1	Equipment Selection	2.38	0.52	0.18	2.25	0.46	0.16
01554.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01554.02.1	Instructing	3.13	0.35	0.13	3.63	0.52	0.18
01554.02.1	Judg. and Dec. Making	3.38	0.52	0.18	3.63	0.52	0.18
01554.02.1	Learning Strategies	3.00	0.00	0.00	3.13	0.35	0.13
01554.02.1	M. of Financial Resources	2.88	0.35	0.13	3.63	0.52	0.18
01554.02.1	M. of Material Resources	2.88	0.35	0.13	3.13	0.35	0.13
01554.02.1	M. of Personnel Resources	3.75	0.46	0.16	4.00	0.00	0.00
01554.02.1	Mathematics	3.00	0.00	0.00	3.25	0.46	0.16
01554.02.1	Monitoring	3.88	0.35	0.13	4.13	0.35	0.13
01554.02.1	Negotiation	3.13	0.35	0.13	3.88	0.35	0.13
01554.02.1	Operation and Control	2.50	0.53	0.19	2.50	0.53	0.19
01554.02.1	Operations Analysis	2.25	0.46	0.16	2.25	0.46	0.16
01554.02.1	Operations Monitoring	3.25	0.46	0.16	3.25	0.46	0.16
01554.02.1	Persuasion	3.63	0.52	0.18	3.75	0.46	0.16
01554.02.1	Programming	1.88	0.35	0.13	1.25	0.71	0.25
01554.02.1	Quality Control Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01554.02.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01554.02.1	Repairing	2.00	0.00	0.00	2.13	0.35	0.13
01554.02.1	Science	2.00	0.00	0.00	1.13	0.35	0.13
01554.02.1	Service Orientation	2.88	0.35	0.13	3.13	0.35	0.13
01554.02.1	Social Perceptiveness	3.75	0.46	0.16	4.00	0.00	0.00
01554.02.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01554.02.1	Systems Analysis	3.00	0.00	0.00	3.25	0.46	0.16
01554.02.1	Systems Evaluation	3.00	0.00	0.00	3.13	0.35	0.13
01554.02.1	Technology Design	2.00	0.53	0.19	1.25	0.89	0.31
01554.02.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
01554.02.1	Troubleshooting	2.75	0.46	0.16	2.50	0.53	0.19
01554.02.1	Writing	3.75	0.46	0.16	4.00	0.00	0.00

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



### Brownfield Redevelopment Specialists and Site Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01556.02.1	Active Learning	3.25	0.46	0.16	3.88	0.64	0.23
01556.02.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
01556.02.1	Complex Problem Solving	4.13	0.35	0.13	4.13	0.35	0.13
01556.02.1	Coordination	4.00	0.00	0.00	4.13	0.35	0.13
01556.02.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01556.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01556.02.1	Equipment Selection	1.25	0.46	0.16	0.38	0.74	0.26
01556.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01556.02.1	Instructing	3.00	0.00	0.00	3.13	0.35	0.13
01556.02.1	Judg. and Dec. Making	4.00	0.53	0.19	4.00	0.53	0.19
01556.02.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01556.02.1	M. of Financial Resources	3.13	0.35	0.13	3.75	0.46	0.16
01556.02.1	M. of Material Resources	2.88	0.35	0.13	3.13	0.64	0.23
01556.02.1	M. of Personnel Resources	2.88	0.35	0.13	3.13	0.64	0.23
01556.02.1	Mathematics	3.63	0.52	0.18	3.88	0.35	0.13
01556.02.1	Monitoring	4.00	0.00	0.00	4.13	0.35	0.13
01556.02.1	Negotiation	3.50	0.53	0.19	3.75	0.46	0.16
01556.02.1	Operation and Control	2.00	0.00	0.00	1.75	0.46	0.16
01556.02.1	Operations Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01556.02.1	Operations Monitoring	2.63	0.52	0.18	2.63	0.52	0.18
01556.02.1	Persuasion	3.13	0.35	0.13	3.50	0.53	0.19
01556.02.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
01556.02.1	Quality Control Analysis	2.75	0.46	0.16	2.88	0.35	0.13
01556.02.1	Reading Comprehension	4.00	0.00	0.00	4.50	0.53	0.19
01556.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01556.02.1	Science	3.00	0.53	0.19	3.25	0.46	0.16
01556.02.1	Service Orientation	2.88	0.35	0.13	3.00	0.00	0.00
01556.02.1	Social Perceptiveness	3.25	0.46	0.16	3.13	0.35	0.13
01556.02.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01556.02.1	Systems Analysis	3.38	0.52	0.18	3.75	0.71	0.25
01556.02.1	Systems Evaluation	3.63	0.52	0.18	3.75	0.71	0.25
01556.02.1	Technology Design	1.75	0.46	0.16	1.63	1.06	0.38
01556.02.1	Time Management	3.38	0.52	0.18	3.50	0.53	0.19
01556.02.1	Troubleshooting	1.50	0.53	0.19	1.00	1.07	0.38
01556.02.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13

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

## Environmental Compliance Inspectors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00076.03.1	Active Learning	3.75	0.46	0.16	4.13	0.35	0.13
00076.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00076.03.1	Complex Problem Solving	3.75	0.46	0.16	4.13	0.64	0.23
00076.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00076.03.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
00076.03.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
00076.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00076.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00076.03.1	Instructing	3.00	0.00	0.00	3.13	0.35	0.13
00076.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.88	0.64	0.23
00076.03.1	Learning Strategies	3.00	0.00	0.00	3.25	0.46	0.16
00076.03.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00076.03.1	M. of Material Resources	1.63	0.52	0.18	0.63	0.52	0.18
00076.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.63	0.52	0.18
00076.03.1	Mathematics	3.00	0.00	0.00	3.13	0.35	0.13
00076.03.1	Monitoring	3.75	0.46	0.16	4.38	0.52	0.18
00076.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
00076.03.1	Operation and Control	2.63	0.52	0.18	2.63	0.52	0.18
00076.03.1	Operations Analysis	2.50	0.53	0.19	2.50	0.53	0.19
00076.03.1	Operations Monitoring	3.38	0.52	0.18	3.38	0.52	0.18
00076.03.1	Persuasion	2.75	0.46	0.16	2.88	0.35	0.13
00076.03.1	Programming	1.63	0.52	0.18	1.13	0.99	0.35
00076.03.1	Quality Control Analysis	3.25	0.46	0.16	3.38	0.52	0.18
00076.03.1	Reading Comprehension	4.00	0.00	0.00	4.75	0.46	0.16
00076.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00076.03.1	Science	3.00	0.00	0.00	3.25	0.46	0.16
00076.03.1	Service Orientation	2.88	0.35	0.13	2.88	0.35	0.13
00076.03.1	Social Perceptiveness	3.25	0.46	0.16	3.38	0.52	0.18
00076.03.1	Speaking	3.88	0.35	0.13	4.25	0.46	0.16
00076.03.1	Systems Analysis	3.25	0.46	0.16	3.38	0.74	0.26
00076.03.1	Systems Evaluation	3.38	0.52	0.18	3.75	0.71	0.25
00076.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
00076.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00076.03.1	Troubleshooting	2.00	0.53	0.19	2.00	0.93	0.33
00076.03.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13

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

## Fundraisers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01688.02.1	Active Learning	3.25	0.46	0.16	3.50	0.53	0.19
01688.02.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01688.02.1	Complex Problem Solving	3.25	0.46	0.16	3.25	0.46	0.16
01688.02.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
01688.02.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
01688.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01688.02.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01688.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01688.02.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01688.02.1	Judg. and Dec. Making	3.38	0.52	0.18	3.75	0.46	0.16
01688.02.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
01688.02.1	M. of Financial Resources	3.00	0.00	0.00	3.13	0.35	0.13
01688.02.1	M. of Material Resources	2.13	0.64	0.23	2.25	1.04	0.37
01688.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.64	0.23
01688.02.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
01688.02.1	Monitoring	3.13	0.64	0.23	3.50	0.53	0.19
01688.02.1	Negotiation	3.88	0.35	0.13	3.88	0.35	0.13
01688.02.1	Operation and Control	1.63	0.52	0.18	0.63	0.52	0.18
01688.02.1	Operations Analysis	2.00	0.53	0.19	1.25	0.71	0.25
01688.02.1	Operations Monitoring	1.63	0.52	0.18	0.75	0.71	0.25
01688.02.1	Persuasion	4.00	0.00	0.00	4.38	0.52	0.18
01688.02.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01688.02.1	Quality Control Analysis	1.50	0.53	0.19	0.63	0.74	0.26
01688.02.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
01688.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01688.02.1	Science	1.38	0.52	0.18	0.38	0.52	0.18
01688.02.1	Service Orientation	3.50	0.53	0.19	3.25	0.46	0.16
01688.02.1	Social Perceptiveness	3.63	0.52	0.18	3.88	0.35	0.13
01688.02.1	Speaking	4.13	0.35	0.13	4.38	0.52	0.18
01688.02.1	Systems Analysis	3.13	0.35	0.13	3.00	0.53	0.19
01688.02.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01688.02.1	Technology Design	1.75	0.71	0.25	0.75	0.71	0.25
01688.02.1	Time Management	3.00	0.00	0.00	3.63	0.52	0.18
01688.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01688.02.1	Writing	4.00	0.00	0.00	4.13	0.35	0.13

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

## Search Marketing Strategists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01577.02.1	Active Learning	3.75	0.46	0.16	3.88	0.64	0.23
01577.02.1	Active Listening	3.75	0.46	0.16	4.00	0.00	0.00
01577.02.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
01577.02.1	Coordination	3.25	0.46	0.16	3.63	0.52	0.18
01577.02.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
01577.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01577.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01577.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01577.02.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
01577.02.1	Judg. and Dec. Making	3.75	0.46	0.16	3.75	0.46	0.16
01577.02.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
01577.02.1	M. of Financial Resources	2.13	0.35	0.13	2.00	0.00	0.00
01577.02.1	M. of Material Resources	2.00	0.00	0.00	1.88	0.35	0.13
01577.02.1	M. of Personnel Resources	2.63	0.52	0.18	3.00	0.00	0.00
01577.02.1	Mathematics	2.75	0.46	0.16	2.88	0.64	0.23
01577.02.1	Monitoring	3.38	0.52	0.18	3.75	0.46	0.16
01577.02.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01577.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01577.02.1	Operations Analysis	2.13	0.35	0.13	2.25	0.46	0.16
01577.02.1	Operations Monitoring	2.13	0.35	0.13	1.88	0.35	0.13
01577.02.1	Persuasion	3.25	0.46	0.16	3.63	0.52	0.18
01577.02.1	Programming	2.75	0.89	0.31	2.13	1.13	0.40
01577.02.1	Quality Control Analysis	1.88	0.64	0.23	1.50	1.07	0.38
01577.02.1	Reading Comprehension	3.88	0.35	0.13	4.13	0.35	0.13
01577.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01577.02.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
01577.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01577.02.1	Social Perceptiveness	3.00	0.00	0.00	3.25	0.46	0.16
01577.02.1	Speaking	3.63	0.52	0.18	3.75	0.46	0.16
01577.02.1	Systems Analysis	3.38	0.52	0.18	3.75	0.46	0.16
01577.02.1	Systems Evaluation	3.38	0.52	0.18	3.75	0.46	0.16
01577.02.1	Technology Design	2.38	0.92	0.32	2.25	1.16	0.41
01577.02.1	Time Management	3.13	0.35	0.13	3.50	0.53	0.19
01577.02.1	Troubleshooting	1.13	0.35	0.13	0.25	0.71	0.25
01577.02.1	Writing	3.50	0.53	0.19	3.75	0.46	0.16

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

## Document Management Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01579.02.1	Active Learning	3.25	0.46	0.16	3.25	0.46	0.16
01579.02.1	Active Listening	3.75	0.46	0.16	3.88	0.35	0.13
01579.02.1	Complex Problem Solving	3.63	0.52	0.18	3.63	0.52	0.18
01579.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01579.02.1	Critical Thinking	3.75	0.46	0.16	3.75	0.46	0.16
01579.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01579.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01579.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01579.02.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01579.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.38	0.52	0.18
01579.02.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01579.02.1	M. of Financial Resources	2.00	0.00	0.00	1.63	0.52	0.18
01579.02.1	M. of Material Resources	2.00	0.00	0.00	1.88	0.35	0.13
01579.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
01579.02.1	Mathematics	2.25	0.46	0.16	2.25	0.46	0.16
01579.02.1	Monitoring	3.63	0.52	0.18	3.13	0.35	0.13
01579.02.1	Negotiation	2.75	0.46	0.16	2.88	0.35	0.13
01579.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01579.02.1	Operations Analysis	2.25	0.46	0.16	2.25	0.46	0.16
01579.02.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
01579.02.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
01579.02.1	Programming	2.50	0.93	0.33	1.88	0.83	0.30
01579.02.1	Quality Control Analysis	1.75	0.46	0.16	1.00	0.76	0.27
01579.02.1	Reading Comprehension	3.88	0.35	0.13	3.88	0.35	0.13
01579.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01579.02.1	Science	1.25	0.46	0.16	0.50	0.93	0.33
01579.02.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
01579.02.1	Social Perceptiveness	3.00	0.00	0.00	3.13	0.35	0.13
01579.02.1	Speaking	3.13	0.35	0.13	3.25	0.46	0.16
01579.02.1	Systems Analysis	3.63	0.52	0.18	3.38	0.52	0.18
01579.02.1	Systems Evaluation	3.25	0.46	0.16	3.25	0.46	0.16
01579.02.1	Technology Design	2.13	0.64	0.23	1.75	1.04	0.37
01579.02.1	Time Management	3.13	0.35	0.13	3.38	0.52	0.18
01579.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01579.02.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13

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

## Mathematicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00203.03.1	Active Learning	4.00	0.00	0.00	5.25	0.46	0.16
00203.03.1	Active Listening	3.38	0.52	0.18	4.13	0.35	0.13
00203.03.1	Complex Problem Solving	4.13	0.35	0.13	4.88	0.64	0.23
00203.03.1	Coordination	2.75	0.46	0.16	2.75	0.46	0.16
00203.03.1	Critical Thinking	4.25	0.46	0.16	5.13	0.35	0.13
00203.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00203.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00203.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00203.03.1	Instructing	3.13	0.35	0.13	3.75	0.46	0.16
00203.03.1	Judg. and Dec. Making	3.50	0.53	0.19	4.25	0.46	0.16
00203.03.1	Learning Strategies	3.38	0.52	0.18	3.75	0.46	0.16
00203.03.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00203.03.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
00203.03.1	M. of Personnel Resources	2.25	0.71	0.25	1.75	0.71	0.25
00203.03.1	Mathematics	5.00	0.00	0.00	6.00	0.00	0.00
00203.03.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
00203.03.1	Negotiation	1.88	0.35	0.13	1.75	0.71	0.25
00203.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00203.03.1	Operations Analysis	2.50	0.76	0.27	2.63	1.06	0.38
00203.03.1	Operations Monitoring	1.63	0.52	0.18	0.75	0.71	0.25
00203.03.1	Persuasion	2.63	0.74	0.26	2.50	1.07	0.38
00203.03.1	Programming	2.50	0.76	0.27	2.63	1.19	0.42
00203.03.1	Quality Control Analysis	1.50	0.53	0.19	0.50	0.53	0.19
00203.03.1	Reading Comprehension	4.00	0.00	0.00	5.00	0.00	0.00
00203.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00203.03.1	Science	3.63	0.52	0.18	4.63	0.52	0.18
00203.03.1	Service Orientation	1.88	0.35	0.13	1.75	0.71	0.25
00203.03.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
00203.03.1	Speaking	3.38	0.52	0.18	4.25	0.46	0.16
00203.03.1	Systems Analysis	3.25	0.46	0.16	3.88	0.64	0.23
00203.03.1	Systems Evaluation	3.13	0.35	0.13	3.50	0.76	0.27
00203.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00203.03.1	Time Management	2.75	0.46	0.16	2.75	0.46	0.16
00203.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00203.03.1	Writing	3.50	0.53	0.19	4.50	0.53	0.19

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

## Biostatisticians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01580.03.1	Active Learning	4.00	0.00	0.00	4.88	0.64	0.23
01580.03.1	Active Listening	3.88	0.35	0.13	4.25	0.46	0.16
01580.03.1	Complex Problem Solving	4.00	0.00	0.00	4.50	0.53	0.19
01580.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01580.03.1	Critical Thinking	4.00	0.00	0.00	4.88	0.35	0.13
01580.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01580.03.1	Equipment Selection	1.50	0.53	0.19	0.63	0.74	0.26
01580.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01580.03.1	Instructing	3.13	0.35	0.13	4.00	0.00	0.00
01580.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.38	0.52	0.18
01580.03.1	Learning Strategies	3.38	0.52	0.18	3.88	0.35	0.13
01580.03.1	M. of Financial Resources	1.75	0.71	0.25	1.25	1.04	0.37
01580.03.1	M. of Material Resources	1.75	0.71	0.25	1.00	0.93	0.33
01580.03.1	M. of Personnel Resources	2.75	0.46	0.16	3.13	0.64	0.23
01580.03.1	Mathematics	4.63	0.52	0.18	5.13	0.35	0.13
01580.03.1	Monitoring	3.00	0.53	0.19	3.63	0.52	0.18
01580.03.1	Negotiation	2.00	0.00	0.00	2.50	0.53	0.19
01580.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
01580.03.1	Operations Analysis	3.00	0.76	0.27	3.38	0.52	0.18
01580.03.1	Operations Monitoring	1.63	0.52	0.18	0.75	0.71	0.25
01580.03.1	Persuasion	2.75	0.46	0.16	2.88	0.35	0.13
01580.03.1	Programming	3.38	0.52	0.18	4.00	0.00	0.00
01580.03.1	Quality Control Analysis	1.75	0.71	0.25	1.25	1.16	0.41
01580.03.1	Reading Comprehension	4.00	0.00	0.00	5.13	0.35	0.13
01580.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01580.03.1	Science	4.00	0.53	0.19	4.63	0.74	0.26
01580.03.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
01580.03.1	Social Perceptiveness	2.88	0.35	0.13	2.88	0.35	0.13
01580.03.1	Speaking	4.00	0.00	0.00	4.50	0.53	0.19
01580.03.1	Systems Analysis	3.13	0.35	0.13	3.88	0.35	0.13
01580.03.1	Systems Evaluation	3.13	0.35	0.13	3.75	0.71	0.25
01580.03.1	Technology Design	1.63	0.52	0.18	1.00	0.93	0.33
01580.03.1	Time Management	3.00	0.53	0.19	3.50	0.53	0.19
01580.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01580.03.1	Writing	3.88	0.35	0.13	4.88	0.35	0.13

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

## Architects, Except Landscape and Naval

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00123.04.1	Active Learning	3.63	0.52	0.18	4.13	0.35	0.13
00123.04.1	Active Listening	3.88	0.35	0.13	4.25	0.46	0.16
00123.04.1	Complex Problem Solving	3.75	0.46	0.16	4.25	0.46	0.16
00123.04.1	Coordination	3.50	0.53	0.19	4.00	0.00	0.00
00123.04.1	Critical Thinking	4.00	0.00	0.00	4.50	0.53	0.19
00123.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00123.04.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
00123.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00123.04.1	Instructing	3.00	0.00	0.00	2.88	0.35	0.13
00123.04.1	Judg. and Dec. Making	3.75	0.46	0.16	4.50	0.53	0.19
00123.04.1	Learning Strategies	3.25	0.46	0.16	3.13	0.35	0.13
00123.04.1	M. of Financial Resources	2.75	0.46	0.16	3.38	0.74	0.26
00123.04.1	M. of Material Resources	2.75	0.46	0.16	3.00	0.53	0.19
00123.04.1	M. of Personnel Resources	3.00	0.53	0.19	3.50	0.76	0.27
00123.04.1	Mathematics	3.50	0.53	0.19	4.13	0.35	0.13
00123.04.1	Monitoring	3.75	0.46	0.16	4.38	0.52	0.18
00123.04.1	Negotiation	3.13	0.35	0.13	3.50	0.53	0.19
00123.04.1	Operation and Control	1.88	0.35	0.13	1.75	0.71	0.25
00123.04.1	Operations Analysis	4.00	0.00	0.00	4.38	0.52	0.18
00123.04.1	Operations Monitoring	2.25	0.46	0.16	2.00	0.53	0.19
00123.04.1	Persuasion	3.13	0.35	0.13	3.50	0.53	0.19
00123.04.1	Programming	1.88	0.64	0.23	1.25	0.89	0.31
00123.04.1	Quality Control Analysis	3.13	0.35	0.13	3.25	0.46	0.16
00123.04.1	Reading Comprehension	4.00	0.00	0.00	4.75	0.46	0.16
00123.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00123.04.1	Science	2.88	0.64	0.23	3.00	0.53	0.19
00123.04.1	Service Orientation	2.88	0.35	0.13	3.38	0.52	0.18
00123.04.1	Social Perceptiveness	3.25	0.46	0.16	3.25	0.71	0.25
00123.04.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00123.04.1	Systems Analysis	3.50	0.53	0.19	3.63	0.52	0.18
00123.04.1	Systems Evaluation	3.38	0.52	0.18	3.75	0.46	0.16
00123.04.1	Technology Design	2.00	0.00	0.00	2.00	0.00	0.00
00123.04.1	Time Management	3.00	0.00	0.00	3.63	0.52	0.18
00123.04.1	Troubleshooting	1.88	0.35	0.13	1.50	0.76	0.27
00123.04.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13

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



## Landscape Architects

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00125.04.1	Active Learning	3.75	0.46	0.16	3.75	0.46	0.16
00125.04.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00125.04.1	Complex Problem Solving	3.88	0.35	0.13	3.75	0.46	0.16
00125.04.1	Coordination	3.88	0.35	0.13	3.88	0.35	0.13
00125.04.1	Critical Thinking	3.88	0.35	0.13	3.88	0.35	0.13
00125.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00125.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00125.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00125.04.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00125.04.1	Judg. and Dec. Making	3.75	0.46	0.16	3.75	0.46	0.16
00125.04.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
00125.04.1	M. of Financial Resources	2.63	0.52	0.18	2.88	0.35	0.13
00125.04.1	M. of Material Resources	2.75	0.46	0.16	2.88	0.35	0.13
00125.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13
00125.04.1	Mathematics	3.00	0.00	0.00	3.13	0.35	0.13
00125.04.1	Monitoring	3.00	0.00	0.00	3.50	0.53	0.19
00125.04.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
00125.04.1	Operation and Control	2.00	0.00	0.00	1.63	0.52	0.18
00125.04.1	Operations Analysis	3.63	0.52	0.18	3.75	0.46	0.16
00125.04.1	Operations Monitoring	2.00	0.00	0.00	2.00	0.00	0.00
00125.04.1	Persuasion	3.13	0.35	0.13	3.50	0.53	0.19
00125.04.1	Programming	1.50	0.53	0.19	0.75	0.89	0.31
00125.04.1	Quality Control Analysis	2.25	0.46	0.16	2.13	0.64	0.23
00125.04.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00125.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00125.04.1	Science	2.50	0.53	0.19	2.88	0.64	0.23
00125.04.1	Service Orientation	3.25	0.46	0.16	3.13	0.35	0.13
00125.04.1	Social Perceptiveness	3.75	0.46	0.16	3.88	0.35	0.13
00125.04.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00125.04.1	Systems Analysis	3.38	0.52	0.18	3.38	0.52	0.18
00125.04.1	Systems Evaluation	3.13	0.35	0.13	3.75	0.46	0.16
00125.04.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00125.04.1	Time Management	3.75	0.46	0.16	3.75	0.46	0.16
00125.04.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
00125.04.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13

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

## Civil Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00110.04.1	Active Learning	3.25	0.46	0.16	4.63	0.52	0.18
00110.04.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00110.04.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
00110.04.1	Coordination	3.13	0.35	0.13	3.75	0.46	0.16
00110.04.1	Critical Thinking	3.88	0.35	0.13	4.63	0.52	0.18
00110.04.1	Equipment Maintenance	1.50	0.53	0.19	0.88	0.99	0.35
00110.04.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
00110.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00110.04.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00110.04.1	Judg. and Dec. Making	3.38	0.52	0.18	4.00	0.00	0.00
00110.04.1	Learning Strategies	2.88	0.35	0.13	3.63	0.52	0.18
00110.04.1	M. of Financial Resources	2.88	0.64	0.23	3.38	0.74	0.26
00110.04.1	M. of Material Resources	2.88	0.64	0.23	3.00	0.53	0.19
00110.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.50	0.53	0.19
00110.04.1	Mathematics	3.88	0.35	0.13	4.75	0.89	0.31
00110.04.1	Monitoring	3.25	0.46	0.16	3.88	0.64	0.23
00110.04.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
00110.04.1	Operation and Control	1.38	0.52	0.18	0.50	0.76	0.27
00110.04.1	Operations Analysis	3.63	0.52	0.18	4.50	0.53	0.19
00110.04.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
00110.04.1	Persuasion	3.00	0.00	0.00	3.25	0.46	0.16
00110.04.1	Programming	1.88	0.35	0.13	1.88	0.83	0.30
00110.04.1	Quality Control Analysis	2.25	0.46	0.16	2.50	0.53	0.19
00110.04.1	Reading Comprehension	3.88	0.35	0.13	5.00	0.00	0.00
00110.04.1	Repairing	1.63	0.52	0.18	1.63	1.41	0.50
00110.04.1	Science	3.75	0.46	0.16	4.00	0.53	0.19
00110.04.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00110.04.1	Social Perceptiveness	3.00	0.00	0.00	3.50	0.53	0.19
00110.04.1	Speaking	3.88	0.35	0.13	3.88	0.35	0.13
00110.04.1	Systems Analysis	3.75	0.46	0.16	4.13	0.35	0.13
00110.04.1	Systems Evaluation	3.13	0.64	0.23	4.00	0.00	0.00
00110.04.1	Technology Design	2.25	0.46	0.16	2.50	0.76	0.27
00110.04.1	Time Management	3.75	0.46	0.16	4.00	0.00	0.00
00110.04.1	Troubleshooting	1.50	0.53	0.19	0.63	0.74	0.26
00110.04.1	Writing	3.25	0.46	0.16	3.88	0.35	0.13

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

## Computer Hardware Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01207.03.1	Active Learning	3.75	0.46	0.16	4.13	0.35	0.13
01207.03.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
01207.03.1	Complex Problem Solving	3.88	0.64	0.23	4.13	0.35	0.13
01207.03.1	Coordination	3.13	0.35	0.13	3.13	0.35	0.13
01207.03.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
01207.03.1	Equipment Maintenance	2.13	0.35	0.13	2.13	0.35	0.13
01207.03.1	Equipment Selection	2.50	0.53	0.19	2.75	0.71	0.25
01207.03.1	Installation	1.88	0.35	0.13	1.13	0.64	0.23
01207.03.1	Instructing	3.00	0.00	0.00	3.50	0.53	0.19
01207.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.88	0.64	0.23
01207.03.1	Learning Strategies	2.88	0.35	0.13	3.13	0.35	0.13
01207.03.1	M. of Financial Resources	1.75	0.46	0.16	1.25	0.89	0.31
01207.03.1	M. of Material Resources	1.88	0.35	0.13	1.50	0.76	0.27
01207.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.63	0.52	0.18
01207.03.1	Mathematics	3.25	0.46	0.16	3.38	0.74	0.26
01207.03.1	Monitoring	3.13	0.35	0.13	3.25	0.46	0.16
01207.03.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
01207.03.1	Operation and Control	1.75	0.46	0.16	0.75	0.46	0.16
01207.03.1	Operations Analysis	3.38	0.52	0.18	4.00	0.53	0.19
01207.03.1	Operations Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01207.03.1	Persuasion	2.63	0.52	0.18	2.75	0.46	0.16
01207.03.1	Programming	2.50	0.53	0.19	2.75	0.46	0.16
01207.03.1	Quality Control Analysis	2.88	0.35	0.13	3.00	0.00	0.00
01207.03.1	Reading Comprehension	4.00	0.00	0.00	4.50	0.53	0.19
01207.03.1	Repairing	2.13	0.35	0.13	2.13	0.35	0.13
01207.03.1	Science	2.88	0.35	0.13	3.25	0.71	0.25
01207.03.1	Service Orientation	2.63	0.52	0.18	2.75	0.46	0.16
01207.03.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
01207.03.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01207.03.1	Systems Analysis	3.38	0.52	0.18	3.50	0.53	0.19
01207.03.1	Systems Evaluation	3.38	0.52	0.18	4.00	0.53	0.19
01207.03.1	Technology Design	2.63	0.52	0.18	2.75	0.71	0.25
01207.03.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
01207.03.1	Troubleshooting	2.63	0.52	0.18	3.13	0.35	0.13
01207.03.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13

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

## Fire-Prevention and Protection Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00117.03.1	Active Learning	3.63	0.52	0.18	3.88	0.35	0.13
00117.03.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00117.03.1	Complex Problem Solving	3.75	0.46	0.16	4.00	0.00	0.00
00117.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00117.03.1	Critical Thinking	4.13	0.35	0.13	4.13	0.35	0.13
00117.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00117.03.1	Equipment Selection	1.88	0.64	0.23	1.50	1.07	0.38
00117.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00117.03.1	Instructing	3.00	0.00	0.00	3.13	0.35	0.13
00117.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.00	0.00
00117.03.1	Learning Strategies	2.88	0.35	0.13	3.38	0.52	0.18
00117.03.1	M. of Financial Resources	2.63	0.52	0.18	2.88	0.64	0.23
00117.03.1	M. of Material Resources	2.63	0.52	0.18	2.75	0.46	0.16
00117.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
00117.03.1	Mathematics	2.88	0.35	0.13	3.13	0.64	0.23
00117.03.1	Monitoring	3.00	0.00	0.00	3.38	0.52	0.18
00117.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
00117.03.1	Operation and Control	2.13	0.35	0.13	1.88	0.64	0.23
00117.03.1	Operations Analysis	3.63	0.74	0.26	4.00	0.00	0.00
00117.03.1	Operations Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
00117.03.1	Persuasion	3.13	0.35	0.13	3.13	0.35	0.13
00117.03.1	Programming	1.88	0.35	0.13	1.63	0.74	0.26
00117.03.1	Quality Control Analysis	3.25	0.46	0.16	3.25	0.46	0.16
00117.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00117.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00117.03.1	Science	3.50	0.76	0.27	3.88	0.35	0.13
00117.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00117.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00117.03.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00117.03.1	Systems Analysis	3.75	0.46	0.16	3.88	0.35	0.13
00117.03.1	Systems Evaluation	3.75	0.46	0.16	3.88	0.35	0.13
00117.03.1	Technology Design	2.75	0.46	0.16	3.00	0.53	0.19
00117.03.1	Time Management	3.38	0.52	0.18	3.88	0.35	0.13
00117.03.1	Troubleshooting	2.75	0.46	0.16	2.75	0.46	0.16
00117.03.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00

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

## Soil and Plant Scientists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01219.04.1	Active Learning	4.00	0.00	0.00	4.50	0.76	0.27
01219.04.1	Active Listening	3.88	0.35	0.13	4.13	0.35	0.13
01219.04.1	Complex Problem Solving	3.88	0.35	0.13	4.25	0.46	0.16
01219.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01219.04.1	Critical Thinking	4.00	0.00	0.00	4.38	0.52	0.18
01219.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01219.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01219.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01219.04.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
01219.04.1	Judg. and Dec. Making	3.75	0.46	0.16	4.25	0.46	0.16
01219.04.1	Learning Strategies	3.25	0.46	0.16	3.88	0.64	0.23
01219.04.1	M. of Financial Resources	2.00	0.53	0.19	1.63	0.74	0.26
01219.04.1	M. of Material Resources	2.00	0.00	0.00	2.00	0.00	0.00
01219.04.1	M. of Personnel Resources	2.75	0.46	0.16	2.63	0.52	0.18
01219.04.1	Mathematics	3.25	0.46	0.16	3.88	0.64	0.23
01219.04.1	Monitoring	3.25	0.46	0.16	4.13	0.35	0.13
01219.04.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
01219.04.1	Operation and Control	2.25	0.46	0.16	2.25	0.46	0.16
01219.04.1	Operations Analysis	3.00	0.00	0.00	3.75	0.71	0.25
01219.04.1	Operations Monitoring	2.75	0.46	0.16	2.88	0.35	0.13
01219.04.1	Persuasion	2.88	0.35	0.13	3.13	0.35	0.13
01219.04.1	Programming	2.13	0.35	0.13	2.00	0.53	0.19
01219.04.1	Quality Control Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01219.04.1	Reading Comprehension	4.00	0.00	0.00	5.00	0.53	0.19
01219.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01219.04.1	Science	4.00	0.00	0.00	4.88	0.64	0.23
01219.04.1	Service Orientation	2.88	0.35	0.13	2.88	0.35	0.13
01219.04.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01219.04.1	Speaking	4.00	0.00	0.00	4.63	0.52	0.18
01219.04.1	Systems Analysis	3.50	0.53	0.19	3.88	0.64	0.23
01219.04.1	Systems Evaluation	3.50	0.53	0.19	3.88	0.64	0.23
01219.04.1	Technology Design	1.75	0.46	0.16	1.50	0.93	0.33
01219.04.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
01219.04.1	Troubleshooting	1.75	0.46	0.16	1.00	0.76	0.27
01219.04.1	Writing	3.88	0.35	0.13	4.38	0.52	0.18

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

## Molecular and Cellular Biologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01615.03.1	Active Learning	3.88	0.35	0.13	4.63	0.74	0.26
01615.03.1	Active Listening	4.00	0.00	0.00	4.63	0.52	0.18
01615.03.1	Complex Problem Solving	4.00	0.00	0.00	4.13	0.35	0.13
01615.03.1	Coordination	3.13	0.35	0.13	3.63	0.52	0.18
01615.03.1	Critical Thinking	4.13	0.35	0.13	4.88	0.35	0.13
01615.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01615.03.1	Equipment Selection	1.88	0.64	0.23	1.50	1.07	0.38
01615.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01615.03.1	Instructing	3.75	0.46	0.16	4.13	0.64	0.23
01615.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.63	0.52	0.18
01615.03.1	Learning Strategies	3.88	0.35	0.13	4.50	0.76	0.27
01615.03.1	M. of Financial Resources	2.63	0.74	0.26	2.63	0.74	0.26
01615.03.1	M. of Material Resources	2.88	0.64	0.23	3.00	0.53	0.19
01615.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.25	0.46	0.16
01615.03.1	Mathematics	3.75	0.46	0.16	4.38	0.74	0.26
01615.03.1	Monitoring	3.75	0.46	0.16	4.38	0.74	0.26
01615.03.1	Negotiation	3.00	0.53	0.19	3.00	0.53	0.19
01615.03.1	Operation and Control	2.63	0.52	0.18	2.50	0.76	0.27
01615.03.1	Operations Analysis	3.13	0.64	0.23	3.25	0.46	0.16
01615.03.1	Operations Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
01615.03.1	Persuasion	3.13	0.35	0.13	3.00	0.00	0.00
01615.03.1	Programming	2.13	0.64	0.23	2.50	1.07	0.38
01615.03.1	Quality Control Analysis	2.88	0.35	0.13	2.88	0.83	0.30
01615.03.1	Reading Comprehension	4.38	0.52	0.18	5.63	0.52	0.18
01615.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01615.03.1	Science	4.75	0.46	0.16	5.00	0.53	0.19
01615.03.1	Service Orientation	2.63	0.52	0.18	2.25	0.46	0.16
01615.03.1	Social Perceptiveness	3.25	0.46	0.16	3.38	0.52	0.18
01615.03.1	Speaking	4.00	0.00	0.00	4.75	0.46	0.16
01615.03.1	Systems Analysis	3.00	0.00	0.00	3.75	0.46	0.16
01615.03.1	Systems Evaluation	3.00	0.00	0.00	3.88	0.35	0.13
01615.03.1	Technology Design	2.00	0.00	0.00	2.00	0.53	0.19
01615.03.1	Time Management	3.13	0.35	0.13	3.88	0.35	0.13
01615.03.1	Troubleshooting	2.00	0.00	0.00	1.50	0.53	0.19
01615.03.1	Writing	4.25	0.46	0.16	5.00	0.00	0.00

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

## Geneticists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01616.03.1	Active Learning	4.00	0.00	0.00	4.13	0.35	0.13
01616.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01616.03.1	Complex Problem Solving	4.00	0.00	0.00	4.00	0.00	0.00
01616.03.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
01616.03.1	Critical Thinking	4.00	0.00	0.00	4.38	0.52	0.18
01616.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01616.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01616.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01616.03.1	Instructing	3.75	0.46	0.16	3.75	0.46	0.16
01616.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.00	0.00	0.00
01616.03.1	Learning Strategies	3.88	0.35	0.13	3.88	0.35	0.13
01616.03.1	M. of Financial Resources	2.13	0.35	0.13	2.13	0.35	0.13
01616.03.1	M. of Material Resources	2.13	0.35	0.13	2.13	0.35	0.13
01616.03.1	M. of Personnel Resources	3.13	0.35	0.13	3.13	0.35	0.13
01616.03.1	Mathematics	3.88	0.35	0.13	4.00	0.00	0.00
01616.03.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
01616.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01616.03.1	Operation and Control	1.75	0.46	0.16	0.88	0.64	0.23
01616.03.1	Operations Analysis	2.13	0.35	0.13	1.50	0.76	0.27
01616.03.1	Operations Monitoring	2.75	0.46	0.16	2.75	0.46	0.16
01616.03.1	Persuasion	3.13	0.35	0.13	3.13	0.35	0.13
01616.03.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
01616.03.1	Quality Control Analysis	2.63	0.52	0.18	2.63	0.74	0.26
01616.03.1	Reading Comprehension	4.25	0.46	0.16	5.00	0.00	0.00
01616.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01616.03.1	Science	4.13	0.35	0.13	4.38	0.52	0.18
01616.03.1	Service Orientation	3.00	0.00	0.00	2.88	0.35	0.13
01616.03.1	Social Perceptiveness	3.50	0.53	0.19	3.75	0.46	0.16
01616.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01616.03.1	Systems Analysis	3.63	0.52	0.18	3.63	0.52	0.18
01616.03.1	Systems Evaluation	3.00	0.00	0.00	3.13	0.35	0.13
01616.03.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
01616.03.1	Time Management	3.00	0.00	0.00	3.50	0.53	0.19
01616.03.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
01616.03.1	Writing	4.00	0.00	0.00	4.88	0.35	0.13

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

## Medical Scientists, Except Epidemiologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01224.03.1	Active Learning	4.13	0.35	0.13	5.00	0.53	0.19
01224.03.1	Active Listening	4.00	0.00	0.00	4.25	0.46	0.16
01224.03.1	Complex Problem Solving	3.88	0.35	0.13	4.63	0.52	0.18
01224.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01224.03.1	Critical Thinking	4.00	0.00	0.00	4.75	0.46	0.16
01224.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01224.03.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
01224.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01224.03.1	Instructing	3.25	0.46	0.16	4.00	0.00	0.00
01224.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.25	0.46	0.16
01224.03.1	Learning Strategies	3.38	0.52	0.18	3.88	0.64	0.23
01224.03.1	M. of Financial Resources	1.75	0.46	0.16	1.50	0.93	0.33
01224.03.1	M. of Material Resources	1.88	0.35	0.13	1.75	0.71	0.25
01224.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.25	0.71	0.25
01224.03.1	Mathematics	3.63	0.52	0.18	4.13	0.35	0.13
01224.03.1	Monitoring	3.63	0.52	0.18	4.13	0.35	0.13
01224.03.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
01224.03.1	Operation and Control	1.88	0.64	0.23	1.13	0.99	0.35
01224.03.1	Operations Analysis	2.88	0.35	0.13	3.63	0.52	0.18
01224.03.1	Operations Monitoring	2.75	0.46	0.16	2.63	0.52	0.18
01224.03.1	Persuasion	2.88	0.35	0.13	3.00	0.53	0.19
01224.03.1	Programming	2.00	0.76	0.27	1.63	1.19	0.42
01224.03.1	Quality Control Analysis	2.25	0.46	0.16	2.75	0.46	0.16
01224.03.1	Reading Comprehension	4.00	0.00	0.00	5.25	0.46	0.16
01224.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01224.03.1	Science	4.13	0.35	0.13	5.00	0.53	0.19
01224.03.1	Service Orientation	3.13	0.35	0.13	3.00	0.53	0.19
01224.03.1	Social Perceptiveness	3.00	0.53	0.19	3.25	0.71	0.25
01224.03.1	Speaking	4.13	0.35	0.13	4.38	0.52	0.18
01224.03.1	Systems Analysis	3.75	0.46	0.16	4.00	0.00	0.00
01224.03.1	Systems Evaluation	3.25	0.46	0.16	4.13	0.35	0.13
01224.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
01224.03.1	Time Management	3.13	0.35	0.13	3.63	0.52	0.18
01224.03.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
01224.03.1	Writing	4.25	0.46	0.16	4.88	0.35	0.13

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



## Climate Change Policy Analysts

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01617.02.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01617.02.1	Active Listening	4.00	0.00	0.00	3.88	0.35	0.13
01617.02.1	Complex Problem Solving	3.75	0.46	0.16	4.13	0.35	0.13
01617.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01617.02.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01617.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01617.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01617.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01617.02.1	Instructing	3.13	0.35	0.13	3.25	0.46	0.16
01617.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.63	0.52	0.18
01617.02.1	Learning Strategies	3.00	0.53	0.19	3.13	0.35	0.13
01617.02.1	M. of Financial Resources	2.00	0.00	0.00	1.75	0.46	0.16
01617.02.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
01617.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
01617.02.1	Mathematics	3.00	0.00	0.00	3.25	0.46	0.16
01617.02.1	Monitoring	3.13	0.35	0.13	3.75	0.46	0.16
01617.02.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01617.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01617.02.1	Operations Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01617.02.1	Operations Monitoring	2.00	0.00	0.00	1.00	0.00	0.00
01617.02.1	Persuasion	3.13	0.35	0.13	3.63	0.52	0.18
01617.02.1	Programming	1.88	0.35	0.13	1.25	0.71	0.25
01617.02.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
01617.02.1	Reading Comprehension	4.25	0.46	0.16	4.25	0.46	0.16
01617.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01617.02.1	Science	2.63	0.52	0.18	2.75	0.46	0.16
01617.02.1	Service Orientation	3.00	0.00	0.00	3.13	0.35	0.13
01617.02.1	Social Perceptiveness	3.13	0.35	0.13	3.63	0.52	0.18
01617.02.1	Speaking	3.88	0.35	0.13	4.25	0.46	0.16
01617.02.1	Systems Analysis	3.50	0.53	0.19	3.88	0.35	0.13
01617.02.1	Systems Evaluation	3.63	0.52	0.18	3.63	0.52	0.18
01617.02.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
01617.02.1	Time Management	3.38	0.52	0.18	3.38	0.52	0.18
01617.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01617.02.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13

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

## Environmental Restoration Planners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01618.02.1	Active Learning	3.50	0.53	0.19	4.00	0.53	0.19
01618.02.1	Active Listening	3.88	0.35	0.13	4.13	0.35	0.13
01618.02.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.53	0.19
01618.02.1	Coordination	3.25	0.46	0.16	3.88	0.35	0.13
01618.02.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
01618.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01618.02.1	Equipment Selection	1.38	0.52	0.18	0.50	0.76	0.27
01618.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01618.02.1	Instructing	2.88	0.35	0.13	3.00	0.00	0.00
01618.02.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.53	0.19
01618.02.1	Learning Strategies	3.00	0.00	0.00	3.25	0.46	0.16
01618.02.1	M. of Financial Resources	2.50	0.76	0.27	2.25	1.04	0.37
01618.02.1	M. of Material Resources	2.50	0.53	0.19	2.50	0.53	0.19
01618.02.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13
01618.02.1	Mathematics	3.25	0.46	0.16	3.38	0.52	0.18
01618.02.1	Monitoring	3.75	0.46	0.16	3.88	0.64	0.23
01618.02.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
01618.02.1	Operation and Control	2.13	0.35	0.13	2.25	0.46	0.16
01618.02.1	Operations Analysis	2.88	0.35	0.13	2.75	0.71	0.25
01618.02.1	Operations Monitoring	2.63	0.52	0.18	2.75	0.46	0.16
01618.02.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01618.02.1	Programming	2.25	0.71	0.25	1.88	0.99	0.35
01618.02.1	Quality Control Analysis	2.38	0.52	0.18	2.38	0.52	0.18
01618.02.1	Reading Comprehension	3.88	0.35	0.13	4.25	0.46	0.16
01618.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01618.02.1	Science	3.50	0.53	0.19	3.88	0.35	0.13
01618.02.1	Service Orientation	3.13	0.35	0.13	3.25	0.71	0.25
01618.02.1	Social Perceptiveness	3.38	0.52	0.18	3.13	0.35	0.13
01618.02.1	Speaking	3.88	0.35	0.13	4.13	0.35	0.13
01618.02.1	Systems Analysis	3.63	0.52	0.18	3.88	0.35	0.13
01618.02.1	Systems Evaluation	3.50	0.53	0.19	3.75	0.71	0.25
01618.02.1	Technology Design	2.00	0.76	0.27	1.63	1.06	0.38
01618.02.1	Time Management	3.00	0.00	0.00	3.38	0.52	0.18
01618.02.1	Troubleshooting	1.63	0.52	0.18	0.75	0.71	0.25
01618.02.1	Writing	3.88	0.35	0.13	4.25	0.46	0.16

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

## Industrial Ecologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01619.02.1	Active Learning	3.63	0.52	0.18	4.00	0.00	0.00
01619.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01619.02.1	Complex Problem Solving	3.75	0.46	0.16	4.00	0.00	0.00
01619.02.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01619.02.1	Critical Thinking	3.88	0.35	0.13	4.25	0.46	0.16
01619.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01619.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01619.02.1	Installation	1.13	0.35	0.13	0.25	0.71	0.25
01619.02.1	Instructing	3.00	0.00	0.00	3.63	0.52	0.18
01619.02.1	Judg. and Dec. Making	3.75	0.46	0.16	4.63	0.52	0.18
01619.02.1	Learning Strategies	3.00	0.00	0.00	3.50	0.53	0.19
01619.02.1	M. of Financial Resources	2.13	0.35	0.13	2.00	0.53	0.19
01619.02.1	M. of Material Resources	2.13	0.35	0.13	2.13	0.35	0.13
01619.02.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
01619.02.1	Mathematics	3.38	0.52	0.18	4.00	0.53	0.19
01619.02.1	Monitoring	3.13	0.35	0.13	3.88	0.35	0.13
01619.02.1	Negotiation	2.63	0.52	0.18	2.63	0.52	0.18
01619.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01619.02.1	Operations Analysis	2.38	0.52	0.18	2.88	0.35	0.13
01619.02.1	Operations Monitoring	1.88	0.35	0.13	1.13	0.64	0.23
01619.02.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
01619.02.1	Programming	2.00	0.76	0.27	2.00	1.41	0.50
01619.02.1	Quality Control Analysis	2.13	0.35	0.13	1.88	0.64	0.23
01619.02.1	Reading Comprehension	4.13	0.35	0.13	4.75	0.46	0.16
01619.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01619.02.1	Science	3.63	0.52	0.18	4.13	0.35	0.13
01619.02.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
01619.02.1	Social Perceptiveness	3.13	0.35	0.13	3.25	0.46	0.16
01619.02.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01619.02.1	Systems Analysis	3.75	0.46	0.16	4.13	0.35	0.13
01619.02.1	Systems Evaluation	3.38	0.52	0.18	3.88	0.35	0.13
01619.02.1	Technology Design	1.88	0.64	0.23	1.63	1.06	0.38
01619.02.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01619.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01619.02.1	Writing	4.00	0.00	0.00	4.63	0.52	0.18

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

## Urban and Regional Planners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00209.04.1	Active Learning	3.25	0.46	0.16	4.13	0.35	0.13
00209.04.1	Active Listening	4.13	0.35	0.13	4.38	0.52	0.18
00209.04.1	Complex Problem Solving	3.75	0.71	0.25	4.13	0.64	0.23
00209.04.1	Coordination	3.25	0.46	0.16	3.75	0.46	0.16
00209.04.1	Critical Thinking	4.00	0.53	0.19	4.25	0.46	0.16
00209.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00209.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00209.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00209.04.1	Instructing	3.00	0.00	0.00	2.88	0.35	0.13
00209.04.1	Judg. and Dec. Making	4.13	0.35	0.13	4.25	0.46	0.16
00209.04.1	Learning Strategies	3.00	0.00	0.00	2.88	0.35	0.13
00209.04.1	M. of Financial Resources	2.50	0.53	0.19	2.75	0.46	0.16
00209.04.1	M. of Material Resources	2.25	0.46	0.16	2.25	0.46	0.16
00209.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13
00209.04.1	Mathematics	3.00	0.00	0.00	3.50	0.53	0.19
00209.04.1	Monitoring	3.00	0.00	0.00	3.63	0.52	0.18
00209.04.1	Negotiation	3.38	0.52	0.18	3.38	0.52	0.18
00209.04.1	Operation and Control	1.38	0.52	0.18	0.50	0.76	0.27
00209.04.1	Operations Analysis	3.13	0.35	0.13	3.75	0.46	0.16
00209.04.1	Operations Monitoring	1.75	0.46	0.16	1.13	0.83	0.30
00209.04.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
00209.04.1	Programming	1.75	0.46	0.16	1.38	0.92	0.32
00209.04.1	Quality Control Analysis	1.63	0.52	0.18	1.25	1.04	0.37
00209.04.1	Reading Comprehension	4.00	0.00	0.00	4.38	0.52	0.18
00209.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00209.04.1	Science	2.63	0.52	0.18	2.75	0.46	0.16
00209.04.1	Service Orientation	3.25	0.46	0.16	3.00	0.00	0.00
00209.04.1	Social Perceptiveness	3.63	0.52	0.18	3.75	0.46	0.16
00209.04.1	Speaking	4.13	0.35	0.13	4.25	0.46	0.16
00209.04.1	Systems Analysis	4.00	0.53	0.19	4.13	0.35	0.13
00209.04.1	Systems Evaluation	3.75	0.71	0.25	4.00	0.53	0.19
00209.04.1	Technology Design	1.63	0.52	0.18	1.13	1.36	0.48
00209.04.1	Time Management	3.25	0.46	0.16	3.75	0.46	0.16
00209.04.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00209.04.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13

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

## Chemical Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00180.04.1	Active Learning	3.38	0.52	0.18	3.25	0.71	0.25
00180.04.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
00180.04.1	Complex Problem Solving	3.13	0.35	0.13	3.13	0.35	0.13
00180.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00180.04.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
00180.04.1	Equipment Maintenance	2.88	0.35	0.13	3.00	0.00	0.00
00180.04.1	Equipment Selection	2.75	0.46	0.16	2.75	0.46	0.16
00180.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00180.04.1	Instructing	3.00	0.00	0.00	3.13	0.35	0.13
00180.04.1	Judg. and Dec. Making	3.13	0.35	0.13	3.25	0.46	0.16
00180.04.1	Learning Strategies	3.13	0.35	0.13	3.25	0.46	0.16
00180.04.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
00180.04.1	M. of Material Resources	2.25	0.46	0.16	1.88	0.35	0.13
00180.04.1	M. of Personnel Resources	2.50	0.53	0.19	2.50	0.53	0.19
00180.04.1	Mathematics	3.00	0.00	0.00	3.13	0.35	0.13
00180.04.1	Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
00180.04.1	Negotiation	2.63	0.52	0.18	2.63	0.52	0.18
00180.04.1	Operation and Control	3.00	0.53	0.19	3.00	0.53	0.19
00180.04.1	Operations Analysis	2.50	0.76	0.27	2.63	1.06	0.38
00180.04.1	Operations Monitoring	3.25	0.46	0.16	3.25	0.46	0.16
00180.04.1	Persuasion	2.63	0.52	0.18	2.25	0.46	0.16
00180.04.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
00180.04.1	Quality Control Analysis	3.13	0.35	0.13	3.38	0.52	0.18
00180.04.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
00180.04.1	Repairing	2.75	0.46	0.16	2.75	0.46	0.16
00180.04.1	Science	4.13	0.35	0.13	4.13	0.35	0.13
00180.04.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
00180.04.1	Social Perceptiveness	2.88	0.35	0.13	2.88	0.35	0.13
00180.04.1	Speaking	3.38	0.52	0.18	3.38	0.52	0.18
00180.04.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
00180.04.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
00180.04.1	Technology Design	2.00	0.53	0.19	1.63	0.74	0.26
00180.04.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
00180.04.1	Troubleshooting	2.88	0.35	0.13	3.00	0.00	0.00
00180.04.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00

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

## Substance Abuse and Behavioral Disorder Counselors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01241.04.1	Active Learning	3.75	0.46	0.16	4.00	0.00	0.00
01241.04.1	Active Listening	4.25	0.46	0.16	4.38	0.52	0.18
01241.04.1	Complex Problem Solving	3.50	0.53	0.19	3.50	0.53	0.19
01241.04.1	Coordination	3.50	0.53	0.19	3.88	0.35	0.13
01241.04.1	Critical Thinking	4.13	0.35	0.13	4.13	0.35	0.13
01241.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01241.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01241.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01241.04.1	Instructing	3.38	0.52	0.18	3.25	0.46	0.16
01241.04.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
01241.04.1	Learning Strategies	3.25	0.46	0.16	3.75	0.46	0.16
01241.04.1	M. of Financial Resources	2.00	0.00	0.00	1.00	0.00	0.00
01241.04.1	M. of Material Resources	2.00	0.00	0.00	1.00	0.00	0.00
01241.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
01241.04.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01241.04.1	Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
01241.04.1	Negotiation	3.25	0.46	0.16	3.25	0.46	0.16
01241.04.1	Operation and Control	1.63	0.52	0.18	0.88	0.83	0.30
01241.04.1	Operations Analysis	2.00	0.53	0.19	1.50	0.93	0.33
01241.04.1	Operations Monitoring	2.00	0.00	0.00	1.75	0.71	0.25
01241.04.1	Persuasion	3.88	0.64	0.23	3.75	0.46	0.16
01241.04.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
01241.04.1	Quality Control Analysis	2.00	0.00	0.00	1.25	0.46	0.16
01241.04.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
01241.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01241.04.1	Science	2.00	0.00	0.00	1.38	0.52	0.18
01241.04.1	Service Orientation	3.88	0.35	0.13	4.00	0.00	0.00
01241.04.1	Social Perceptiveness	4.13	0.35	0.13	5.00	0.00	0.00
01241.04.1	Speaking	4.25	0.46	0.16	4.25	0.46	0.16
01241.04.1	Systems Analysis	3.25	0.46	0.16	3.25	0.46	0.16
01241.04.1	Systems Evaluation	3.25	0.46	0.16	3.25	0.46	0.16
01241.04.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01241.04.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01241.04.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
01241.04.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00

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

## Mental Health Counselors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01243.04.1	Active Learning	3.50	0.53	0.19	4.13	0.35	0.13
01243.04.1	Active Listening	4.75	0.46	0.16	4.88	0.35	0.13
01243.04.1	Complex Problem Solving	3.63	0.52	0.18	3.75	0.46	0.16
01243.04.1	Coordination	3.25	0.46	0.16	3.50	0.76	0.27
01243.04.1	Critical Thinking	3.75	0.46	0.16	4.50	0.53	0.19
01243.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01243.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01243.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01243.04.1	Instructing	3.13	0.35	0.13	3.25	0.46	0.16
01243.04.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.00	0.00
01243.04.1	Learning Strategies	3.25	0.46	0.16	3.88	0.35	0.13
01243.04.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
01243.04.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
01243.04.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00
01243.04.1	Mathematics	2.00	0.00	0.00	2.13	0.35	0.13
01243.04.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
01243.04.1	Negotiation	3.13	0.35	0.13	3.50	0.53	0.19
01243.04.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01243.04.1	Operations Analysis	2.75	0.46	0.16	2.88	0.35	0.13
01243.04.1	Operations Monitoring	1.63	0.52	0.18	0.63	0.52	0.18
01243.04.1	Persuasion	3.50	0.76	0.27	4.13	0.64	0.23
01243.04.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01243.04.1	Quality Control Analysis	1.88	0.64	0.23	1.00	0.76	0.27
01243.04.1	Reading Comprehension	4.13	0.35	0.13	4.63	0.52	0.18
01243.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01243.04.1	Science	2.88	0.35	0.13	3.50	0.76	0.27
01243.04.1	Service Orientation	4.00	0.00	0.00	4.00	0.53	0.19
01243.04.1	Social Perceptiveness	4.88	0.35	0.13	5.63	0.52	0.18
01243.04.1	Speaking	4.25	0.46	0.16	4.25	0.46	0.16
01243.04.1	Systems Analysis	3.13	0.35	0.13	3.63	0.52	0.18
01243.04.1	Systems Evaluation	3.25	0.46	0.16	4.00	0.00	0.00
01243.04.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01243.04.1	Time Management	3.00	0.00	0.00	3.25	0.46	0.16
01243.04.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01243.04.1	Writing	4.00	0.53	0.19	4.25	0.46	0.16

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

## Healthcare Social Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01246.04.1	Active Learning	3.75	0.46	0.16	4.00	0.00	0.00
01246.04.1	Active Listening	4.00	0.00	0.00	4.75	0.46	0.16
01246.04.1	Complex Problem Solving	3.88	0.35	0.13	3.88	0.35	0.13
01246.04.1	Coordination	4.00	0.00	0.00	4.00	0.00	0.00
01246.04.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01246.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01246.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01246.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01246.04.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01246.04.1	Judg. and Dec. Making	3.63	0.52	0.18	3.88	0.35	0.13
01246.04.1	Learning Strategies	3.13	0.35	0.13	3.63	0.52	0.18
01246.04.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
01246.04.1	M. of Material Resources	1.75	0.46	0.16	0.88	0.64	0.23
01246.04.1	M. of Personnel Resources	3.13	0.35	0.13	3.13	0.35	0.13
01246.04.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01246.04.1	Monitoring	3.25	0.46	0.16	3.88	0.35	0.13
01246.04.1	Negotiation	3.13	0.35	0.13	3.25	0.46	0.16
01246.04.1	Operation and Control	1.63	0.52	0.18	0.88	0.83	0.30
01246.04.1	Operations Analysis	2.88	0.35	0.13	3.00	0.00	0.00
01246.04.1	Operations Monitoring	1.63	0.52	0.18	0.88	0.83	0.30
01246.04.1	Persuasion	3.25	0.71	0.25	3.75	0.46	0.16
01246.04.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
01246.04.1	Quality Control Analysis	1.63	0.52	0.18	0.88	0.83	0.30
01246.04.1	Reading Comprehension	4.00	0.00	0.00	4.25	0.46	0.16
01246.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01246.04.1	Science	2.63	0.52	0.18	2.63	0.52	0.18
01246.04.1	Service Orientation	4.13	0.35	0.13	4.38	0.52	0.18
01246.04.1	Social Perceptiveness	4.25	0.46	0.16	5.13	0.99	0.35
01246.04.1	Speaking	4.13	0.35	0.13	4.25	0.46	0.16
01246.04.1	Systems Analysis	2.75	0.71	0.25	2.50	0.76	0.27
01246.04.1	Systems Evaluation	3.13	0.35	0.13	3.63	0.52	0.18
01246.04.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01246.04.1	Time Management	3.13	0.35	0.13	3.25	0.46	0.16
01246.04.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01246.04.1	Writing	3.88	0.35	0.13	4.13	0.35	0.13

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



## Mental Health and Substance Abuse Social Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01247.04.1	Active Learning	3.25	0.46	0.16	3.88	0.35	0.13
01247.04.1	Active Listening	4.13	0.35	0.13	4.00	0.00	0.00
01247.04.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
01247.04.1	Coordination	3.88	0.35	0.13	4.00	0.00	0.00
01247.04.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01247.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01247.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01247.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01247.04.1	Instructing	3.25	0.46	0.16	3.75	0.46	0.16
01247.04.1	Judg. and Dec. Making	3.50	0.53	0.19	3.88	0.35	0.13
01247.04.1	Learning Strategies	3.75	0.46	0.16	3.88	0.35	0.13
01247.04.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
01247.04.1	M. of Material Resources	1.88	0.35	0.13	1.00	0.53	0.19
01247.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
01247.04.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
01247.04.1	Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
01247.04.1	Negotiation	3.38	0.52	0.18	3.75	0.46	0.16
01247.04.1	Operation and Control	1.38	0.52	0.18	0.63	0.92	0.32
01247.04.1	Operations Analysis	2.50	0.53	0.19	2.63	0.52	0.18
01247.04.1	Operations Monitoring	2.00	0.00	0.00	2.00	0.00	0.00
01247.04.1	Persuasion	3.75	0.46	0.16	4.00	0.00	0.00
01247.04.1	Programming	1.88	0.35	0.13	1.00	0.53	0.19
01247.04.1	Quality Control Analysis	1.88	0.35	0.13	1.00	0.53	0.19
01247.04.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.35	0.13
01247.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01247.04.1	Science	2.63	0.52	0.18	2.75	0.46	0.16
01247.04.1	Service Orientation	3.88	0.35	0.13	4.13	0.35	0.13
01247.04.1	Social Perceptiveness	4.25	0.46	0.16	5.13	0.35	0.13
01247.04.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
01247.04.1	Systems Analysis	3.25	0.46	0.16	3.25	0.46	0.16
01247.04.1	Systems Evaluation	2.88	0.35	0.13	3.13	0.35	0.13
01247.04.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01247.04.1	Time Management	3.25	0.46	0.16	3.88	0.35	0.13
01247.04.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01247.04.1	Writing	3.75	0.46	0.16	4.00	0.00	0.00

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

## Judicial Law Clerks

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01693.02.1	Active Learning	3.75	0.46	0.16	4.13	0.35	0.13
01693.02.1	Active Listening	4.25	0.46	0.16	4.25	0.46	0.16
01693.02.1	Complex Problem Solving	3.50	0.53	0.19	3.63	0.52	0.18
01693.02.1	Coordination	3.00	0.53	0.19	3.00	0.53	0.19
01693.02.1	Critical Thinking	4.25	0.46	0.16	4.63	0.74	0.26
01693.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	Instructing	2.63	0.52	0.18	2.75	0.46	0.16
01693.02.1	Judg. and Dec. Making	3.25	0.46	0.16	3.63	0.52	0.18
01693.02.1	Learning Strategies	3.00	0.00	0.00	3.00	0.00	0.00
01693.02.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	M. of Material Resources	1.25	0.46	0.16	0.25	0.46	0.16
01693.02.1	M. of Personnel Resources	1.75	0.71	0.25	0.88	0.83	0.30
01693.02.1	Mathematics	1.88	0.35	0.13	1.75	0.89	0.31
01693.02.1	Monitoring	3.00	0.53	0.19	3.25	0.46	0.16
01693.02.1	Negotiation	2.75	0.46	0.16	2.88	0.64	0.23
01693.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	Operations Analysis	1.25	0.46	0.16	0.38	0.74	0.26
01693.02.1	Operations Monitoring	1.25	0.46	0.16	0.25	0.46	0.16
01693.02.1	Persuasion	2.75	0.46	0.16	3.25	0.46	0.16
01693.02.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
01693.02.1	Quality Control Analysis	1.75	0.46	0.16	0.88	0.64	0.23
01693.02.1	Reading Comprehension	4.50	0.53	0.19	4.88	0.35	0.13
01693.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	Service Orientation	2.63	0.52	0.18	2.88	0.35	0.13
01693.02.1	Social Perceptiveness	3.00	0.53	0.19	3.13	0.64	0.23
01693.02.1	Speaking	4.00	0.53	0.19	4.25	0.46	0.16
01693.02.1	Systems Analysis	2.38	0.52	0.18	2.38	0.52	0.18
01693.02.1	Systems Evaluation	2.38	0.52	0.18	2.38	0.52	0.18
01693.02.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01693.02.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
01693.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01693.02.1	Writing	4.13	0.35	0.13	4.38	0.52	0.18

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

## Social Work Teachers, Postsecondary

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01275.03.1	Active Learning	4.00	0.00	0.00	4.88	0.64	0.23
01275.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01275.03.1	Complex Problem Solving	3.75	0.46	0.16	3.88	0.64	0.23
01275.03.1	Coordination	3.50	0.53	0.19	3.75	0.46	0.16
01275.03.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01275.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01275.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01275.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01275.03.1	Instructing	4.75	0.46	0.16	4.88	0.35	0.13
01275.03.1	Judg. and Dec. Making	3.63	0.52	0.18	4.00	0.00	0.00
01275.03.1	Learning Strategies	4.25	0.46	0.16	4.88	0.64	0.23
01275.03.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
01275.03.1	M. of Material Resources	1.88	0.35	0.13	1.50	0.76	0.27
01275.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13
01275.03.1	Mathematics	2.63	0.52	0.18	2.63	0.52	0.18
01275.03.1	Monitoring	3.75	0.46	0.16	3.88	0.35	0.13
01275.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
01275.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01275.03.1	Operations Analysis	2.75	0.46	0.16	2.88	0.35	0.13
01275.03.1	Operations Monitoring	1.50	0.53	0.19	0.50	0.53	0.19
01275.03.1	Persuasion	2.88	0.35	0.13	3.00	0.53	0.19
01275.03.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
01275.03.1	Quality Control Analysis	1.38	0.52	0.18	0.50	0.76	0.27
01275.03.1	Reading Comprehension	4.00	0.00	0.00	4.88	0.35	0.13
01275.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01275.03.1	Science	2.63	0.52	0.18	2.63	0.52	0.18
01275.03.1	Service Orientation	3.25	0.46	0.16	3.63	0.52	0.18
01275.03.1	Social Perceptiveness	3.75	0.46	0.16	3.88	0.35	0.13
01275.03.1	Speaking	4.63	0.52	0.18	4.88	0.35	0.13
01275.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01275.03.1	Systems Evaluation	3.13	0.35	0.13	3.38	0.52	0.18
01275.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01275.03.1	Time Management	3.13	0.35	0.13	3.63	0.52	0.18
01275.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01275.03.1	Writing	4.00	0.00	0.00	4.75	0.46	0.16

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

## Set and Exhibit Designers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01300.03.1	Active Learning	3.13	0.64	0.23	3.13	0.35	0.13
01300.03.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
01300.03.1	Complex Problem Solving	3.38	0.52	0.18	3.88	0.35	0.13
01300.03.1	Coordination	3.50	0.53	0.19	3.50	0.53	0.19
01300.03.1	Critical Thinking	3.75	0.46	0.16	3.75	0.46	0.16
01300.03.1	Equipment Maintenance	1.38	0.52	0.18	0.50	0.76	0.27
01300.03.1	Equipment Selection	1.88	0.64	0.23	1.38	0.92	0.32
01300.03.1	Installation	1.50	0.53	0.19	0.63	0.74	0.26
01300.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
01300.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.13	0.35	0.13
01300.03.1	Learning Strategies	2.88	0.35	0.13	2.75	0.46	0.16
01300.03.1	M. of Financial Resources	2.75	0.46	0.16	2.75	0.46	0.16
01300.03.1	M. of Material Resources	2.75	0.46	0.16	2.75	0.46	0.16
01300.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.38	0.52	0.18
01300.03.1	Mathematics	3.00	0.00	0.00	3.38	0.52	0.18
01300.03.1	Monitoring	3.13	0.35	0.13	3.50	0.53	0.19
01300.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01300.03.1	Operation and Control	1.75	0.46	0.16	1.25	0.89	0.31
01300.03.1	Operations Analysis	3.75	0.46	0.16	3.75	0.46	0.16
01300.03.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
01300.03.1	Persuasion	3.00	0.00	0.00	3.25	0.46	0.16
01300.03.1	Programming	1.75	0.46	0.16	0.88	0.64	0.23
01300.03.1	Quality Control Analysis	2.25	0.71	0.25	2.25	1.04	0.37
01300.03.1	Reading Comprehension	3.88	0.64	0.23	4.00	0.00	0.00
01300.03.1	Repairing	1.38	0.52	0.18	0.38	0.52	0.18
01300.03.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
01300.03.1	Service Orientation	3.00	0.00	0.00	3.13	0.35	0.13
01300.03.1	Social Perceptiveness	3.00	0.00	0.00	3.13	0.35	0.13
01300.03.1	Speaking	3.75	0.46	0.16	3.63	0.52	0.18
01300.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
01300.03.1	Systems Evaluation	2.88	0.35	0.13	2.88	0.35	0.13
01300.03.1	Technology Design	1.88	0.35	0.13	1.63	0.74	0.26
01300.03.1	Time Management	3.75	0.46	0.16	3.63	0.52	0.18
01300.03.1	Troubleshooting	1.50	0.53	0.19	1.00	1.07	0.38
01300.03.1	Writing	3.25	0.46	0.16	3.13	0.35	0.13

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

## Umpires, Referees, and Other Sports Officials

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00402.03.1	Active Learning	3.00	0.53	0.19	3.00	0.00	0.00
00402.03.1	Active Listening	3.25	0.46	0.16	3.00	0.00	0.00
00402.03.1	Complex Problem Solving	3.00	0.53	0.19	2.75	0.46	0.16
00402.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00402.03.1	Critical Thinking	3.38	0.52	0.18	3.50	0.53	0.19
00402.03.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
00402.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00402.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00402.03.1	Instructing	2.88	0.35	0.13	2.75	0.46	0.16
00402.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.00	0.00	0.00
00402.03.1	Learning Strategies	3.00	0.00	0.00	2.88	0.35	0.13
00402.03.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
00402.03.1	M. of Material Resources	1.00	0.00	0.00	0.00	0.00	0.00
00402.03.1	M. of Personnel Resources	2.13	0.64	0.23	2.00	0.93	0.33
00402.03.1	Mathematics	2.50	0.53	0.19	2.13	0.64	0.23
00402.03.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00402.03.1	Negotiation	2.75	0.46	0.16	2.75	0.46	0.16
00402.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
00402.03.1	Operations Analysis	1.75	0.46	0.16	1.00	0.76	0.27
00402.03.1	Operations Monitoring	1.75	0.71	0.25	0.75	0.71	0.25
00402.03.1	Persuasion	2.75	0.71	0.25	2.63	0.74	0.26
00402.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00402.03.1	Quality Control Analysis	2.00	0.53	0.19	1.00	0.53	0.19
00402.03.1	Reading Comprehension	3.00	0.00	0.00	3.13	0.35	0.13
00402.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00402.03.1	Science	1.38	0.52	0.18	0.75	1.16	0.41
00402.03.1	Service Orientation	2.75	0.46	0.16	2.75	0.46	0.16
00402.03.1	Social Perceptiveness	3.00	0.00	0.00	2.75	0.46	0.16
00402.03.1	Speaking	3.63	0.52	0.18	3.13	0.35	0.13
00402.03.1	Systems Analysis	2.00	0.00	0.00	2.00	0.53	0.19
00402.03.1	Systems Evaluation	2.38	0.52	0.18	1.88	0.35	0.13
00402.03.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
00402.03.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00402.03.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
00402.03.1	Writing	2.75	0.46	0.16	2.50	0.53	0.19

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

## Interpreters and Translators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00408.03.1	Active Learning	3.13	0.35	0.13	3.00	0.00	0.00
00408.03.1	Active Listening	4.00	0.00	0.00	4.25	0.46	0.16
00408.03.1	Complex Problem Solving	3.00	0.00	0.00	3.00	0.00	0.00
00408.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00408.03.1	Critical Thinking	3.63	0.52	0.18	3.88	0.35	0.13
00408.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00408.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00408.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00408.03.1	Instructing	3.00	0.00	0.00	3.00	0.00	0.00
00408.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00408.03.1	Learning Strategies	3.00	0.00	0.00	3.13	0.35	0.13
00408.03.1	M. of Financial Resources	1.25	0.46	0.16	0.38	0.74	0.26
00408.03.1	M. of Material Resources	1.25	0.46	0.16	0.38	0.74	0.26
00408.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.50	0.53	0.19
00408.03.1	Mathematics	2.00	0.00	0.00	1.25	0.46	0.16
00408.03.1	Monitoring	3.63	0.52	0.18	3.75	0.46	0.16
00408.03.1	Negotiation	2.38	0.52	0.18	2.25	0.46	0.16
00408.03.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00408.03.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00408.03.1	Operations Monitoring	2.00	0.00	0.00	1.38	0.52	0.18
00408.03.1	Persuasion	2.88	0.35	0.13	2.38	0.52	0.18
00408.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00408.03.1	Quality Control Analysis	2.00	0.00	0.00	1.25	0.46	0.16
00408.03.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
00408.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00408.03.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
00408.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
00408.03.1	Social Perceptiveness	3.13	0.35	0.13	3.63	0.52	0.18
00408.03.1	Speaking	4.13	0.35	0.13	4.00	0.00	0.00
00408.03.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00408.03.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
00408.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
00408.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00408.03.1	Troubleshooting	1.25	0.46	0.16	0.25	0.46	0.16
00408.03.1	Writing	3.75	0.46	0.16	4.00	0.00	0.00

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

## Photographers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01309.03.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
01309.03.1	Active Listening	3.75	0.46	0.16	3.63	0.52	0.18
01309.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
01309.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01309.03.1	Critical Thinking	3.13	0.35	0.13	3.25	0.46	0.16
01309.03.1	Equipment Maintenance	1.88	0.64	0.23	1.00	0.76	0.27
01309.03.1	Equipment Selection	2.25	0.46	0.16	2.25	0.46	0.16
01309.03.1	Installation	1.38	0.52	0.18	0.38	0.52	0.18
01309.03.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
01309.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
01309.03.1	Learning Strategies	2.88	0.35	0.13	2.88	0.35	0.13
01309.03.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
01309.03.1	M. of Material Resources	1.88	0.64	0.23	1.13	0.83	0.30
01309.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
01309.03.1	Mathematics	2.00	0.00	0.00	1.75	0.46	0.16
01309.03.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
01309.03.1	Negotiation	2.75	0.46	0.16	2.88	0.35	0.13
01309.03.1	Operation and Control	2.25	0.46	0.16	2.00	0.00	0.00
01309.03.1	Operations Analysis	2.75	0.46	0.16	2.88	0.35	0.13
01309.03.1	Operations Monitoring	2.63	0.52	0.18	2.25	0.46	0.16
01309.03.1	Persuasion	2.88	0.64	0.23	3.00	0.00	0.00
01309.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01309.03.1	Quality Control Analysis	2.50	0.53	0.19	2.50	0.53	0.19
01309.03.1	Reading Comprehension	3.13	0.35	0.13	3.13	0.35	0.13
01309.03.1	Repairing	1.50	0.53	0.19	0.75	0.89	0.31
01309.03.1	Science	1.75	0.46	0.16	1.50	0.93	0.33
01309.03.1	Service Orientation	3.25	0.46	0.16	3.13	0.35	0.13
01309.03.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
01309.03.1	Speaking	3.75	0.46	0.16	3.25	0.46	0.16
01309.03.1	Systems Analysis	2.50	0.53	0.19	2.38	0.52	0.18
01309.03.1	Systems Evaluation	2.38	0.52	0.18	2.38	0.52	0.18
01309.03.1	Technology Design	1.88	0.64	0.23	1.63	1.06	0.38
01309.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01309.03.1	Troubleshooting	2.13	0.35	0.13	1.75	0.46	0.16
01309.03.1	Writing	2.88	0.35	0.13	2.88	0.35	0.13

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

## Dietitians and Nutritionists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00320.04.1	Active Learning	3.63	0.52	0.18	4.13	0.35	0.13
00320.04.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00320.04.1	Complex Problem Solving	3.88	0.35	0.13	4.13	0.35	0.13
00320.04.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
00320.04.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
00320.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00320.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00320.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00320.04.1	Instructing	3.75	0.46	0.16	3.88	0.35	0.13
00320.04.1	Judg. and Dec. Making	4.00	0.00	0.00	4.00	0.00	0.00
00320.04.1	Learning Strategies	3.75	0.46	0.16	4.13	0.35	0.13
00320.04.1	M. of Financial Resources	2.75	0.46	0.16	3.38	0.52	0.18
00320.04.1	M. of Material Resources	2.75	0.46	0.16	2.88	0.35	0.13
00320.04.1	M. of Personnel Resources	2.88	0.35	0.13	3.50	0.53	0.19
00320.04.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
00320.04.1	Monitoring	3.88	0.35	0.13	4.13	0.35	0.13
00320.04.1	Negotiation	3.13	0.35	0.13	3.63	0.52	0.18
00320.04.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00320.04.1	Operations Analysis	3.13	0.35	0.13	3.38	0.52	0.18
00320.04.1	Operations Monitoring	1.88	0.35	0.13	1.75	0.71	0.25
00320.04.1	Persuasion	3.38	0.52	0.18	4.00	0.00	0.00
00320.04.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
00320.04.1	Quality Control Analysis	2.88	0.35	0.13	3.00	0.00	0.00
00320.04.1	Reading Comprehension	4.00	0.00	0.00	4.88	0.35	0.13
00320.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00320.04.1	Science	3.25	0.46	0.16	3.63	0.52	0.18
00320.04.1	Service Orientation	3.88	0.35	0.13	4.13	0.35	0.13
00320.04.1	Social Perceptiveness	4.00	0.53	0.19	4.25	0.46	0.16
00320.04.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
00320.04.1	Systems Analysis	3.13	0.35	0.13	3.50	0.53	0.19
00320.04.1	Systems Evaluation	3.25	0.46	0.16	3.63	0.52	0.18
00320.04.1	Technology Design	1.75	0.46	0.16	1.25	0.89	0.31
00320.04.1	Time Management	3.25	0.46	0.16	3.50	0.53	0.19
00320.04.1	Troubleshooting	1.50	0.53	0.19	0.63	0.74	0.26
00320.04.1	Writing	3.88	0.35	0.13	4.25	0.46	0.16

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



## Optometrists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00297.04.1	Active Learning	3.13	0.35	0.13	3.88	0.35	0.13
00297.04.1	Active Listening	4.13	0.35	0.13	4.25	0.46	0.16
00297.04.1	Complex Problem Solving	3.38	0.52	0.18	3.88	0.35	0.13
00297.04.1	Coordination	3.38	0.52	0.18	3.50	0.53	0.19
00297.04.1	Critical Thinking	4.13	0.35	0.13	4.25	0.46	0.16
00297.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00297.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00297.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00297.04.1	Instructing	3.25	0.46	0.16	3.25	0.46	0.16
00297.04.1	Judg. and Dec. Making	3.38	0.52	0.18	3.88	0.35	0.13
00297.04.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
00297.04.1	M. of Financial Resources	2.13	0.35	0.13	2.13	0.35	0.13
00297.04.1	M. of Material Resources	2.13	0.35	0.13	2.13	0.35	0.13
00297.04.1	M. of Personnel Resources	3.13	0.35	0.13	3.13	0.35	0.13
00297.04.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
00297.04.1	Monitoring	3.25	0.46	0.16	3.50	0.53	0.19
00297.04.1	Negotiation	3.00	0.53	0.19	3.00	0.53	0.19
00297.04.1	Operation and Control	2.25	0.46	0.16	2.25	0.71	0.25
00297.04.1	Operations Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00297.04.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
00297.04.1	Persuasion	3.25	0.46	0.16	3.38	0.52	0.18
00297.04.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00297.04.1	Quality Control Analysis	2.50	0.53	0.19	2.88	0.64	0.23
00297.04.1	Reading Comprehension	4.13	0.35	0.13	4.88	0.35	0.13
00297.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00297.04.1	Science	3.75	0.46	0.16	3.88	0.35	0.13
00297.04.1	Service Orientation	3.25	0.46	0.16	3.75	0.46	0.16
00297.04.1	Social Perceptiveness	3.88	0.35	0.13	3.88	0.35	0.13
00297.04.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00297.04.1	Systems Analysis	3.00	0.00	0.00	3.13	0.35	0.13
00297.04.1	Systems Evaluation	3.00	0.00	0.00	3.13	0.35	0.13
00297.04.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
00297.04.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
00297.04.1	Troubleshooting	2.00	0.00	0.00	1.88	0.35	0.13
00297.04.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00

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

## Physician Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00316.04.1	Active Learning	3.88	0.35	0.13	4.13	0.35	0.13
00316.04.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
00316.04.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
00316.04.1	Coordination	3.25	0.46	0.16	4.00	0.00	0.00
00316.04.1	Critical Thinking	4.13	0.35	0.13	4.63	0.52	0.18
00316.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00316.04.1	Equipment Selection	1.13	0.35	0.13	0.25	0.71	0.25
00316.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00316.04.1	Instructing	3.13	0.35	0.13	4.00	0.00	0.00
00316.04.1	Judg. and Dec. Making	4.00	0.53	0.19	4.13	0.35	0.13
00316.04.1	Learning Strategies	3.13	0.35	0.13	3.38	0.52	0.18
00316.04.1	M. of Financial Resources	2.13	0.35	0.13	1.25	0.46	0.16
00316.04.1	M. of Material Resources	2.25	0.46	0.16	1.50	0.76	0.27
00316.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
00316.04.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
00316.04.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
00316.04.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
00316.04.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00316.04.1	Operations Analysis	2.63	0.52	0.18	2.75	0.46	0.16
00316.04.1	Operations Monitoring	2.25	0.46	0.16	2.00	0.00	0.00
00316.04.1	Persuasion	3.25	0.46	0.16	3.50	0.53	0.19
00316.04.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00316.04.1	Quality Control Analysis	2.38	0.52	0.18	2.25	0.71	0.25
00316.04.1	Reading Comprehension	4.13	0.35	0.13	4.75	0.46	0.16
00316.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00316.04.1	Science	3.63	0.52	0.18	3.88	0.35	0.13
00316.04.1	Service Orientation	4.00	0.00	0.00	4.13	0.35	0.13
00316.04.1	Social Perceptiveness	4.00	0.00	0.00	4.13	0.35	0.13
00316.04.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00316.04.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
00316.04.1	Systems Evaluation	3.25	0.46	0.16	3.75	0.46	0.16
00316.04.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00316.04.1	Time Management	3.25	0.46	0.16	3.75	0.46	0.16
00316.04.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
00316.04.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00

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

## Occupational Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00305.04.1	Active Learning	3.88	0.35	0.13	3.88	0.35	0.13
00305.04.1	Active Listening	4.13	0.35	0.13	4.00	0.00	0.00
00305.04.1	Complex Problem Solving	3.25	0.46	0.16	3.75	0.46	0.16
00305.04.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
00305.04.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
00305.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00305.04.1	Equipment Selection	1.25	0.71	0.25	0.25	0.71	0.25
00305.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00305.04.1	Instructing	4.00	0.00	0.00	4.00	0.00	0.00
00305.04.1	Judg. and Dec. Making	4.00	0.00	0.00	3.88	0.35	0.13
00305.04.1	Learning Strategies	3.88	0.35	0.13	3.88	0.35	0.13
00305.04.1	M. of Financial Resources	2.25	0.71	0.25	1.63	0.52	0.18
00305.04.1	M. of Material Resources	2.13	0.35	0.13	2.00	0.00	0.00
00305.04.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
00305.04.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00305.04.1	Monitoring	4.13	0.35	0.13	4.00	0.00	0.00
00305.04.1	Negotiation	3.00	0.53	0.19	2.88	0.35	0.13
00305.04.1	Operation and Control	1.63	0.52	0.18	1.00	0.93	0.33
00305.04.1	Operations Analysis	3.13	0.35	0.13	3.00	0.00	0.00
00305.04.1	Operations Monitoring	2.13	0.35	0.13	2.13	0.35	0.13
00305.04.1	Persuasion	3.00	0.00	0.00	3.13	0.35	0.13
00305.04.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
00305.04.1	Quality Control Analysis	2.13	0.35	0.13	1.75	0.46	0.16
00305.04.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
00305.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00305.04.1	Science	2.75	0.46	0.16	2.75	0.46	0.16
00305.04.1	Service Orientation	4.13	0.35	0.13	4.00	0.00	0.00
00305.04.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
00305.04.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
00305.04.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
00305.04.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
00305.04.1	Technology Design	1.88	0.35	0.13	1.38	0.74	0.26
00305.04.1	Time Management	3.75	0.46	0.16	3.88	0.35	0.13
00305.04.1	Troubleshooting	1.88	0.35	0.13	1.00	0.53	0.19
00305.04.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00

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

## Low Vision Therapists, Orientation and Mobility Specialists, and Vision Rehabilitation Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01646.03.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01646.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01646.03.1	Complex Problem Solving	3.50	0.53	0.19	3.50	0.53	0.19
01646.03.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
01646.03.1	Critical Thinking	3.50	0.53	0.19	3.88	0.35	0.13
01646.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01646.03.1	Equipment Selection	1.13	0.35	0.13	0.25	0.71	0.25
01646.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01646.03.1	Instructing	3.88	0.64	0.23	3.75	0.46	0.16
01646.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.38	0.52	0.18
01646.03.1	Learning Strategies	4.00	0.53	0.19	3.88	0.35	0.13
01646.03.1	M. of Financial Resources	1.13	0.35	0.13	0.13	0.35	0.13
01646.03.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
01646.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
01646.03.1	Mathematics	2.13	0.35	0.13	1.88	0.35	0.13
01646.03.1	Monitoring	3.75	0.46	0.16	4.00	0.00	0.00
01646.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01646.03.1	Operation and Control	2.00	0.00	0.00	2.00	0.00	0.00
01646.03.1	Operations Analysis	1.38	0.52	0.18	0.75	1.04	0.37
01646.03.1	Operations Monitoring	2.25	0.46	0.16	2.25	0.46	0.16
01646.03.1	Persuasion	3.13	0.35	0.13	3.13	0.35	0.13
01646.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
01646.03.1	Quality Control Analysis	1.88	0.35	0.13	1.38	0.74	0.26
01646.03.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01646.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01646.03.1	Science	2.00	0.00	0.00	1.38	0.52	0.18
01646.03.1	Service Orientation	3.88	0.35	0.13	3.50	0.53	0.19
01646.03.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.00	0.00
01646.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01646.03.1	Systems Analysis	3.00	0.53	0.19	3.13	0.35	0.13
01646.03.1	Systems Evaluation	3.00	0.53	0.19	3.13	0.35	0.13
01646.03.1	Technology Design	2.00	0.53	0.19	1.63	0.74	0.26
01646.03.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01646.03.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
01646.03.1	Writing	3.75	0.46	0.16	4.00	0.00	0.00

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

## Art Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01697.02.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01697.02.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01697.02.1	Complex Problem Solving	3.38	0.52	0.18	3.75	0.46	0.16
01697.02.1	Coordination	3.25	0.46	0.16	3.25	0.46	0.16
01697.02.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
01697.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01697.02.1	Equipment Selection	1.88	0.64	0.23	1.00	0.93	0.33
01697.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01697.02.1	Instructing	3.13	0.35	0.13	3.00	0.00	0.00
01697.02.1	Judg. and Dec. Making	3.88	0.35	0.13	3.88	0.35	0.13
01697.02.1	Learning Strategies	3.13	0.35	0.13	3.88	0.35	0.13
01697.02.1	M. of Financial Resources	1.50	0.53	0.19	0.88	0.99	0.35
01697.02.1	M. of Material Resources	2.00	0.00	0.00	1.38	0.52	0.18
01697.02.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13
01697.02.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
01697.02.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
01697.02.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01697.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01697.02.1	Operations Analysis	2.25	0.71	0.25	2.13	0.83	0.30
01697.02.1	Operations Monitoring	2.00	0.00	0.00	1.13	0.35	0.13
01697.02.1	Persuasion	3.13	0.35	0.13	3.25	0.46	0.16
01697.02.1	Programming	1.88	0.35	0.13	0.88	0.35	0.13
01697.02.1	Quality Control Analysis	1.75	0.46	0.16	0.88	0.64	0.23
01697.02.1	Reading Comprehension	3.88	0.35	0.13	4.00	0.00	0.00
01697.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01697.02.1	Science	2.00	0.53	0.19	1.75	0.71	0.25
01697.02.1	Service Orientation	3.75	0.46	0.16	4.13	0.35	0.13
01697.02.1	Social Perceptiveness	4.25	0.46	0.16	4.88	0.35	0.13
01697.02.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01697.02.1	Systems Analysis	3.00	0.53	0.19	3.13	0.35	0.13
01697.02.1	Systems Evaluation	3.00	0.53	0.19	3.25	0.46	0.16
01697.02.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01697.02.1	Time Management	3.25	0.46	0.16	3.38	0.52	0.18
01697.02.1	Troubleshooting	1.13	0.35	0.13	0.13	0.35	0.13
01697.02.1	Writing	3.63	0.52	0.18	4.00	0.00	0.00

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

## Music Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01698.02.1	Active Learning	3.25	0.46	0.16	3.75	0.46	0.16
01698.02.1	Active Listening	4.13	0.35	0.13	4.00	0.00	0.00
01698.02.1	Complex Problem Solving	3.25	0.46	0.16	3.38	0.52	0.18
01698.02.1	Coordination	3.25	0.46	0.16	3.38	0.52	0.18
01698.02.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01698.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01698.02.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
01698.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01698.02.1	Instructing	3.25	0.46	0.16	3.63	0.52	0.18
01698.02.1	Judg. and Dec. Making	3.75	0.46	0.16	3.75	0.46	0.16
01698.02.1	Learning Strategies	3.75	0.46	0.16	3.75	0.46	0.16
01698.02.1	M. of Financial Resources	2.00	0.00	0.00	1.00	0.00	0.00
01698.02.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
01698.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
01698.02.1	Mathematics	2.00	0.00	0.00	1.63	0.52	0.18
01698.02.1	Monitoring	3.75	0.46	0.16	4.00	0.00	0.00
01698.02.1	Negotiation	3.25	0.46	0.16	3.25	0.46	0.16
01698.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01698.02.1	Operations Analysis	1.88	0.35	0.13	1.25	0.71	0.25
01698.02.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
01698.02.1	Persuasion	3.25	0.46	0.16	3.25	0.46	0.16
01698.02.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
01698.02.1	Quality Control Analysis	2.13	0.35	0.13	1.38	0.74	0.26
01698.02.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
01698.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01698.02.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
01698.02.1	Service Orientation	4.00	0.53	0.19	3.88	0.35	0.13
01698.02.1	Social Perceptiveness	4.25	0.46	0.16	4.50	0.53	0.19
01698.02.1	Speaking	4.00	0.53	0.19	3.88	0.35	0.13
01698.02.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01698.02.1	Systems Evaluation	2.88	0.35	0.13	3.25	0.46	0.16
01698.02.1	Technology Design	1.88	0.35	0.13	1.25	0.71	0.25
01698.02.1	Time Management	3.00	0.00	0.00	3.13	0.35	0.13
01698.02.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
01698.02.1	Writing	3.25	0.46	0.16	3.75	0.46	0.16

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

## Registered Nurses

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00313.04.1	Active Learning	3.50	0.53	0.19	4.13	0.35	0.13
00313.04.1	Active Listening	4.00	0.00	0.00	4.25	0.46	0.16
00313.04.1	Complex Problem Solving	3.50	0.53	0.19	3.38	0.52	0.18
00313.04.1	Coordination	4.00	0.00	0.00	4.00	0.00	0.00
00313.04.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
00313.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00313.04.1	Equipment Selection	1.88	0.64	0.23	0.88	0.64	0.23
00313.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00313.04.1	Instructing	3.25	0.46	0.16	3.75	0.46	0.16
00313.04.1	Judg. and Dec. Making	3.88	0.35	0.13	3.75	0.46	0.16
00313.04.1	Learning Strategies	3.25	0.46	0.16	3.63	0.52	0.18
00313.04.1	M. of Financial Resources	1.63	0.52	0.18	1.38	1.19	0.42
00313.04.1	M. of Material Resources	1.88	0.35	0.13	1.75	0.71	0.25
00313.04.1	M. of Personnel Resources	2.63	0.52	0.18	2.88	0.35	0.13
00313.04.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
00313.04.1	Monitoring	3.75	0.46	0.16	4.00	0.53	0.19
00313.04.1	Negotiation	2.75	0.46	0.16	2.88	0.35	0.13
00313.04.1	Operation and Control	2.25	0.46	0.16	2.13	0.35	0.13
00313.04.1	Operations Analysis	2.00	0.76	0.27	1.75	1.16	0.41
00313.04.1	Operations Monitoring	3.00	0.53	0.19	2.88	0.35	0.13
00313.04.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
00313.04.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
00313.04.1	Quality Control Analysis	2.88	0.35	0.13	3.00	0.00	0.00
00313.04.1	Reading Comprehension	3.88	0.35	0.13	4.25	0.46	0.16
00313.04.1	Repairing	1.13	0.35	0.13	0.13	0.35	0.13
00313.04.1	Science	2.88	0.35	0.13	2.88	0.35	0.13
00313.04.1	Service Orientation	4.00	0.00	0.00	4.00	0.00	0.00
00313.04.1	Social Perceptiveness	4.13	0.35	0.13	4.38	0.74	0.26
00313.04.1	Speaking	4.00	0.00	0.00	4.25	0.46	0.16
00313.04.1	Systems Analysis	3.00	0.00	0.00	2.88	0.35	0.13
00313.04.1	Systems Evaluation	3.00	0.00	0.00	3.00	0.00	0.00
00313.04.1	Technology Design	1.88	0.64	0.23	1.13	0.83	0.30
00313.04.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00313.04.1	Troubleshooting	1.88	0.35	0.13	1.38	0.74	0.26
00313.04.1	Writing	3.75	0.46	0.16	3.88	0.35	0.13

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

## Critical Care Nurses

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01645.03.1	Active Learning	3.88	0.35	0.13	4.00	0.53	0.19
01645.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01645.03.1	Complex Problem Solving	3.88	0.35	0.13	3.38	0.52	0.18
01645.03.1	Coordination	3.88	0.35	0.13	4.00	0.00	0.00
01645.03.1	Critical Thinking	4.00	0.00	0.00	4.13	0.35	0.13
01645.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01645.03.1	Equipment Selection	1.50	0.53	0.19	0.63	0.74	0.26
01645.03.1	Installation	1.25	0.71	0.25	0.25	0.71	0.25
01645.03.1	Instructing	3.25	0.46	0.16	3.75	0.46	0.16
01645.03.1	Judg. and Dec. Making	3.88	0.35	0.13	4.00	0.53	0.19
01645.03.1	Learning Strategies	3.00	0.00	0.00	3.63	0.52	0.18
01645.03.1	M. of Financial Resources	2.13	0.35	0.13	1.75	0.46	0.16
01645.03.1	M. of Material Resources	2.13	0.35	0.13	1.88	0.35	0.13
01645.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
01645.03.1	Mathematics	2.88	0.35	0.13	2.88	0.35	0.13
01645.03.1	Monitoring	4.13	0.35	0.13	4.00	0.00	0.00
01645.03.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
01645.03.1	Operation and Control	2.75	0.71	0.25	2.63	0.92	0.32
01645.03.1	Operations Analysis	2.63	0.52	0.18	2.75	0.46	0.16
01645.03.1	Operations Monitoring	3.38	0.74	0.26	3.13	0.35	0.13
01645.03.1	Persuasion	3.13	0.35	0.13	3.63	0.52	0.18
01645.03.1	Programming	1.75	0.46	0.16	0.88	0.64	0.23
01645.03.1	Quality Control Analysis	2.63	0.52	0.18	2.63	0.52	0.18
01645.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
01645.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01645.03.1	Science	3.00	0.00	0.00	3.13	0.35	0.13
01645.03.1	Service Orientation	4.00	0.00	0.00	4.00	0.00	0.00
01645.03.1	Social Perceptiveness	4.00	0.00	0.00	4.13	0.35	0.13
01645.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01645.03.1	Systems Analysis	2.88	0.35	0.13	2.75	0.46	0.16
01645.03.1	Systems Evaluation	2.75	0.46	0.16	2.88	0.35	0.13
01645.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01645.03.1	Time Management	3.25	0.46	0.16	3.63	0.52	0.18
01645.03.1	Troubleshooting	2.00	0.00	0.00	2.00	0.00	0.00
01645.03.1	Writing	3.38	0.52	0.18	4.00	0.00	0.00

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



## Nurse Anesthetists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01648.03.1	Active Learning	4.00	0.00	0.00	4.00	0.00	0.00
01648.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01648.03.1	Complex Problem Solving	4.00	0.00	0.00	4.25	0.46	0.16
01648.03.1	Coordination	3.38	0.52	0.18	3.88	0.35	0.13
01648.03.1	Critical Thinking	4.13	0.35	0.13	4.00	0.00	0.00
01648.03.1	Equipment Maintenance	2.25	0.46	0.16	2.13	0.35	0.13
01648.03.1	Equipment Selection	2.75	0.46	0.16	2.75	0.46	0.16
01648.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01648.03.1	Instructing	3.25	0.46	0.16	3.75	0.46	0.16
01648.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.13	0.35	0.13
01648.03.1	Learning Strategies	3.38	0.52	0.18	3.50	0.53	0.19
01648.03.1	M. of Financial Resources	2.00	0.00	0.00	1.75	0.46	0.16
01648.03.1	M. of Material Resources	2.25	0.46	0.16	2.13	0.35	0.13
01648.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13
01648.03.1	Mathematics	3.25	0.46	0.16	3.25	0.46	0.16
01648.03.1	Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
01648.03.1	Negotiation	3.00	0.53	0.19	3.13	0.35	0.13
01648.03.1	Operation and Control	2.88	0.35	0.13	2.88	0.35	0.13
01648.03.1	Operations Analysis	2.63	0.52	0.18	3.00	0.00	0.00
01648.03.1	Operations Monitoring	3.25	0.46	0.16	3.25	0.46	0.16
01648.03.1	Persuasion	3.13	0.35	0.13	3.13	0.35	0.13
01648.03.1	Programming	1.25	0.46	0.16	0.38	0.74	0.26
01648.03.1	Quality Control Analysis	3.00	0.53	0.19	3.13	0.35	0.13
01648.03.1	Reading Comprehension	4.13	0.35	0.13	4.25	0.46	0.16
01648.03.1	Repairing	2.00	0.00	0.00	2.13	0.35	0.13
01648.03.1	Science	3.88	0.35	0.13	3.88	0.35	0.13
01648.03.1	Service Orientation	3.88	0.35	0.13	4.00	0.00	0.00
01648.03.1	Social Perceptiveness	3.88	0.35	0.13	3.88	0.35	0.13
01648.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01648.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01648.03.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01648.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01648.03.1	Time Management	3.38	0.52	0.18	3.38	0.52	0.18
01648.03.1	Troubleshooting	2.38	0.52	0.18	2.50	0.53	0.19
01648.03.1	Writing	3.38	0.52	0.18	3.50	0.53	0.19

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

## Nurse Midwives

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01658.03.1	Active Learning	4.00	0.53	0.19	4.13	0.35	0.13
01658.03.1	Active Listening	4.13	0.35	0.13	4.13	0.64	0.23
01658.03.1	Complex Problem Solving	3.88	0.64	0.23	3.75	0.71	0.25
01658.03.1	Coordination	3.88	0.35	0.13	3.75	0.46	0.16
01658.03.1	Critical Thinking	4.13	0.35	0.13	4.38	0.52	0.18
01658.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01658.03.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
01658.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01658.03.1	Instructing	3.25	0.46	0.16	3.75	0.71	0.25
01658.03.1	Judg. and Dec. Making	3.75	0.71	0.25	3.88	0.64	0.23
01658.03.1	Learning Strategies	3.25	0.46	0.16	3.38	0.52	0.18
01658.03.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
01658.03.1	M. of Material Resources	1.88	0.35	0.13	1.38	0.92	0.32
01658.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.88	0.35	0.13
01658.03.1	Mathematics	2.63	0.52	0.18	2.63	0.52	0.18
01658.03.1	Monitoring	4.00	0.00	0.00	4.13	0.35	0.13
01658.03.1	Negotiation	2.75	0.46	0.16	2.63	0.52	0.18
01658.03.1	Operation and Control	1.75	0.46	0.16	1.00	0.76	0.27
01658.03.1	Operations Analysis	2.38	0.74	0.26	2.25	1.04	0.37
01658.03.1	Operations Monitoring	2.38	0.52	0.18	2.13	0.35	0.13
01658.03.1	Persuasion	2.75	0.46	0.16	2.88	0.35	0.13
01658.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01658.03.1	Quality Control Analysis	2.13	0.35	0.13	2.00	0.53	0.19
01658.03.1	Reading Comprehension	4.00	0.00	0.00	4.13	0.64	0.23
01658.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01658.03.1	Science	2.88	0.35	0.13	3.25	0.46	0.16
01658.03.1	Service Orientation	3.88	0.64	0.23	4.13	0.64	0.23
01658.03.1	Social Perceptiveness	4.13	0.35	0.13	4.13	0.35	0.13
01658.03.1	Speaking	4.13	0.35	0.13	4.13	0.35	0.13
01658.03.1	Systems Analysis	3.13	0.35	0.13	3.00	0.00	0.00
01658.03.1	Systems Evaluation	3.00	0.53	0.19	3.25	0.46	0.16
01658.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01658.03.1	Time Management	3.13	0.35	0.13	3.25	0.46	0.16
01658.03.1	Troubleshooting	1.50	0.53	0.19	0.63	0.74	0.26
01658.03.1	Writing	3.88	0.35	0.13	4.00	0.00	0.00

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

## Nurse Practitioners

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01649.03.1	Active Learning	4.00	0.00	0.00	4.13	0.35	0.13
01649.03.1	Active Listening	4.13	0.35	0.13	4.88	0.35	0.13
01649.03.1	Complex Problem Solving	4.13	0.35	0.13	4.13	0.35	0.13
01649.03.1	Coordination	3.75	0.46	0.16	3.88	0.35	0.13
01649.03.1	Critical Thinking	4.13	0.35	0.13	4.13	0.35	0.13
01649.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01649.03.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
01649.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01649.03.1	Instructing	3.13	0.35	0.13	3.88	0.35	0.13
01649.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.13	0.35	0.13
01649.03.1	Learning Strategies	3.50	0.53	0.19	3.88	0.35	0.13
01649.03.1	M. of Financial Resources	2.00	0.00	0.00	1.25	0.46	0.16
01649.03.1	M. of Material Resources	2.00	0.00	0.00	1.25	0.46	0.16
01649.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13
01649.03.1	Mathematics	3.00	0.00	0.00	3.13	0.35	0.13
01649.03.1	Monitoring	4.00	0.00	0.00	4.13	0.35	0.13
01649.03.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01649.03.1	Operation and Control	1.75	0.46	0.16	1.38	0.92	0.32
01649.03.1	Operations Analysis	3.00	0.00	0.00	3.38	0.52	0.18
01649.03.1	Operations Monitoring	2.13	0.35	0.13	2.63	0.52	0.18
01649.03.1	Persuasion	3.25	0.46	0.16	3.88	0.35	0.13
01649.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
01649.03.1	Quality Control Analysis	2.13	0.35	0.13	2.50	0.76	0.27
01649.03.1	Reading Comprehension	4.13	0.35	0.13	4.88	0.35	0.13
01649.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01649.03.1	Science	3.75	0.46	0.16	3.88	0.35	0.13
01649.03.1	Service Orientation	3.88	0.35	0.13	4.00	0.53	0.19
01649.03.1	Social Perceptiveness	4.00	0.00	0.00	4.63	0.52	0.18
01649.03.1	Speaking	4.00	0.00	0.00	4.00	0.00	0.00
01649.03.1	Systems Analysis	3.00	0.00	0.00	3.25	0.46	0.16
01649.03.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01649.03.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
01649.03.1	Time Management	3.38	0.52	0.18	3.88	0.35	0.13
01649.03.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
01649.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00

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

## Audiologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01317.04.1	Active Learning	4.00	0.53	0.19	4.38	0.74	0.26
01317.04.1	Active Listening	4.13	0.35	0.13	4.50	0.53	0.19
01317.04.1	Complex Problem Solving	3.63	0.52	0.18	3.88	0.64	0.23
01317.04.1	Coordination	3.38	0.52	0.18	3.50	0.76	0.27
01317.04.1	Critical Thinking	4.00	0.00	0.00	4.25	0.46	0.16
01317.04.1	Equipment Maintenance	2.13	0.35	0.13	2.00	0.00	0.00
01317.04.1	Equipment Selection	2.13	0.35	0.13	2.63	0.52	0.18
01317.04.1	Installation	1.25	0.46	0.16	0.25	0.46	0.16
01317.04.1	Instructing	3.13	0.35	0.13	3.88	0.64	0.23
01317.04.1	Judg. and Dec. Making	3.75	0.46	0.16	4.00	0.00	0.00
01317.04.1	Learning Strategies	3.38	0.52	0.18	3.88	0.64	0.23
01317.04.1	M. of Financial Resources	1.88	0.64	0.23	1.63	1.06	0.38
01317.04.1	M. of Material Resources	1.88	0.35	0.13	1.75	0.71	0.25
01317.04.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00
01317.04.1	Mathematics	2.88	0.35	0.13	3.00	0.00	0.00
01317.04.1	Monitoring	3.75	0.46	0.16	4.13	0.35	0.13
01317.04.1	Negotiation	2.88	0.64	0.23	2.75	0.46	0.16
01317.04.1	Operation and Control	2.13	0.35	0.13	2.13	0.35	0.13
01317.04.1	Operations Analysis	2.88	0.35	0.13	3.00	0.53	0.19
01317.04.1	Operations Monitoring	3.00	0.53	0.19	3.00	0.00	0.00
01317.04.1	Persuasion	3.13	0.35	0.13	3.00	0.00	0.00
01317.04.1	Programming	1.75	0.46	0.16	1.00	0.76	0.27
01317.04.1	Quality Control Analysis	3.00	0.53	0.19	3.13	0.64	0.23
01317.04.1	Reading Comprehension	4.13	0.35	0.13	5.00	0.00	0.00
01317.04.1	Repairing	2.13	0.35	0.13	2.13	0.35	0.13
01317.04.1	Science	3.00	0.00	0.00	3.25	0.46	0.16
01317.04.1	Service Orientation	3.63	0.52	0.18	3.75	0.46	0.16
01317.04.1	Social Perceptiveness	4.00	0.53	0.19	4.50	0.76	0.27
01317.04.1	Speaking	4.00	0.00	0.00	4.38	0.52	0.18
01317.04.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01317.04.1	Systems Evaluation	3.13	0.35	0.13	3.25	0.46	0.16
01317.04.1	Technology Design	1.88	0.64	0.23	1.50	1.07	0.38
01317.04.1	Time Management	3.25	0.46	0.16	3.00	0.53	0.19
01317.04.1	Troubleshooting	2.13	0.35	0.13	2.63	0.52	0.18
01317.04.1	Writing	4.00	0.53	0.19	4.25	0.46	0.16

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

## Dermatologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01631.02.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01631.02.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01631.02.1	Complex Problem Solving	3.50	0.53	0.19	3.88	0.35	0.13
01631.02.1	Coordination	3.25	0.46	0.16	3.88	0.35	0.13
01631.02.1	Critical Thinking	4.13	0.35	0.13	4.25	0.46	0.16
01631.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01631.02.1	Equipment Selection	1.25	0.46	0.16	0.50	0.93	0.33
01631.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01631.02.1	Instructing	3.25	0.46	0.16	3.88	0.35	0.13
01631.02.1	Judg. and Dec. Making	3.75	0.46	0.16	4.00	0.53	0.19
01631.02.1	Learning Strategies	3.13	0.35	0.13	3.25	0.46	0.16
01631.02.1	M. of Financial Resources	2.00	0.00	0.00	1.88	0.35	0.13
01631.02.1	M. of Material Resources	2.00	0.00	0.00	1.25	0.46	0.16
01631.02.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
01631.02.1	Mathematics	2.25	0.46	0.16	2.50	0.53	0.19
01631.02.1	Monitoring	3.50	0.53	0.19	3.88	0.35	0.13
01631.02.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
01631.02.1	Operation and Control	1.25	0.46	0.16	0.38	0.74	0.26
01631.02.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
01631.02.1	Operations Monitoring	2.00	0.00	0.00	1.38	0.52	0.18
01631.02.1	Persuasion	3.25	0.46	0.16	3.63	0.52	0.18
01631.02.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
01631.02.1	Quality Control Analysis	1.75	0.46	0.16	1.50	0.93	0.33
01631.02.1	Reading Comprehension	3.88	0.35	0.13	4.88	0.35	0.13
01631.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01631.02.1	Science	3.63	0.74	0.26	3.75	0.46	0.16
01631.02.1	Service Orientation	4.00	0.53	0.19	4.00	0.00	0.00
01631.02.1	Social Perceptiveness	3.88	0.35	0.13	4.00	0.00	0.00
01631.02.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
01631.02.1	Systems Analysis	2.75	0.46	0.16	3.13	0.35	0.13
01631.02.1	Systems Evaluation	2.88	0.35	0.13	3.13	0.35	0.13
01631.02.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01631.02.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
01631.02.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
01631.02.1	Writing	3.50	0.53	0.19	4.00	0.00	0.00

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

## General Internal Medicine Physicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01313.03.1	Active Learning	3.88	0.35	0.13	4.00	0.53	0.19
01313.03.1	Active Listening	4.13	0.35	0.13	4.25	0.46	0.16
01313.03.1	Complex Problem Solving	4.00	0.00	0.00	4.00	0.00	0.00
01313.03.1	Coordination	3.25	0.46	0.16	3.50	0.53	0.19
01313.03.1	Critical Thinking	4.00	0.00	0.00	4.75	0.46	0.16
01313.03.1	Equipment Maintenance	1.13	0.35	0.13	0.13	0.35	0.13
01313.03.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
01313.03.1	Installation	1.13	0.35	0.13	0.25	0.71	0.25
01313.03.1	Instructing	3.13	0.35	0.13	3.63	0.52	0.18
01313.03.1	Judg. and Dec. Making	4.00	0.53	0.19	4.25	0.46	0.16
01313.03.1	Learning Strategies	3.13	0.35	0.13	3.63	0.52	0.18
01313.03.1	M. of Financial Resources	1.88	0.35	0.13	1.13	0.64	0.23
01313.03.1	M. of Material Resources	2.00	0.00	0.00	1.25	0.46	0.16
01313.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13
01313.03.1	Mathematics	2.88	0.35	0.13	2.88	0.35	0.13
01313.03.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
01313.03.1	Negotiation	3.00	0.00	0.00	3.13	0.35	0.13
01313.03.1	Operation and Control	1.50	0.53	0.19	0.63	0.74	0.26
01313.03.1	Operations Analysis	2.75	0.46	0.16	3.25	0.89	0.31
01313.03.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
01313.03.1	Persuasion	3.13	0.35	0.13	3.63	0.52	0.18
01313.03.1	Programming	1.75	0.46	0.16	0.88	0.64	0.23
01313.03.1	Quality Control Analysis	2.50	0.53	0.19	2.25	0.46	0.16
01313.03.1	Reading Comprehension	4.13	0.35	0.13	5.00	0.00	0.00
01313.03.1	Repairing	1.25	0.71	0.25	0.38	1.06	0.38
01313.03.1	Science	4.00	0.53	0.19	4.00	0.53	0.19
01313.03.1	Service Orientation	3.75	0.46	0.16	4.00	0.00	0.00
01313.03.1	Social Perceptiveness	4.00	0.00	0.00	4.00	0.00	0.00
01313.03.1	Speaking	4.00	0.00	0.00	4.13	0.35	0.13
01313.03.1	Systems Analysis	3.25	0.46	0.16	3.25	0.46	0.16
01313.03.1	Systems Evaluation	3.13	0.64	0.23	3.63	0.52	0.18
01313.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01313.03.1	Time Management	3.13	0.35	0.13	3.38	0.52	0.18
01313.03.1	Troubleshooting	1.75	0.46	0.16	0.88	0.64	0.23
01313.03.1	Writing	4.00	0.00	0.00	4.13	0.35	0.13

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

## Hospitalists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01632.03.1	Active Learning	4.13	0.35	0.13	4.88	0.64	0.23
01632.03.1	Active Listening	4.13	0.35	0.13	4.63	0.52	0.18
01632.03.1	Complex Problem Solving	4.13	0.35	0.13	4.25	0.46	0.16
01632.03.1	Coordination	3.88	0.35	0.13	4.00	0.00	0.00
01632.03.1	Critical Thinking	4.13	0.35	0.13	4.75	0.46	0.16
01632.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01632.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01632.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01632.03.1	Instructing	3.25	0.46	0.16	4.38	0.52	0.18
01632.03.1	Judg. and Dec. Making	4.13	0.35	0.13	4.38	0.52	0.18
01632.03.1	Learning Strategies	3.25	0.46	0.16	4.00	0.00	0.00
01632.03.1	M. of Financial Resources	1.63	0.52	0.18	1.00	0.93	0.33
01632.03.1	M. of Material Resources	1.63	0.52	0.18	0.88	0.83	0.30
01632.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.13	0.35	0.13
01632.03.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
01632.03.1	Monitoring	4.00	0.00	0.00	4.38	0.52	0.18
01632.03.1	Negotiation	3.00	0.00	0.00	3.00	0.00	0.00
01632.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
01632.03.1	Operations Analysis	2.00	0.53	0.19	1.88	0.83	0.30
01632.03.1	Operations Monitoring	2.00	0.53	0.19	1.13	0.64	0.23
01632.03.1	Persuasion	3.25	0.46	0.16	3.63	0.52	0.18
01632.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01632.03.1	Quality Control Analysis	2.25	0.46	0.16	2.00	0.53	0.19
01632.03.1	Reading Comprehension	4.13	0.35	0.13	5.13	0.35	0.13
01632.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01632.03.1	Science	3.38	0.52	0.18	3.50	0.53	0.19
01632.03.1	Service Orientation	4.00	0.00	0.00	4.13	0.35	0.13
01632.03.1	Social Perceptiveness	4.13	0.35	0.13	4.88	0.64	0.23
01632.03.1	Speaking	4.13	0.35	0.13	4.38	0.52	0.18
01632.03.1	Systems Analysis	3.13	0.35	0.13	3.63	0.74	0.26
01632.03.1	Systems Evaluation	3.13	0.35	0.13	3.88	0.64	0.23
01632.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01632.03.1	Time Management	3.25	0.46	0.16	3.63	0.52	0.18
01632.03.1	Troubleshooting	1.38	0.52	0.18	0.63	0.92	0.32
01632.03.1	Writing	3.88	0.35	0.13	4.38	0.52	0.18

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

## Dental Hygienists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00324.04.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
00324.04.1	Active Listening	3.75	0.46	0.16	4.00	0.00	0.00
00324.04.1	Complex Problem Solving	2.88	0.35	0.13	2.75	0.46	0.16
00324.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00324.04.1	Critical Thinking	3.50	0.53	0.19	3.13	0.35	0.13
00324.04.1	Equipment Maintenance	2.13	0.35	0.13	1.63	0.52	0.18
00324.04.1	Equipment Selection	1.63	0.52	0.18	1.13	0.99	0.35
00324.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00324.04.1	Instructing	3.00	0.53	0.19	3.00	0.00	0.00
00324.04.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00324.04.1	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
00324.04.1	M. of Financial Resources	1.50	0.53	0.19	0.63	0.74	0.26
00324.04.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
00324.04.1	M. of Personnel Resources	2.25	0.46	0.16	2.50	0.53	0.19
00324.04.1	Mathematics	2.00	0.00	0.00	1.63	0.52	0.18
00324.04.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00324.04.1	Negotiation	2.38	0.52	0.18	2.25	0.46	0.16
00324.04.1	Operation and Control	2.25	0.46	0.16	1.88	0.35	0.13
00324.04.1	Operations Analysis	1.75	0.46	0.16	1.13	0.83	0.30
00324.04.1	Operations Monitoring	2.88	0.35	0.13	2.88	0.35	0.13
00324.04.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
00324.04.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
00324.04.1	Quality Control Analysis	2.38	0.52	0.18	2.25	0.46	0.16
00324.04.1	Reading Comprehension	3.00	0.00	0.00	3.38	0.52	0.18
00324.04.1	Repairing	1.88	0.83	0.30	1.13	0.99	0.35
00324.04.1	Science	2.38	0.52	0.18	2.38	0.52	0.18
00324.04.1	Service Orientation	3.13	0.35	0.13	3.00	0.00	0.00
00324.04.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
00324.04.1	Speaking	3.50	0.53	0.19	3.00	0.00	0.00
00324.04.1	Systems Analysis	2.00	0.00	0.00	2.13	0.35	0.13
00324.04.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
00324.04.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
00324.04.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00324.04.1	Troubleshooting	2.25	0.46	0.16	2.13	0.35	0.13
00324.04.1	Writing	3.13	0.35	0.13	3.13	0.35	0.13

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



## Naturopathic Physicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01650.03.1	Active Learning	3.75	0.46	0.16	3.88	0.35	0.13
01650.03.1	Active Listening	4.13	0.35	0.13	4.50	0.53	0.19
01650.03.1	Complex Problem Solving	3.88	0.35	0.13	4.00	0.00	0.00
01650.03.1	Coordination	3.13	0.35	0.13	3.50	0.53	0.19
01650.03.1	Critical Thinking	4.13	0.35	0.13	4.13	0.35	0.13
01650.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01650.03.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
01650.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01650.03.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
01650.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.25	0.46	0.16
01650.03.1	Learning Strategies	3.38	0.52	0.18	3.75	0.46	0.16
01650.03.1	M. of Financial Resources	2.00	0.00	0.00	1.75	0.46	0.16
01650.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
01650.03.1	M. of Personnel Resources	3.00	0.00	0.00	3.00	0.00	0.00
01650.03.1	Mathematics	2.75	0.46	0.16	2.63	0.52	0.18
01650.03.1	Monitoring	3.38	0.52	0.18	4.00	0.00	0.00
01650.03.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
01650.03.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
01650.03.1	Operations Analysis	1.88	0.35	0.13	1.00	0.53	0.19
01650.03.1	Operations Monitoring	2.00	0.00	0.00	1.75	0.46	0.16
01650.03.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
01650.03.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
01650.03.1	Quality Control Analysis	2.13	0.35	0.13	1.25	0.46	0.16
01650.03.1	Reading Comprehension	4.25	0.46	0.16	5.00	0.00	0.00
01650.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01650.03.1	Science	3.13	0.35	0.13	3.13	0.35	0.13
01650.03.1	Service Orientation	3.88	0.35	0.13	4.00	0.53	0.19
01650.03.1	Social Perceptiveness	4.00	0.00	0.00	4.63	0.52	0.18
01650.03.1	Speaking	4.13	0.35	0.13	4.13	0.35	0.13
01650.03.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01650.03.1	Systems Evaluation	2.88	0.35	0.13	3.50	0.53	0.19
01650.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01650.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
01650.03.1	Troubleshooting	1.50	0.53	0.19	0.50	0.53	0.19
01650.03.1	Writing	4.00	0.00	0.00	4.00	0.00	0.00

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

## Orthoptists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01651.03.1	Active Learning	3.25	0.46	0.16	3.88	0.64	0.23
01651.03.1	Active Listening	4.00	0.00	0.00	4.13	0.35	0.13
01651.03.1	Complex Problem Solving	3.38	0.52	0.18	3.75	0.46	0.16
01651.03.1	Coordination	3.00	0.00	0.00	3.00	0.53	0.19
01651.03.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01651.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01651.03.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
01651.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01651.03.1	Instructing	3.25	0.46	0.16	3.88	0.35	0.13
01651.03.1	Judg. and Dec. Making	3.38	0.52	0.18	3.88	0.35	0.13
01651.03.1	Learning Strategies	3.25	0.46	0.16	3.88	0.64	0.23
01651.03.1	M. of Financial Resources	1.50	0.53	0.19	0.50	0.53	0.19
01651.03.1	M. of Material Resources	1.50	0.53	0.19	0.50	0.53	0.19
01651.03.1	M. of Personnel Resources	2.38	0.52	0.18	2.50	0.53	0.19
01651.03.1	Mathematics	2.75	0.46	0.16	3.00	0.00	0.00
01651.03.1	Monitoring	3.13	0.35	0.13	3.75	0.46	0.16
01651.03.1	Negotiation	2.25	0.46	0.16	2.63	0.52	0.18
01651.03.1	Operation and Control	1.50	0.53	0.19	0.50	0.53	0.19
01651.03.1	Operations Analysis	2.75	0.46	0.16	2.88	0.35	0.13
01651.03.1	Operations Monitoring	2.00	0.00	0.00	1.88	0.35	0.13
01651.03.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
01651.03.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
01651.03.1	Quality Control Analysis	1.75	0.46	0.16	1.00	0.76	0.27
01651.03.1	Reading Comprehension	3.63	0.52	0.18	4.63	0.52	0.18
01651.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01651.03.1	Science	3.63	0.52	0.18	3.75	0.46	0.16
01651.03.1	Service Orientation	3.38	0.52	0.18	4.00	0.00	0.00
01651.03.1	Social Perceptiveness	3.75	0.46	0.16	4.00	0.53	0.19
01651.03.1	Speaking	3.88	0.35	0.13	4.00	0.53	0.19
01651.03.1	Systems Analysis	3.13	0.35	0.13	3.00	0.00	0.00
01651.03.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01651.03.1	Technology Design	1.88	0.64	0.23	1.25	0.89	0.31
01651.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01651.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01651.03.1	Writing	3.50	0.53	0.19	4.00	0.53	0.19

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

## Cytogenetic Technologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01652.03.1	Active Learning	3.25	0.46	0.16	3.38	0.52	0.18
01652.03.1	Active Listening	3.63	0.52	0.18	4.00	0.00	0.00
01652.03.1	Complex Problem Solving	3.38	0.52	0.18	3.38	0.52	0.18
01652.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01652.03.1	Critical Thinking	3.88	0.35	0.13	4.00	0.00	0.00
01652.03.1	Equipment Maintenance	1.75	0.46	0.16	0.88	0.64	0.23
01652.03.1	Equipment Selection	1.63	0.52	0.18	0.88	0.83	0.30
01652.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01652.03.1	Instructing	2.88	0.35	0.13	3.13	0.35	0.13
01652.03.1	Judg. and Dec. Making	3.50	0.53	0.19	3.25	0.46	0.16
01652.03.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
01652.03.1	M. of Financial Resources	2.00	0.00	0.00	1.38	0.52	0.18
01652.03.1	M. of Material Resources	2.00	0.00	0.00	1.25	0.46	0.16
01652.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
01652.03.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
01652.03.1	Monitoring	3.13	0.35	0.13	3.38	0.52	0.18
01652.03.1	Negotiation	2.13	0.35	0.13	2.13	0.35	0.13
01652.03.1	Operation and Control	2.13	0.35	0.13	2.13	0.35	0.13
01652.03.1	Operations Analysis	2.00	0.00	0.00	1.25	0.46	0.16
01652.03.1	Operations Monitoring	2.88	0.35	0.13	2.63	0.52	0.18
01652.03.1	Persuasion	2.38	0.52	0.18	2.38	0.52	0.18
01652.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
01652.03.1	Quality Control Analysis	2.88	0.35	0.13	2.88	0.35	0.13
01652.03.1	Reading Comprehension	3.88	0.35	0.13	4.50	0.53	0.19
01652.03.1	Repairing	1.63	0.52	0.18	0.63	0.52	0.18
01652.03.1	Science	3.25	0.46	0.16	3.75	0.46	0.16
01652.03.1	Service Orientation	2.75	0.46	0.16	2.88	0.35	0.13
01652.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01652.03.1	Speaking	3.63	0.52	0.18	4.00	0.00	0.00
01652.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.53	0.19
01652.03.1	Systems Evaluation	2.88	0.35	0.13	2.88	0.35	0.13
01652.03.1	Technology Design	1.50	0.53	0.19	0.75	0.89	0.31
01652.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
01652.03.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
01652.03.1	Writing	3.75	0.46	0.16	4.00	0.00	0.00

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

## Cytotechnologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01653.03.2	Active Learning	3.00	0.53	0.19	3.50	0.53	0.19
01653.03.2	Active Listening	3.75	0.46	0.16	3.88	0.35	0.13
01653.03.2	Complex Problem Solving	3.25	0.46	0.16	3.13	0.35	0.13
01653.03.2	Coordination	2.88	0.35	0.13	3.00	0.00	0.00
01653.03.2	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
01653.03.2	Equipment Maintenance	2.00	0.53	0.19	1.88	0.83	0.30
01653.03.2	Equipment Selection	1.75	0.46	0.16	1.38	0.92	0.32
01653.03.2	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01653.03.2	Instructing	2.88	0.35	0.13	3.00	0.00	0.00
01653.03.2	Judg. and Dec. Making	3.13	0.35	0.13	3.13	0.35	0.13
01653.03.2	Learning Strategies	2.75	0.46	0.16	3.00	0.00	0.00
01653.03.2	M. of Financial Resources	2.00	0.00	0.00	1.00	0.00	0.00
01653.03.2	M. of Material Resources	2.00	0.00	0.00	1.13	0.35	0.13
01653.03.2	M. of Personnel Resources	2.63	0.52	0.18	2.63	0.52	0.18
01653.03.2	Mathematics	2.63	0.52	0.18	2.75	0.46	0.16
01653.03.2	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01653.03.2	Negotiation	2.00	0.00	0.00	2.00	0.00	0.00
01653.03.2	Operation and Control	2.50	0.53	0.19	2.38	0.74	0.26
01653.03.2	Operations Analysis	1.50	0.53	0.19	0.63	0.74	0.26
01653.03.2	Operations Monitoring	2.63	0.52	0.18	2.75	0.46	0.16
01653.03.2	Persuasion	2.25	0.46	0.16	2.00	0.00	0.00
01653.03.2	Programming	2.00	0.53	0.19	1.00	0.53	0.19
01653.03.2	Quality Control Analysis	2.63	0.52	0.18	2.63	0.92	0.32
01653.03.2	Reading Comprehension	3.88	0.35	0.13	3.88	0.35	0.13
01653.03.2	Repairing	2.00	0.53	0.19	1.88	0.83	0.30
01653.03.2	Science	2.88	0.83	0.30	2.88	1.25	0.44
01653.03.2	Service Orientation	2.88	0.35	0.13	2.38	0.74	0.26
01653.03.2	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
01653.03.2	Speaking	3.13	0.35	0.13	3.38	0.52	0.18
01653.03.2	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01653.03.2	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
01653.03.2	Technology Design	1.50	0.76	0.27	0.38	0.52	0.18
01653.03.2	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01653.03.2	Troubleshooting	2.50	0.53	0.19	2.00	0.53	0.19
01653.03.2	Writing	3.00	0.00	0.00	3.38	0.52	0.18

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

## Dietetic Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00321.04.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00321.04.1	Active Listening	3.25	0.46	0.16	3.13	0.35	0.13
00321.04.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00321.04.1	Coordination	3.00	0.00	0.00	3.13	0.35	0.13
00321.04.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
00321.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00321.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00321.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00321.04.1	Instructing	3.13	0.35	0.13	3.00	0.00	0.00
00321.04.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00321.04.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
00321.04.1	M. of Financial Resources	2.13	0.35	0.13	2.00	0.00	0.00
00321.04.1	M. of Material Resources	2.13	0.35	0.13	2.00	0.00	0.00
00321.04.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
00321.04.1	Mathematics	2.88	0.64	0.23	3.00	0.00	0.00
00321.04.1	Monitoring	3.13	0.35	0.13	3.88	0.64	0.23
00321.04.1	Negotiation	2.88	0.35	0.13	2.63	0.52	0.18
00321.04.1	Operation and Control	2.13	0.35	0.13	2.13	0.35	0.13
00321.04.1	Operations Analysis	2.25	0.46	0.16	2.25	0.46	0.16
00321.04.1	Operations Monitoring	2.75	0.46	0.16	2.75	0.46	0.16
00321.04.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
00321.04.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00321.04.1	Quality Control Analysis	2.88	0.64	0.23	2.88	0.35	0.13
00321.04.1	Reading Comprehension	3.13	0.35	0.13	3.25	0.46	0.16
00321.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00321.04.1	Science	2.00	0.53	0.19	1.75	0.71	0.25
00321.04.1	Service Orientation	3.13	0.35	0.13	3.50	0.53	0.19
00321.04.1	Social Perceptiveness	3.13	0.35	0.13	3.13	0.35	0.13
00321.04.1	Speaking	3.38	0.52	0.18	3.25	0.46	0.16
00321.04.1	Systems Analysis	2.75	0.46	0.16	2.88	0.35	0.13
00321.04.1	Systems Evaluation	2.75	0.46	0.16	2.88	0.64	0.23
00321.04.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
00321.04.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00321.04.1	Troubleshooting	2.00	0.00	0.00	1.75	0.46	0.16
00321.04.1	Writing	3.13	0.35	0.13	3.13	0.35	0.13

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

## Pharmacy Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00319.04.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00319.04.1	Active Listening	4.00	0.00	0.00	3.88	0.35	0.13
00319.04.1	Complex Problem Solving	3.13	0.35	0.13	2.88	0.35	0.13
00319.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00319.04.1	Critical Thinking	3.25	0.46	0.16	3.63	0.52	0.18
00319.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00319.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00319.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00319.04.1	Instructing	2.25	0.71	0.25	2.13	0.35	0.13
00319.04.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00319.04.1	Learning Strategies	2.88	0.64	0.23	2.88	0.35	0.13
00319.04.1	M. of Financial Resources	1.75	0.46	0.16	1.50	0.93	0.33
00319.04.1	M. of Material Resources	2.13	0.35	0.13	2.00	0.53	0.19
00319.04.1	M. of Personnel Resources	2.50	0.53	0.19	2.00	0.00	0.00
00319.04.1	Mathematics	3.00	0.00	0.00	3.00	0.00	0.00
00319.04.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00319.04.1	Negotiation	2.00	0.53	0.19	1.75	0.71	0.25
00319.04.1	Operation and Control	2.13	0.35	0.13	1.13	0.35	0.13
00319.04.1	Operations Analysis	1.75	0.46	0.16	0.75	0.46	0.16
00319.04.1	Operations Monitoring	2.25	0.46	0.16	2.00	0.00	0.00
00319.04.1	Persuasion	2.50	0.76	0.27	2.00	0.93	0.33
00319.04.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00319.04.1	Quality Control Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00319.04.1	Reading Comprehension	3.75	0.46	0.16	3.63	0.52	0.18
00319.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00319.04.1	Science	1.88	0.64	0.23	1.50	0.93	0.33
00319.04.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
00319.04.1	Social Perceptiveness	3.13	0.64	0.23	3.13	0.35	0.13
00319.04.1	Speaking	3.75	0.46	0.16	3.25	0.46	0.16
00319.04.1	Systems Analysis	2.38	0.52	0.18	2.00	0.00	0.00
00319.04.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.00	0.00
00319.04.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00319.04.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00319.04.1	Troubleshooting	1.75	0.46	0.16	0.75	0.46	0.16
00319.04.1	Writing	3.00	0.53	0.19	3.00	0.00	0.00

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

## Licensed Practical and Licensed Vocational Nurses

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00314.04.1	Active Learning	3.38	0.52	0.18	3.25	0.71	0.25
00314.04.1	Active Listening	3.88	0.35	0.13	4.00	0.00	0.00
00314.04.1	Complex Problem Solving	3.25	0.46	0.16	3.00	0.00	0.00
00314.04.1	Coordination	4.00	0.00	0.00	4.00	0.00	0.00
00314.04.1	Critical Thinking	3.75	0.46	0.16	4.00	0.00	0.00
00314.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00314.04.1	Equipment Selection	1.13	0.35	0.13	0.13	0.35	0.13
00314.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00314.04.1	Instructing	3.13	0.35	0.13	3.13	0.35	0.13
00314.04.1	Judg. and Dec. Making	3.63	0.52	0.18	3.25	0.46	0.16
00314.04.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
00314.04.1	M. of Financial Resources	1.63	0.52	0.18	0.63	0.52	0.18
00314.04.1	M. of Material Resources	1.88	0.35	0.13	1.13	0.64	0.23
00314.04.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13
00314.04.1	Mathematics	2.88	0.35	0.13	2.88	0.35	0.13
00314.04.1	Monitoring	3.88	0.35	0.13	4.00	0.00	0.00
00314.04.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
00314.04.1	Operation and Control	2.63	0.74	0.26	2.00	0.93	0.33
00314.04.1	Operations Analysis	1.75	0.46	0.16	1.50	0.93	0.33
00314.04.1	Operations Monitoring	2.63	0.52	0.18	2.50	0.53	0.19
00314.04.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
00314.04.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00314.04.1	Quality Control Analysis	2.00	0.53	0.19	1.75	0.71	0.25
00314.04.1	Reading Comprehension	3.75	0.46	0.16	4.13	0.35	0.13
00314.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00314.04.1	Science	2.63	0.52	0.18	2.63	0.52	0.18
00314.04.1	Service Orientation	4.13	0.35	0.13	4.00	0.00	0.00
00314.04.1	Social Perceptiveness	4.00	0.00	0.00	4.25	0.71	0.25
00314.04.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00314.04.1	Systems Analysis	3.00	0.00	0.00	2.88	0.35	0.13
00314.04.1	Systems Evaluation	2.88	0.35	0.13	2.88	0.35	0.13
00314.04.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
00314.04.1	Time Management	3.63	0.52	0.18	3.25	0.46	0.16
00314.04.1	Troubleshooting	1.75	0.46	0.16	1.00	0.76	0.27
00314.04.1	Writing	3.25	0.46	0.16	3.13	0.35	0.13

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

## Athletic Trainers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00397.04.1	Active Learning	3.75	0.46	0.16	4.00	0.00	0.00
00397.04.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
00397.04.1	Complex Problem Solving	3.25	0.46	0.16	3.38	0.52	0.18
00397.04.1	Coordination	3.13	0.35	0.13	3.00	0.00	0.00
00397.04.1	Critical Thinking	3.88	0.35	0.13	4.13	0.35	0.13
00397.04.1	Equipment Maintenance	1.25	0.71	0.25	0.38	1.06	0.38
00397.04.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
00397.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00397.04.1	Instructing	3.63	0.52	0.18	3.75	0.46	0.16
00397.04.1	Judg. and Dec. Making	3.88	0.64	0.23	3.75	0.46	0.16
00397.04.1	Learning Strategies	3.13	0.35	0.13	3.88	0.35	0.13
00397.04.1	M. of Financial Resources	1.88	0.35	0.13	1.13	0.64	0.23
00397.04.1	M. of Material Resources	1.88	0.35	0.13	1.50	0.76	0.27
00397.04.1	M. of Personnel Resources	2.88	0.35	0.13	2.63	0.52	0.18
00397.04.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
00397.04.1	Monitoring	3.88	0.35	0.13	4.13	0.35	0.13
00397.04.1	Negotiation	2.75	0.46	0.16	2.50	0.76	0.27
00397.04.1	Operation and Control	2.00	0.00	0.00	1.75	0.46	0.16
00397.04.1	Operations Analysis	2.13	0.35	0.13	2.25	0.46	0.16
00397.04.1	Operations Monitoring	2.75	0.46	0.16	2.25	0.46	0.16
00397.04.1	Persuasion	3.00	0.00	0.00	3.25	0.46	0.16
00397.04.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00397.04.1	Quality Control Analysis	2.75	0.46	0.16	2.63	0.74	0.26
00397.04.1	Reading Comprehension	3.75	0.46	0.16	3.88	0.35	0.13
00397.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00397.04.1	Science	2.38	0.74	0.26	1.88	0.83	0.30
00397.04.1	Service Orientation	3.63	0.52	0.18	3.63	0.52	0.18
00397.04.1	Social Perceptiveness	3.75	0.46	0.16	4.00	0.00	0.00
00397.04.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00397.04.1	Systems Analysis	2.88	0.35	0.13	3.00	0.00	0.00
00397.04.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.00	0.00
00397.04.1	Technology Design	1.88	0.35	0.13	1.75	0.71	0.25
00397.04.1	Time Management	3.25	0.46	0.16	3.00	0.00	0.00
00397.04.1	Troubleshooting	2.00	0.00	0.00	1.38	0.52	0.18
00397.04.1	Writing	3.50	0.53	0.19	3.88	0.35	0.13

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



## Midwives

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01659.02.1	Active Learning	3.38	0.52	0.18	3.63	0.74	0.26
01659.02.1	Active Listening	3.75	0.46	0.16	4.38	0.52	0.18
01659.02.1	Complex Problem Solving	3.38	0.52	0.18	3.25	0.46	0.16
01659.02.1	Coordination	3.63	0.52	0.18	3.75	0.46	0.16
01659.02.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
01659.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01659.02.1	Equipment Selection	1.50	0.53	0.19	0.63	0.74	0.26
01659.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01659.02.1	Instructing	3.25	0.46	0.16	3.50	0.76	0.27
01659.02.1	Judg. and Dec. Making	3.75	0.46	0.16	4.00	0.00	0.00
01659.02.1	Learning Strategies	3.25	0.46	0.16	3.38	0.52	0.18
01659.02.1	M. of Financial Resources	1.63	0.52	0.18	1.00	0.93	0.33
01659.02.1	M. of Material Resources	1.88	0.35	0.13	1.50	0.76	0.27
01659.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.38	0.52	0.18
01659.02.1	Mathematics	2.25	0.46	0.16	2.50	0.53	0.19
01659.02.1	Monitoring	4.00	0.00	0.00	4.63	0.52	0.18
01659.02.1	Negotiation	2.63	0.52	0.18	2.63	0.52	0.18
01659.02.1	Operation and Control	1.50	0.53	0.19	0.88	0.99	0.35
01659.02.1	Operations Analysis	1.38	0.52	0.18	0.50	0.76	0.27
01659.02.1	Operations Monitoring	2.25	0.71	0.25	1.88	0.83	0.30
01659.02.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
01659.02.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
01659.02.1	Quality Control Analysis	1.88	0.35	0.13	1.63	0.74	0.26
01659.02.1	Reading Comprehension	3.63	0.52	0.18	4.25	0.46	0.16
01659.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01659.02.1	Science	2.88	0.35	0.13	2.88	0.35	0.13
01659.02.1	Service Orientation	3.75	0.46	0.16	3.75	0.46	0.16
01659.02.1	Social Perceptiveness	4.13	0.35	0.13	4.88	0.64	0.23
01659.02.1	Speaking	3.75	0.46	0.16	4.00	0.00	0.00
01659.02.1	Systems Analysis	3.00	0.53	0.19	2.63	0.52	0.18
01659.02.1	Systems Evaluation	3.00	0.53	0.19	3.00	0.53	0.19
01659.02.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
01659.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
01659.02.1	Troubleshooting	1.75	0.46	0.16	1.00	0.76	0.27
01659.02.1	Writing	3.13	0.35	0.13	3.63	0.52	0.18

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

## Massage Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01332.04.1	Active Learning	3.00	0.53	0.19	3.00	0.00	0.00
01332.04.1	Active Listening	3.63	0.52	0.18	3.25	0.46	0.16
01332.04.1	Complex Problem Solving	3.00	0.53	0.19	2.75	0.46	0.16
01332.04.1	Coordination	2.38	0.74	0.26	1.88	0.83	0.30
01332.04.1	Critical Thinking	3.00	0.00	0.00	3.25	0.46	0.16
01332.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01332.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01332.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01332.04.1	Instructing	2.25	0.46	0.16	2.25	0.46	0.16
01332.04.1	Judg. and Dec. Making	3.13	0.35	0.13	2.88	0.35	0.13
01332.04.1	Learning Strategies	2.75	0.46	0.16	2.88	0.35	0.13
01332.04.1	M. of Financial Resources	1.38	0.52	0.18	0.50	0.76	0.27
01332.04.1	M. of Material Resources	1.63	0.52	0.18	0.88	0.83	0.30
01332.04.1	M. of Personnel Resources	1.75	0.71	0.25	0.88	0.99	0.35
01332.04.1	Mathematics	2.00	0.00	0.00	1.50	0.76	0.27
01332.04.1	Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01332.04.1	Negotiation	2.00	0.00	0.00	1.75	0.46	0.16
01332.04.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
01332.04.1	Operations Analysis	1.63	0.52	0.18	1.25	1.04	0.37
01332.04.1	Operations Monitoring	1.38	0.52	0.18	0.50	0.76	0.27
01332.04.1	Persuasion	2.00	0.53	0.19	1.63	0.74	0.26
01332.04.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01332.04.1	Quality Control Analysis	1.75	0.46	0.16	1.00	0.76	0.27
01332.04.1	Reading Comprehension	3.00	0.53	0.19	3.13	0.35	0.13
01332.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01332.04.1	Science	1.75	0.46	0.16	1.00	0.76	0.27
01332.04.1	Service Orientation	3.25	0.46	0.16	3.13	0.35	0.13
01332.04.1	Social Perceptiveness	3.25	0.46	0.16	3.25	0.71	0.25
01332.04.1	Speaking	3.63	0.52	0.18	3.63	0.52	0.18
01332.04.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01332.04.1	Systems Evaluation	2.25	0.46	0.16	2.38	0.74	0.26
01332.04.1	Technology Design	1.75	0.46	0.16	1.13	0.83	0.30
01332.04.1	Time Management	2.88	0.35	0.13	2.38	0.52	0.18
01332.04.1	Troubleshooting	1.38	0.52	0.18	0.38	0.52	0.18
01332.04.1	Writing	3.00	0.53	0.19	2.88	0.35	0.13

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

## Dental Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00584.04.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00584.04.1	Active Listening	3.88	0.35	0.13	3.38	0.52	0.18
00584.04.1	Complex Problem Solving	3.00	0.53	0.19	2.88	0.35	0.13
00584.04.1	Coordination	2.88	0.35	0.13	2.75	0.46	0.16
00584.04.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
00584.04.1	Equipment Maintenance	1.88	0.35	0.13	1.25	0.71	0.25
00584.04.1	Equipment Selection	2.00	0.53	0.19	1.75	0.89	0.31
00584.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00584.04.1	Instructing	3.13	0.35	0.13	3.00	0.00	0.00
00584.04.1	Judg. and Dec. Making	2.88	0.64	0.23	2.63	0.52	0.18
00584.04.1	Learning Strategies	2.50	0.76	0.27	2.50	0.53	0.19
00584.04.1	M. of Financial Resources	1.75	0.46	0.16	0.88	0.64	0.23
00584.04.1	M. of Material Resources	2.13	0.35	0.13	1.88	0.64	0.23
00584.04.1	M. of Personnel Resources	2.25	0.46	0.16	2.00	0.00	0.00
00584.04.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
00584.04.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00584.04.1	Negotiation	2.50	0.53	0.19	2.38	0.52	0.18
00584.04.1	Operation and Control	2.13	0.35	0.13	2.00	0.00	0.00
00584.04.1	Operations Analysis	1.75	0.46	0.16	0.88	0.64	0.23
00584.04.1	Operations Monitoring	2.63	0.52	0.18	2.63	0.52	0.18
00584.04.1	Persuasion	2.50	0.53	0.19	2.63	0.52	0.18
00584.04.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
00584.04.1	Quality Control Analysis	2.50	0.53	0.19	2.25	0.46	0.16
00584.04.1	Reading Comprehension	3.25	0.46	0.16	3.25	0.46	0.16
00584.04.1	Repairing	1.88	0.35	0.13	1.38	0.74	0.26
00584.04.1	Science	2.00	0.00	0.00	1.75	0.46	0.16
00584.04.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
00584.04.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
00584.04.1	Speaking	3.38	0.52	0.18	3.13	0.35	0.13
00584.04.1	Systems Analysis	2.38	0.52	0.18	2.00	0.00	0.00
00584.04.1	Systems Evaluation	2.13	0.35	0.13	2.00	0.00	0.00
00584.04.1	Technology Design	1.75	0.46	0.16	1.00	0.76	0.27
00584.04.1	Time Management	2.75	0.46	0.16	2.63	0.52	0.18
00584.04.1	Troubleshooting	2.00	0.00	0.00	1.88	0.35	0.13
00584.04.1	Writing	3.00	0.53	0.19	3.00	0.00	0.00

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

## Medical Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00585.04.1	Active Learning	3.25	0.46	0.16	3.38	0.74	0.26
00585.04.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
00585.04.1	Complex Problem Solving	3.00	0.53	0.19	2.88	0.35	0.13
00585.04.1	Coordination	3.50	0.53	0.19	3.13	0.35	0.13
00585.04.1	Critical Thinking	3.63	0.52	0.18	3.63	0.52	0.18
00585.04.1	Equipment Maintenance	1.50	0.53	0.19	0.50	0.53	0.19
00585.04.1	Equipment Selection	1.63	0.52	0.18	1.00	0.93	0.33
00585.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00585.04.1	Instructing	3.13	0.35	0.13	3.00	0.00	0.00
00585.04.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00585.04.1	Learning Strategies	3.13	0.35	0.13	3.13	0.35	0.13
00585.04.1	M. of Financial Resources	2.00	0.53	0.19	1.13	0.64	0.23
00585.04.1	M. of Material Resources	2.13	0.35	0.13	1.38	0.74	0.26
00585.04.1	M. of Personnel Resources	2.38	0.52	0.18	2.25	0.46	0.16
00585.04.1	Mathematics	2.63	0.52	0.18	2.63	0.52	0.18
00585.04.1	Monitoring	3.50	0.53	0.19	3.50	0.53	0.19
00585.04.1	Negotiation	2.50	0.53	0.19	2.38	0.52	0.18
00585.04.1	Operation and Control	2.13	0.64	0.23	1.25	0.71	0.25
00585.04.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00585.04.1	Operations Monitoring	2.50	0.76	0.27	2.25	1.04	0.37
00585.04.1	Persuasion	2.75	0.46	0.16	2.88	0.35	0.13
00585.04.1	Programming	1.50	0.53	0.19	0.63	0.74	0.26
00585.04.1	Quality Control Analysis	2.13	0.64	0.23	1.75	0.71	0.25
00585.04.1	Reading Comprehension	3.75	0.46	0.16	4.00	0.53	0.19
00585.04.1	Repairing	1.50	0.53	0.19	0.75	0.89	0.31
00585.04.1	Science	2.63	0.52	0.18	2.25	0.46	0.16
00585.04.1	Service Orientation	3.50	0.53	0.19	3.25	0.46	0.16
00585.04.1	Social Perceptiveness	4.00	0.53	0.19	3.88	0.64	0.23
00585.04.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00585.04.1	Systems Analysis	2.38	0.52	0.18	2.38	0.52	0.18
00585.04.1	Systems Evaluation	2.38	0.52	0.18	2.38	0.52	0.18
00585.04.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
00585.04.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00585.04.1	Troubleshooting	1.75	0.46	0.16	1.38	0.92	0.32
00585.04.1	Writing	3.38	0.52	0.18	3.25	0.46	0.16

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

## Medical Transcriptionists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01333.03.1	Active Learning	2.88	0.64	0.23	2.88	0.64	0.23
01333.03.1	Active Listening	4.13	0.35	0.13	4.13	0.35	0.13
01333.03.1	Complex Problem Solving	2.63	0.52	0.18	2.50	0.53	0.19
01333.03.1	Coordination	2.50	0.53	0.19	2.13	0.35	0.13
01333.03.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
01333.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01333.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01333.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01333.03.1	Instructing	2.13	0.35	0.13	1.63	0.74	0.26
01333.03.1	Judg. and Dec. Making	3.00	0.00	0.00	2.63	0.52	0.18
01333.03.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
01333.03.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
01333.03.1	M. of Material Resources	1.13	0.35	0.13	0.13	0.35	0.13
01333.03.1	M. of Personnel Resources	1.75	0.71	0.25	1.13	1.13	0.40
01333.03.1	Mathematics	1.75	0.46	0.16	1.00	0.76	0.27
01333.03.1	Monitoring	3.13	0.35	0.13	2.88	0.35	0.13
01333.03.1	Negotiation	1.88	0.35	0.13	1.25	0.71	0.25
01333.03.1	Operation and Control	1.13	0.35	0.13	0.13	0.35	0.13
01333.03.1	Operations Analysis	1.63	0.52	0.18	0.88	0.83	0.30
01333.03.1	Operations Monitoring	1.50	0.53	0.19	0.75	0.89	0.31
01333.03.1	Persuasion	1.88	0.35	0.13	1.38	0.74	0.26
01333.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
01333.03.1	Quality Control Analysis	1.63	0.52	0.18	1.13	0.99	0.35
01333.03.1	Reading Comprehension	4.00	0.00	0.00	4.00	0.00	0.00
01333.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01333.03.1	Science	1.50	0.53	0.19	0.63	0.74	0.26
01333.03.1	Service Orientation	2.13	0.35	0.13	2.00	0.53	0.19
01333.03.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
01333.03.1	Speaking	3.00	0.00	0.00	3.13	0.35	0.13
01333.03.1	Systems Analysis	1.88	0.35	0.13	1.38	0.74	0.26
01333.03.1	Systems Evaluation	1.88	0.35	0.13	1.38	0.74	0.26
01333.03.1	Technology Design	1.13	0.35	0.13	0.13	0.35	0.13
01333.03.1	Time Management	3.00	0.00	0.00	2.75	0.46	0.16
01333.03.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
01333.03.1	Writing	3.88	0.35	0.13	3.63	0.52	0.18

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

## Chefs and Head Cooks

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00533.03.1	Active Learning	3.13	0.35	0.13	3.75	0.46	0.16
00533.03.1	Active Listening	3.75	0.46	0.16	3.63	0.52	0.18
00533.03.1	Complex Problem Solving	3.25	0.46	0.16	3.25	0.46	0.16
00533.03.1	Coordination	4.00	0.00	0.00	4.00	0.00	0.00
00533.03.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
00533.03.1	Equipment Maintenance	2.00	0.00	0.00	1.13	0.35	0.13
00533.03.1	Equipment Selection	2.13	0.35	0.13	1.88	0.64	0.23
00533.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00533.03.1	Instructing	3.25	0.46	0.16	3.13	0.35	0.13
00533.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.25	0.46	0.16
00533.03.1	Learning Strategies	3.13	0.35	0.13	3.25	0.46	0.16
00533.03.1	M. of Financial Resources	3.00	0.53	0.19	3.13	0.35	0.13
00533.03.1	M. of Material Resources	3.13	0.35	0.13	3.25	0.46	0.16
00533.03.1	M. of Personnel Resources	3.63	0.52	0.18	3.75	0.46	0.16
00533.03.1	Mathematics	3.13	0.35	0.13	3.13	0.35	0.13
00533.03.1	Monitoring	3.88	0.35	0.13	4.13	0.35	0.13
00533.03.1	Negotiation	3.25	0.46	0.16	3.75	0.46	0.16
00533.03.1	Operation and Control	2.25	0.46	0.16	2.00	0.00	0.00
00533.03.1	Operations Analysis	2.50	0.53	0.19	2.38	0.52	0.18
00533.03.1	Operations Monitoring	3.00	0.53	0.19	2.75	0.46	0.16
00533.03.1	Persuasion	3.13	0.35	0.13	3.75	0.46	0.16
00533.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
00533.03.1	Quality Control Analysis	3.25	0.46	0.16	3.13	0.35	0.13
00533.03.1	Reading Comprehension	3.13	0.35	0.13	3.25	0.46	0.16
00533.03.1	Repairing	1.88	0.35	0.13	1.00	0.53	0.19
00533.03.1	Science	1.63	0.52	0.18	0.75	0.71	0.25
00533.03.1	Service Orientation	3.38	0.52	0.18	3.13	0.64	0.23
00533.03.1	Social Perceptiveness	3.63	0.52	0.18	3.75	0.46	0.16
00533.03.1	Speaking	3.88	0.35	0.13	3.88	0.35	0.13
00533.03.1	Systems Analysis	3.00	0.53	0.19	3.00	0.53	0.19
00533.03.1	Systems Evaluation	2.88	0.64	0.23	3.00	0.53	0.19
00533.03.1	Technology Design	1.75	0.46	0.16	1.13	0.83	0.30
00533.03.1	Time Management	3.88	0.64	0.23	3.88	0.64	0.23
00533.03.1	Troubleshooting	2.00	0.00	0.00	1.75	0.46	0.16
00533.03.1	Writing	3.13	0.35	0.13	3.00	0.00	0.00

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

### Dining Room and Cafeteria Attendants and Bartender Helpers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00571.03.1	Active Learning	2.13	0.35	0.13	2.13	0.35	0.13
00571.03.1	Active Listening	3.00	0.53	0.19	2.00	0.00	0.00
00571.03.1	Complex Problem Solving	2.00	0.00	0.00	2.00	0.53	0.19
00571.03.1	Coordination	3.00	0.00	0.00	2.88	0.35	0.13
00571.03.1	Critical Thinking	2.75	0.46	0.16	2.25	0.46	0.16
00571.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00571.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00571.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00571.03.1	Instructing	2.00	0.00	0.00	1.88	0.64	0.23
00571.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.13	0.35	0.13
00571.03.1	Learning Strategies	2.00	0.00	0.00	2.00	0.00	0.00
00571.03.1	M. of Financial Resources	2.00	0.00	0.00	1.38	0.52	0.18
00571.03.1	M. of Material Resources	2.00	0.00	0.00	1.13	0.35	0.13
00571.03.1	M. of Personnel Resources	2.25	0.46	0.16	2.13	0.35	0.13
00571.03.1	Mathematics	1.88	0.35	0.13	1.25	0.71	0.25
00571.03.1	Monitoring	2.88	0.35	0.13	2.13	0.35	0.13
00571.03.1	Negotiation	2.00	0.00	0.00	1.75	0.46	0.16
00571.03.1	Operation and Control	1.75	0.71	0.25	0.88	0.83	0.30
00571.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00571.03.1	Operations Monitoring	2.13	0.35	0.13	1.50	0.53	0.19
00571.03.1	Persuasion	2.00	0.00	0.00	1.88	0.64	0.23
00571.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00571.03.1	Quality Control Analysis	2.00	0.00	0.00	1.50	0.53	0.19
00571.03.1	Reading Comprehension	2.38	0.52	0.18	2.00	0.00	0.00
00571.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00571.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00571.03.1	Service Orientation	3.00	0.53	0.19	2.13	0.35	0.13
00571.03.1	Social Perceptiveness	2.88	0.35	0.13	2.00	0.00	0.00
00571.03.1	Speaking	2.88	0.35	0.13	2.13	0.35	0.13
00571.03.1	Systems Analysis	2.00	0.00	0.00	1.13	0.35	0.13
00571.03.1	Systems Evaluation	2.00	0.00	0.00	1.13	0.35	0.13
00571.03.1	Technology Design	1.13	0.35	0.13	0.13	0.35	0.13
00571.03.1	Time Management	2.25	0.46	0.16	2.13	0.35	0.13
00571.03.1	Troubleshooting	2.00	0.00	0.00	1.13	0.35	0.13
00571.03.1	Writing	2.00	0.00	0.00	1.25	0.46	0.16

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

## Dishwashers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00580.03.1	Active Learning	2.00	0.00	0.00	2.00	0.00	0.00
00580.03.1	Active Listening	2.75	0.46	0.16	2.25	0.46	0.16
00580.03.1	Complex Problem Solving	2.13	0.35	0.13	2.13	0.35	0.13
00580.03.1	Coordination	2.75	0.46	0.16	2.13	0.35	0.13
00580.03.1	Critical Thinking	2.63	0.52	0.18	2.13	0.35	0.13
00580.03.1	Equipment Maintenance	2.13	0.35	0.13	2.00	0.00	0.00
00580.03.1	Equipment Selection	2.00	0.00	0.00	2.00	0.00	0.00
00580.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00580.03.1	Instructing	2.00	0.00	0.00	1.38	0.52	0.18
00580.03.1	Judg. and Dec. Making	2.50	0.53	0.19	2.13	0.35	0.13
00580.03.1	Learning Strategies	2.00	0.00	0.00	1.25	0.46	0.16
00580.03.1	M. of Financial Resources	1.75	0.46	0.16	0.75	0.46	0.16
00580.03.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
00580.03.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00
00580.03.1	Mathematics	2.00	0.00	0.00	1.00	0.00	0.00
00580.03.1	Monitoring	2.63	0.52	0.18	2.13	0.35	0.13
00580.03.1	Negotiation	2.00	0.00	0.00	2.00	0.00	0.00
00580.03.1	Operation and Control	2.75	0.46	0.16	2.13	0.35	0.13
00580.03.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00580.03.1	Operations Monitoring	2.75	0.46	0.16	2.13	0.35	0.13
00580.03.1	Persuasion	2.00	0.00	0.00	1.88	0.35	0.13
00580.03.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00580.03.1	Quality Control Analysis	2.63	0.52	0.18	2.00	0.00	0.00
00580.03.1	Reading Comprehension	2.00	0.00	0.00	2.13	0.35	0.13
00580.03.1	Repairing	2.00	0.00	0.00	2.00	0.00	0.00
00580.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00580.03.1	Service Orientation	2.25	0.46	0.16	2.00	0.00	0.00
00580.03.1	Social Perceptiveness	2.63	0.52	0.18	2.00	0.00	0.00
00580.03.1	Speaking	2.75	0.46	0.16	2.13	0.35	0.13
00580.03.1	Systems Analysis	2.00	0.00	0.00	1.13	0.35	0.13
00580.03.1	Systems Evaluation	2.00	0.00	0.00	1.13	0.35	0.13
00580.03.1	Technology Design	1.13	0.35	0.13	0.13	0.35	0.13
00580.03.1	Time Management	2.88	0.35	0.13	2.13	0.35	0.13
00580.03.1	Troubleshooting	2.00	0.00	0.00	2.00	0.53	0.19
00580.03.1	Writing	2.00	0.00	0.00	1.75	0.46	0.16

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



## First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01349.03.1	Active Learning	3.13	0.35	0.13	3.00	0.00	0.00
01349.03.1	Active Listening	3.88	0.35	0.13	3.88	0.35	0.13
01349.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
01349.03.1	Coordination	3.75	0.46	0.16	3.75	0.46	0.16
01349.03.1	Critical Thinking	3.75	0.46	0.16	3.75	0.46	0.16
01349.03.1	Equipment Maintenance	2.25	0.46	0.16	2.13	0.35	0.13
01349.03.1	Equipment Selection	2.25	0.46	0.16	1.63	0.74	0.26
01349.03.1	Installation	1.38	0.74	0.26	0.38	0.74	0.26
01349.03.1	Instructing	3.25	0.46	0.16	3.00	0.00	0.00
01349.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.00	0.00	0.00
01349.03.1	Learning Strategies	3.13	0.35	0.13	3.00	0.00	0.00
01349.03.1	M. of Financial Resources	2.25	0.46	0.16	2.25	0.46	0.16
01349.03.1	M. of Material Resources	2.88	0.35	0.13	2.88	0.35	0.13
01349.03.1	M. of Personnel Resources	3.88	0.35	0.13	3.88	0.35	0.13
01349.03.1	Mathematics	2.88	0.35	0.13	2.88	0.35	0.13
01349.03.1	Monitoring	4.00	0.53	0.19	3.75	0.46	0.16
01349.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
01349.03.1	Operation and Control	3.00	0.00	0.00	2.88	0.35	0.13
01349.03.1	Operations Analysis	2.13	0.35	0.13	2.13	0.35	0.13
01349.03.1	Operations Monitoring	3.00	0.00	0.00	3.00	0.00	0.00
01349.03.1	Persuasion	3.13	0.35	0.13	3.00	0.00	0.00
01349.03.1	Programming	1.63	0.52	0.18	0.75	0.71	0.25
01349.03.1	Quality Control Analysis	3.13	0.35	0.13	2.88	0.35	0.13
01349.03.1	Reading Comprehension	3.13	0.35	0.13	3.63	0.52	0.18
01349.03.1	Repairing	2.13	0.35	0.13	1.88	0.64	0.23
01349.03.1	Science	1.63	0.52	0.18	1.00	0.93	0.33
01349.03.1	Service Orientation	3.13	0.35	0.13	3.13	0.35	0.13
01349.03.1	Social Perceptiveness	3.25	0.46	0.16	3.63	0.52	0.18
01349.03.1	Speaking	3.75	0.46	0.16	4.00	0.00	0.00
01349.03.1	Systems Analysis	2.88	0.35	0.13	2.88	0.35	0.13
01349.03.1	Systems Evaluation	2.88	0.35	0.13	2.88	0.35	0.13
01349.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
01349.03.1	Time Management	4.00	0.53	0.19	3.88	0.35	0.13
01349.03.1	Troubleshooting	2.25	0.46	0.16	2.13	0.35	0.13
01349.03.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00

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

## Embalmers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00407.03.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
00407.03.1	Active Listening	3.75	0.46	0.16	3.75	0.46	0.16
00407.03.1	Complex Problem Solving	2.88	0.35	0.13	3.00	0.00	0.00
00407.03.1	Coordination	3.00	0.53	0.19	3.00	0.00	0.00
00407.03.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
00407.03.1	Equipment Maintenance	1.50	0.53	0.19	1.00	1.07	0.38
00407.03.1	Equipment Selection	1.63	0.52	0.18	1.00	0.93	0.33
00407.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00407.03.1	Instructing	2.63	0.52	0.18	2.63	0.52	0.18
00407.03.1	Judg. and Dec. Making	3.00	0.00	0.00	3.00	0.00	0.00
00407.03.1	Learning Strategies	2.13	0.35	0.13	2.75	0.46	0.16
00407.03.1	M. of Financial Resources	2.00	0.00	0.00	1.13	0.35	0.13
00407.03.1	M. of Material Resources	2.00	0.00	0.00	1.25	0.46	0.16
00407.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.75	0.46	0.16
00407.03.1	Mathematics	2.00	0.00	0.00	2.00	0.00	0.00
00407.03.1	Monitoring	3.00	0.53	0.19	3.13	0.35	0.13
00407.03.1	Negotiation	2.38	0.52	0.18	2.63	0.52	0.18
00407.03.1	Operation and Control	2.13	0.35	0.13	2.25	0.46	0.16
00407.03.1	Operations Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00407.03.1	Operations Monitoring	2.75	0.46	0.16	2.13	0.35	0.13
00407.03.1	Persuasion	2.25	0.46	0.16	2.13	0.35	0.13
00407.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00407.03.1	Quality Control Analysis	2.25	0.46	0.16	1.88	0.35	0.13
00407.03.1	Reading Comprehension	3.00	0.00	0.00	3.38	0.52	0.18
00407.03.1	Repairing	1.50	0.53	0.19	1.00	1.07	0.38
00407.03.1	Science	2.63	0.52	0.18	2.25	0.46	0.16
00407.03.1	Service Orientation	3.13	0.35	0.13	3.00	0.00	0.00
00407.03.1	Social Perceptiveness	3.13	0.35	0.13	3.88	0.35	0.13
00407.03.1	Speaking	3.88	0.35	0.13	3.75	0.46	0.16
00407.03.1	Systems Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00407.03.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
00407.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
00407.03.1	Time Management	3.13	0.35	0.13	3.13	0.35	0.13
00407.03.1	Troubleshooting	2.00	0.00	0.00	1.63	0.52	0.18
00407.03.1	Writing	3.13	0.35	0.13	3.00	0.53	0.19

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

## Exercise Trainers and Group Fitness Instructors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00268.04.1	Active Learning	3.00	0.53	0.19	2.88	0.35	0.13
00268.04.1	Active Listening	3.25	0.46	0.16	3.25	0.46	0.16
00268.04.1	Complex Problem Solving	2.88	0.35	0.13	2.75	0.46	0.16
00268.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00268.04.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
00268.04.1	Equipment Maintenance	1.75	0.46	0.16	0.88	0.64	0.23
00268.04.1	Equipment Selection	1.63	0.52	0.18	1.00	0.93	0.33
00268.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00268.04.1	Instructing	4.00	0.00	0.00	3.63	0.52	0.18
00268.04.1	Judg. and Dec. Making	3.00	0.00	0.00	2.88	0.35	0.13
00268.04.1	Learning Strategies	3.25	0.46	0.16	3.63	0.52	0.18
00268.04.1	M. of Financial Resources	1.13	0.35	0.13	0.13	0.35	0.13
00268.04.1	M. of Material Resources	1.75	0.46	0.16	0.88	0.64	0.23
00268.04.1	M. of Personnel Resources	2.38	0.52	0.18	2.25	0.46	0.16
00268.04.1	Mathematics	1.75	0.46	0.16	0.75	0.46	0.16
00268.04.1	Monitoring	3.25	0.46	0.16	3.63	0.74	0.26
00268.04.1	Negotiation	2.00	0.53	0.19	1.75	0.71	0.25
00268.04.1	Operation and Control	1.75	0.46	0.16	0.88	0.64	0.23
00268.04.1	Operations Analysis	2.38	0.92	0.32	2.13	1.36	0.48
00268.04.1	Operations Monitoring	1.75	0.46	0.16	1.50	0.93	0.33
00268.04.1	Persuasion	3.00	0.00	0.00	3.00	0.00	0.00
00268.04.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00268.04.1	Quality Control Analysis	1.88	0.35	0.13	1.63	0.74	0.26
00268.04.1	Reading Comprehension	2.88	0.35	0.13	3.13	0.35	0.13
00268.04.1	Repairing	1.25	0.46	0.16	0.25	0.46	0.16
00268.04.1	Science	1.63	0.52	0.18	0.63	0.52	0.18
00268.04.1	Service Orientation	3.88	0.35	0.13	3.25	0.46	0.16
00268.04.1	Social Perceptiveness	3.25	0.46	0.16	3.25	0.46	0.16
00268.04.1	Speaking	3.50	0.53	0.19	3.25	0.46	0.16
00268.04.1	Systems Analysis	2.38	0.52	0.18	2.13	0.35	0.13
00268.04.1	Systems Evaluation	2.25	0.46	0.16	2.50	0.53	0.19
00268.04.1	Technology Design	1.75	0.71	0.25	0.88	0.83	0.30
00268.04.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
00268.04.1	Troubleshooting	1.88	0.35	0.13	1.63	0.74	0.26
00268.04.1	Writing	2.75	0.46	0.16	2.75	0.46	0.16

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

## Models

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00443.02.1	Active Learning	1.88	0.35	0.13	1.63	0.74	0.26
00443.02.1	Active Listening	2.75	0.46	0.16	2.63	0.52	0.18
00443.02.1	Complex Problem Solving	1.88	0.35	0.13	1.75	0.71	0.25
00443.02.1	Coordination	2.63	0.52	0.18	2.00	0.53	0.19
00443.02.1	Critical Thinking	2.63	0.52	0.18	1.88	0.35	0.13
00443.02.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Instructing	1.25	0.46	0.16	0.38	0.74	0.26
00443.02.1	Judg. and Dec. Making	2.13	0.35	0.13	1.88	0.35	0.13
00443.02.1	Learning Strategies	1.13	0.35	0.13	0.13	0.35	0.13
00443.02.1	M. of Financial Resources	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	M. of Material Resources	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	M. of Personnel Resources	1.50	0.53	0.19	0.75	0.89	0.31
00443.02.1	Mathematics	1.25	0.46	0.16	0.25	0.46	0.16
00443.02.1	Monitoring	1.88	0.35	0.13	1.75	0.71	0.25
00443.02.1	Negotiation	2.00	0.53	0.19	1.75	0.71	0.25
00443.02.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
00443.02.1	Operations Monitoring	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Persuasion	2.00	0.53	0.19	1.75	0.71	0.25
00443.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
00443.02.1	Reading Comprehension	2.50	0.53	0.19	2.00	0.00	0.00
00443.02.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Service Orientation	1.88	0.35	0.13	1.63	0.74	0.26
00443.02.1	Social Perceptiveness	2.88	0.35	0.13	2.63	0.74	0.26
00443.02.1	Speaking	2.75	0.46	0.16	2.13	0.35	0.13
00443.02.1	Systems Analysis	1.75	0.46	0.16	0.75	0.46	0.16
00443.02.1	Systems Evaluation	1.13	0.35	0.13	0.13	0.35	0.13
00443.02.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
00443.02.1	Time Management	2.50	0.53	0.19	2.00	0.00	0.00
00443.02.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00443.02.1	Writing	2.00	0.00	0.00	2.00	0.00	0.00

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

## Interviewers, Except Eligibility and Loan

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00491.04.1	Active Learning	2.88	0.35	0.13	3.00	0.00	0.00
00491.04.1	Active Listening	4.00	0.53	0.19	4.00	0.00	0.00
00491.04.1	Complex Problem Solving	3.13	0.35	0.13	3.13	0.35	0.13
00491.04.1	Coordination	3.00	0.53	0.19	3.00	0.53	0.19
00491.04.1	Critical Thinking	3.25	0.46	0.16	3.25	0.46	0.16
00491.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00491.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00491.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00491.04.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
00491.04.1	Judg. and Dec. Making	2.63	0.52	0.18	2.75	0.46	0.16
00491.04.1	Learning Strategies	2.88	0.35	0.13	2.88	0.35	0.13
00491.04.1	M. of Financial Resources	1.50	0.53	0.19	0.88	0.99	0.35
00491.04.1	M. of Material Resources	1.50	0.53	0.19	0.88	0.99	0.35
00491.04.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13
00491.04.1	Mathematics	2.25	0.46	0.16	2.13	0.35	0.13
00491.04.1	Monitoring	3.00	0.53	0.19	3.13	0.35	0.13
00491.04.1	Negotiation	3.00	0.53	0.19	3.13	0.35	0.13
00491.04.1	Operation and Control	1.00	0.00	0.00	0.00	0.00	0.00
00491.04.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
00491.04.1	Operations Monitoring	2.00	0.00	0.00	1.13	0.35	0.13
00491.04.1	Persuasion	3.00	0.53	0.19	3.13	0.35	0.13
00491.04.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00491.04.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
00491.04.1	Reading Comprehension	3.50	0.53	0.19	3.63	0.52	0.18
00491.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00491.04.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00491.04.1	Service Orientation	3.25	0.46	0.16	3.25	0.46	0.16
00491.04.1	Social Perceptiveness	3.38	0.52	0.18	3.25	0.46	0.16
00491.04.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00491.04.1	Systems Analysis	2.25	0.46	0.16	2.25	0.46	0.16
00491.04.1	Systems Evaluation	2.13	0.35	0.13	2.25	0.46	0.16
00491.04.1	Technology Design	1.25	0.46	0.16	0.38	0.74	0.26
00491.04.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
00491.04.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00491.04.1	Writing	3.25	0.46	0.16	3.38	0.52	0.18

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

## Cargo and Freight Agents

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00518.03.1	Active Learning	2.75	0.46	0.16	2.75	0.46	0.16
00518.03.1	Active Listening	3.50	0.53	0.19	3.00	0.00	0.00
00518.03.1	Complex Problem Solving	3.00	0.00	0.00	2.88	0.35	0.13
00518.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00518.03.1	Critical Thinking	3.25	0.46	0.16	3.63	0.52	0.18
00518.03.1	Equipment Maintenance	1.63	0.52	0.18	0.63	0.52	0.18
00518.03.1	Equipment Selection	1.63	0.52	0.18	0.75	0.71	0.25
00518.03.1	Installation	1.13	0.35	0.13	0.25	0.71	0.25
00518.03.1	Instructing	2.50	0.53	0.19	2.50	0.53	0.19
00518.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.75	0.46	0.16
00518.03.1	Learning Strategies	2.00	0.00	0.00	1.88	0.35	0.13
00518.03.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
00518.03.1	M. of Material Resources	2.13	0.64	0.23	1.38	1.06	0.38
00518.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.25	0.46	0.16
00518.03.1	Mathematics	2.25	0.46	0.16	2.50	0.53	0.19
00518.03.1	Monitoring	3.00	0.00	0.00	3.13	0.35	0.13
00518.03.1	Negotiation	3.13	0.35	0.13	3.13	0.35	0.13
00518.03.1	Operation and Control	1.63	0.52	0.18	1.25	1.16	0.41
00518.03.1	Operations Analysis	2.00	0.00	0.00	1.38	0.74	0.26
00518.03.1	Operations Monitoring	2.38	0.52	0.18	1.63	0.74	0.26
00518.03.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
00518.03.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
00518.03.1	Quality Control Analysis	2.25	0.46	0.16	2.00	0.00	0.00
00518.03.1	Reading Comprehension	3.25	0.46	0.16	3.13	0.35	0.13
00518.03.1	Repairing	1.50	0.53	0.19	0.50	0.53	0.19
00518.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00518.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00518.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00518.03.1	Speaking	3.63	0.52	0.18	3.00	0.00	0.00
00518.03.1	Systems Analysis	2.25	0.46	0.16	2.13	0.35	0.13
00518.03.1	Systems Evaluation	2.00	0.00	0.00	2.13	0.35	0.13
00518.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00518.03.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
00518.03.1	Troubleshooting	2.00	0.00	0.00	1.38	0.52	0.18
00518.03.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00

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

## Dispatchers, Except Police, Fire, and Ambulance

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00516.04.1	Active Learning	3.00	0.00	0.00	2.88	0.35	0.13
00516.04.1	Active Listening	4.00	0.00	0.00	3.88	0.35	0.13
00516.04.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00516.04.1	Coordination	3.88	0.35	0.13	3.63	0.52	0.18
00516.04.1	Critical Thinking	3.13	0.35	0.13	3.75	0.46	0.16
00516.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00516.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00516.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00516.04.1	Instructing	2.75	0.46	0.16	2.50	0.53	0.19
00516.04.1	Judg. and Dec. Making	3.13	0.35	0.13	2.88	0.35	0.13
00516.04.1	Learning Strategies	2.75	0.46	0.16	2.75	0.46	0.16
00516.04.1	M. of Financial Resources	1.75	0.46	0.16	1.00	0.76	0.27
00516.04.1	M. of Material Resources	1.88	0.35	0.13	1.38	0.74	0.26
00516.04.1	M. of Personnel Resources	2.38	0.52	0.18	2.75	0.46	0.16
00516.04.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
00516.04.1	Monitoring	3.88	0.35	0.13	3.25	0.46	0.16
00516.04.1	Negotiation	2.63	0.52	0.18	2.75	0.46	0.16
00516.04.1	Operation and Control	1.25	0.46	0.16	0.38	0.74	0.26
00516.04.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00516.04.1	Operations Monitoring	2.00	0.53	0.19	1.75	0.71	0.25
00516.04.1	Persuasion	2.75	0.46	0.16	2.88	0.35	0.13
00516.04.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
00516.04.1	Quality Control Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00516.04.1	Reading Comprehension	3.75	0.46	0.16	3.25	0.46	0.16
00516.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00516.04.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
00516.04.1	Service Orientation	3.13	0.35	0.13	2.88	0.35	0.13
00516.04.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
00516.04.1	Speaking	4.00	0.00	0.00	3.88	0.35	0.13
00516.04.1	Systems Analysis	2.88	0.35	0.13	2.75	0.46	0.16
00516.04.1	Systems Evaluation	2.75	0.46	0.16	2.75	0.46	0.16
00516.04.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00516.04.1	Time Management	3.75	0.46	0.16	3.13	0.35	0.13
00516.04.1	Troubleshooting	1.63	0.52	0.18	0.63	0.52	0.18
00516.04.1	Writing	3.13	0.35	0.13	2.88	0.35	0.13

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

## Medical Secretaries and Administrative Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00478.04.1	Active Learning	2.25	0.46	0.16	2.25	0.71	0.25
00478.04.1	Active Listening	3.88	0.35	0.13	3.50	0.53	0.19
00478.04.1	Complex Problem Solving	3.13	0.35	0.13	2.75	0.46	0.16
00478.04.1	Coordination	3.13	0.35	0.13	2.75	0.46	0.16
00478.04.1	Critical Thinking	3.13	0.35	0.13	3.00	0.00	0.00
00478.04.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00478.04.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00478.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00478.04.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
00478.04.1	Judg. and Dec. Making	2.88	0.35	0.13	2.25	0.46	0.16
00478.04.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
00478.04.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
00478.04.1	M. of Material Resources	1.63	0.74	0.26	0.63	0.74	0.26
00478.04.1	M. of Personnel Resources	2.63	0.52	0.18	2.13	0.35	0.13
00478.04.1	Mathematics	2.13	0.35	0.13	2.00	0.00	0.00
00478.04.1	Monitoring	3.00	0.00	0.00	2.88	0.35	0.13
00478.04.1	Negotiation	1.88	0.35	0.13	1.75	0.71	0.25
00478.04.1	Operation and Control	1.25	0.46	0.16	0.25	0.46	0.16
00478.04.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00478.04.1	Operations Monitoring	1.75	0.46	0.16	0.75	0.46	0.16
00478.04.1	Persuasion	2.13	0.35	0.13	2.00	0.00	0.00
00478.04.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
00478.04.1	Quality Control Analysis	1.13	0.35	0.13	0.13	0.35	0.13
00478.04.1	Reading Comprehension	3.50	0.53	0.19	3.13	0.35	0.13
00478.04.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00478.04.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
00478.04.1	Service Orientation	3.63	0.52	0.18	3.25	0.46	0.16
00478.04.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00478.04.1	Speaking	4.00	0.00	0.00	3.63	0.52	0.18
00478.04.1	Systems Analysis	2.00	0.00	0.00	2.00	0.00	0.00
00478.04.1	Systems Evaluation	2.00	0.00	0.00	2.00	0.00	0.00
00478.04.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
00478.04.1	Time Management	3.13	0.35	0.13	2.88	0.35	0.13
00478.04.1	Troubleshooting	1.00	0.00	0.00	0.00	0.00	0.00
00478.04.1	Writing	3.13	0.35	0.13	3.00	0.00	0.00

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



## Desktop Publishers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00893.03.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
00893.03.1	Active Listening	3.50	0.53	0.19	3.75	0.46	0.16
00893.03.1	Complex Problem Solving	3.13	0.35	0.13	3.63	0.52	0.18
00893.03.1	Coordination	2.88	0.35	0.13	3.38	0.52	0.18
00893.03.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
00893.03.1	Equipment Maintenance	1.50	0.53	0.19	1.00	1.07	0.38
00893.03.1	Equipment Selection	1.63	0.52	0.18	1.63	1.41	0.50
00893.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00893.03.1	Instructing	2.75	0.46	0.16	3.63	0.52	0.18
00893.03.1	Judg. and Dec. Making	3.63	0.52	0.18	3.00	0.00	0.00
00893.03.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
00893.03.1	M. of Financial Resources	2.00	0.00	0.00	1.75	0.46	0.16
00893.03.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
00893.03.1	M. of Personnel Resources	2.88	0.35	0.13	2.88	0.35	0.13
00893.03.1	Mathematics	2.00	0.00	0.00	2.13	0.35	0.13
00893.03.1	Monitoring	3.00	0.00	0.00	3.50	0.53	0.19
00893.03.1	Negotiation	2.50	0.53	0.19	2.75	0.46	0.16
00893.03.1	Operation and Control	2.00	0.76	0.27	1.38	0.92	0.32
00893.03.1	Operations Analysis	2.88	0.35	0.13	2.88	0.35	0.13
00893.03.1	Operations Monitoring	2.38	0.52	0.18	1.88	0.35	0.13
00893.03.1	Persuasion	2.63	0.52	0.18	2.88	0.35	0.13
00893.03.1	Programming	2.63	0.52	0.18	2.63	0.52	0.18
00893.03.1	Quality Control Analysis	2.50	0.93	0.33	2.38	1.19	0.42
00893.03.1	Reading Comprehension	3.75	0.46	0.16	4.00	0.00	0.00
00893.03.1	Repairing	1.63	0.52	0.18	1.25	1.04	0.37
00893.03.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
00893.03.1	Service Orientation	2.88	0.35	0.13	3.00	0.00	0.00
00893.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00893.03.1	Speaking	3.50	0.53	0.19	3.63	0.52	0.18
00893.03.1	Systems Analysis	2.75	0.46	0.16	2.88	0.35	0.13
00893.03.1	Systems Evaluation	2.63	0.52	0.18	2.75	0.46	0.16
00893.03.1	Technology Design	1.88	0.35	0.13	1.75	0.89	0.31
00893.03.1	Time Management	3.13	0.35	0.13	3.50	0.53	0.19
00893.03.1	Troubleshooting	1.75	0.71	0.25	1.25	1.04	0.37
00893.03.1	Writing	3.13	0.35	0.13	3.63	0.52	0.18

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

## Floor Sanders and Finishers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00807.02.1	Active Learning	2.63	0.52	0.18	2.25	0.46	0.16
00807.02.1	Active Listening	3.00	0.00	0.00	2.75	0.46	0.16
00807.02.1	Complex Problem Solving	2.75	0.71	0.25	2.50	0.53	0.19
00807.02.1	Coordination	3.00	0.53	0.19	3.00	0.53	0.19
00807.02.1	Critical Thinking	2.75	0.46	0.16	2.38	0.52	0.18
00807.02.1	Equipment Maintenance	2.25	0.46	0.16	2.00	0.00	0.00
00807.02.1	Equipment Selection	2.13	0.64	0.23	1.75	0.71	0.25
00807.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00807.02.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
00807.02.1	Judg. and Dec. Making	2.63	0.52	0.18	2.25	0.46	0.16
00807.02.1	Learning Strategies	2.13	0.35	0.13	1.88	0.35	0.13
00807.02.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
00807.02.1	M. of Material Resources	1.63	0.52	0.18	0.75	0.71	0.25
00807.02.1	M. of Personnel Resources	1.88	0.35	0.13	1.63	0.74	0.26
00807.02.1	Mathematics	2.00	0.00	0.00	1.50	0.76	0.27
00807.02.1	Monitoring	2.88	0.64	0.23	2.75	0.46	0.16
00807.02.1	Negotiation	2.00	0.53	0.19	1.63	0.74	0.26
00807.02.1	Operation and Control	3.13	0.35	0.13	2.75	0.46	0.16
00807.02.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
00807.02.1	Operations Monitoring	2.88	0.64	0.23	2.50	0.53	0.19
00807.02.1	Persuasion	2.13	0.64	0.23	1.75	0.71	0.25
00807.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
00807.02.1	Quality Control Analysis	2.63	0.52	0.18	2.38	0.52	0.18
00807.02.1	Reading Comprehension	2.63	0.52	0.18	2.38	0.52	0.18
00807.02.1	Repairing	2.13	0.35	0.13	2.00	0.00	0.00
00807.02.1	Science	1.13	0.35	0.13	0.13	0.35	0.13
00807.02.1	Service Orientation	2.50	0.53	0.19	2.25	0.46	0.16
00807.02.1	Social Perceptiveness	2.38	0.52	0.18	2.00	0.00	0.00
00807.02.1	Speaking	2.75	0.46	0.16	2.25	0.46	0.16
00807.02.1	Systems Analysis	2.00	0.00	0.00	1.38	0.52	0.18
00807.02.1	Systems Evaluation	2.00	0.00	0.00	1.25	0.46	0.16
00807.02.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
00807.02.1	Time Management	2.88	0.35	0.13	2.63	0.52	0.18
00807.02.1	Troubleshooting	2.13	0.35	0.13	2.00	0.00	0.00
00807.02.1	Writing	2.13	0.35	0.13	1.88	0.35	0.13

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

## First-Line Supervisors of Mechanics, Installers, and Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00672.04.1	Active Learning	3.25	0.46	0.16	3.75	0.46	0.16
00672.04.1	Active Listening	3.63	0.52	0.18	3.75	0.46	0.16
00672.04.1	Complex Problem Solving	3.13	0.35	0.13	3.63	0.52	0.18
00672.04.1	Coordination	3.75	0.46	0.16	3.75	0.46	0.16
00672.04.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
00672.04.1	Equipment Maintenance	2.88	0.35	0.13	3.13	0.35	0.13
00672.04.1	Equipment Selection	2.75	0.46	0.16	2.75	0.46	0.16
00672.04.1	Installation	1.75	0.46	0.16	0.88	0.64	0.23
00672.04.1	Instructing	3.00	0.00	0.00	3.50	0.53	0.19
00672.04.1	Judg. and Dec. Making	3.75	0.46	0.16	3.75	0.46	0.16
00672.04.1	Learning Strategies	3.13	0.35	0.13	3.75	0.46	0.16
00672.04.1	M. of Financial Resources	2.88	0.35	0.13	3.63	0.52	0.18
00672.04.1	M. of Material Resources	2.88	0.35	0.13	3.75	0.46	0.16
00672.04.1	M. of Personnel Resources	3.88	0.35	0.13	4.00	0.00	0.00
00672.04.1	Mathematics	2.88	0.35	0.13	3.13	0.35	0.13
00672.04.1	Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
00672.04.1	Negotiation	3.00	0.00	0.00	3.38	0.52	0.18
00672.04.1	Operation and Control	3.00	0.00	0.00	3.00	0.00	0.00
00672.04.1	Operations Analysis	2.50	0.53	0.19	2.50	0.53	0.19
00672.04.1	Operations Monitoring	3.38	0.52	0.18	3.38	0.52	0.18
00672.04.1	Persuasion	3.00	0.00	0.00	3.50	0.53	0.19
00672.04.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
00672.04.1	Quality Control Analysis	3.63	0.74	0.26	3.63	0.74	0.26
00672.04.1	Reading Comprehension	3.63	0.52	0.18	4.00	0.00	0.00
00672.04.1	Repairing	2.88	0.35	0.13	3.13	0.35	0.13
00672.04.1	Science	1.75	0.46	0.16	1.38	0.92	0.32
00672.04.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00672.04.1	Social Perceptiveness	3.13	0.35	0.13	3.75	0.46	0.16
00672.04.1	Speaking	3.75	0.46	0.16	3.88	0.35	0.13
00672.04.1	Systems Analysis	3.25	0.46	0.16	3.75	0.46	0.16
00672.04.1	Systems Evaluation	3.13	0.35	0.13	3.00	0.00	0.00
00672.04.1	Technology Design	1.88	0.35	0.13	1.25	0.71	0.25
00672.04.1	Time Management	3.75	0.46	0.16	3.88	0.35	0.13
00672.04.1	Troubleshooting	3.13	0.35	0.13	3.75	0.46	0.16
00672.04.1	Writing	3.00	0.00	0.00	3.50	0.53	0.19

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

## Electrical and Electronics Repairers, Commercial and Industrial Equipment

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00737.04.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
00737.04.1	Active Listening	3.13	0.35	0.13	3.63	0.52	0.18
00737.04.1	Complex Problem Solving	3.25	0.46	0.16	3.88	0.35	0.13
00737.04.1	Coordination	2.88	0.35	0.13	3.00	0.00	0.00
00737.04.1	Critical Thinking	3.75	0.46	0.16	3.75	0.46	0.16
00737.04.1	Equipment Maintenance	3.75	0.46	0.16	3.75	0.46	0.16
00737.04.1	Equipment Selection	3.13	0.35	0.13	3.25	0.46	0.16
00737.04.1	Installation	2.88	0.83	0.30	2.75	1.16	0.41
00737.04.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
00737.04.1	Judg. and Dec. Making	3.25	0.46	0.16	3.00	0.00	0.00
00737.04.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
00737.04.1	M. of Financial Resources	2.00	0.00	0.00	1.63	0.52	0.18
00737.04.1	M. of Material Resources	2.00	0.00	0.00	1.63	0.52	0.18
00737.04.1	M. of Personnel Resources	2.50	0.53	0.19	2.63	0.52	0.18
00737.04.1	Mathematics	2.75	0.46	0.16	2.88	0.35	0.13
00737.04.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00737.04.1	Negotiation	2.25	0.46	0.16	2.63	0.52	0.18
00737.04.1	Operation and Control	3.00	0.53	0.19	3.50	0.76	0.27
00737.04.1	Operations Analysis	2.13	0.64	0.23	2.13	0.99	0.35
00737.04.1	Operations Monitoring	3.88	0.35	0.13	3.88	0.35	0.13
00737.04.1	Persuasion	2.88	0.35	0.13	2.88	0.35	0.13
00737.04.1	Programming	2.13	0.35	0.13	2.13	0.35	0.13
00737.04.1	Quality Control Analysis	3.75	0.46	0.16	3.88	0.35	0.13
00737.04.1	Reading Comprehension	3.13	0.35	0.13	4.00	0.00	0.00
00737.04.1	Repairing	3.88	0.35	0.13	3.88	0.35	0.13
00737.04.1	Science	2.75	0.71	0.25	2.75	0.71	0.25
00737.04.1	Service Orientation	2.88	0.35	0.13	2.88	0.35	0.13
00737.04.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00737.04.1	Speaking	3.13	0.35	0.13	3.13	0.35	0.13
00737.04.1	Systems Analysis	3.00	0.00	0.00	3.25	0.46	0.16
00737.04.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.00	0.00
00737.04.1	Technology Design	2.13	0.64	0.23	2.38	1.06	0.38
00737.04.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00737.04.1	Troubleshooting	3.75	0.46	0.16	3.88	0.35	0.13
00737.04.1	Writing	3.00	0.00	0.00	3.00	0.00	0.00

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

## Motorcycle Mechanics

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00709.03.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00709.03.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00709.03.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
00709.03.1	Equipment Maintenance	3.50	0.53	0.19	3.38	0.52	0.18
00709.03.1	Equipment Selection	3.00	0.53	0.19	2.25	0.46	0.16
00709.03.1	Installation	2.00	0.53	0.19	1.63	0.74	0.26
00709.03.1	Instructing	2.63	0.52	0.18	2.63	0.52	0.18
00709.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Learning Strategies	2.63	0.52	0.18	2.25	0.46	0.16
00709.03.1	M. of Financial Resources	1.38	0.52	0.18	0.63	0.92	0.32
00709.03.1	M. of Material Resources	1.88	0.35	0.13	1.25	0.71	0.25
00709.03.1	M. of Personnel Resources	2.13	0.35	0.13	1.88	0.35	0.13
00709.03.1	Mathematics	2.25	0.46	0.16	2.13	0.35	0.13
00709.03.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Negotiation	2.13	0.35	0.13	2.00	0.00	0.00
00709.03.1	Operation and Control	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Operations Analysis	2.00	0.53	0.19	1.38	0.74	0.26
00709.03.1	Operations Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Persuasion	2.50	0.53	0.19	2.50	0.53	0.19
00709.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00709.03.1	Quality Control Analysis	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
00709.03.1	Repairing	3.88	0.35	0.13	3.75	0.46	0.16
00709.03.1	Science	1.88	0.35	0.13	1.25	0.71	0.25
00709.03.1	Service Orientation	2.88	0.35	0.13	3.00	0.00	0.00
00709.03.1	Social Perceptiveness	2.75	0.46	0.16	2.63	0.52	0.18
00709.03.1	Speaking	3.13	0.35	0.13	3.00	0.53	0.19
00709.03.1	Systems Analysis	2.38	0.52	0.18	2.25	0.46	0.16
00709.03.1	Systems Evaluation	2.25	0.46	0.16	2.25	0.71	0.25
00709.03.1	Technology Design	1.88	0.35	0.13	1.00	0.53	0.19
00709.03.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
00709.03.1	Troubleshooting	3.88	0.35	0.13	3.88	0.35	0.13
00709.03.1	Writing	2.75	0.46	0.16	2.88	0.35	0.13

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

## Industrial Machinery Mechanics

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00694.03.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00694.03.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
00694.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00694.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00694.03.1	Critical Thinking	3.63	0.52	0.18	3.50	0.53	0.19
00694.03.1	Equipment Maintenance	4.00	0.00	0.00	4.13	0.35	0.13
00694.03.1	Equipment Selection	3.13	0.64	0.23	3.13	0.35	0.13
00694.03.1	Installation	2.63	0.52	0.18	3.00	0.00	0.00
00694.03.1	Instructing	2.63	0.52	0.18	2.75	0.46	0.16
00694.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00694.03.1	Learning Strategies	2.63	0.52	0.18	2.88	0.35	0.13
00694.03.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
00694.03.1	M. of Material Resources	1.75	0.71	0.25	0.88	0.83	0.30
00694.03.1	M. of Personnel Resources	2.63	0.52	0.18	2.13	0.35	0.13
00694.03.1	Mathematics	2.38	0.52	0.18	2.50	0.53	0.19
00694.03.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00694.03.1	Negotiation	1.88	0.35	0.13	1.75	0.71	0.25
00694.03.1	Operation and Control	4.00	0.00	0.00	4.00	0.00	0.00
00694.03.1	Operations Analysis	1.88	0.35	0.13	1.75	0.71	0.25
00694.03.1	Operations Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
00694.03.1	Persuasion	2.13	0.64	0.23	1.75	0.71	0.25
00694.03.1	Programming	1.75	0.46	0.16	1.50	0.93	0.33
00694.03.1	Quality Control Analysis	3.75	0.46	0.16	3.75	0.46	0.16
00694.03.1	Reading Comprehension	2.88	0.35	0.13	3.00	0.00	0.00
00694.03.1	Repairing	4.00	0.00	0.00	4.00	0.00	0.00
00694.03.1	Science	1.75	0.46	0.16	1.50	0.93	0.33
00694.03.1	Service Orientation	2.25	0.46	0.16	2.25	0.46	0.16
00694.03.1	Social Perceptiveness	2.75	0.46	0.16	2.13	0.35	0.13
00694.03.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00694.03.1	Systems Analysis	2.88	0.35	0.13	2.88	0.35	0.13
00694.03.1	Systems Evaluation	2.88	0.35	0.13	2.88	0.35	0.13
00694.03.1	Technology Design	2.00	0.53	0.19	1.88	0.83	0.30
00694.03.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00694.03.1	Troubleshooting	4.00	0.00	0.00	4.00	0.00	0.00
00694.03.1	Writing	2.75	0.46	0.16	2.75	0.46	0.16

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

## Electrical Power-Line Installers and Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00740.03.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
00740.03.1	Active Listening	3.38	0.52	0.18	3.25	0.46	0.16
00740.03.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.53	0.19
00740.03.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
00740.03.1	Critical Thinking	3.13	0.35	0.13	3.00	0.00	0.00
00740.03.1	Equipment Maintenance	3.00	0.00	0.00	3.00	0.00	0.00
00740.03.1	Equipment Selection	2.63	0.52	0.18	2.13	0.35	0.13
00740.03.1	Installation	3.00	0.76	0.27	2.38	0.52	0.18
00740.03.1	Instructing	2.50	0.53	0.19	2.63	0.52	0.18
00740.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00740.03.1	Learning Strategies	2.75	0.46	0.16	2.75	0.46	0.16
00740.03.1	M. of Financial Resources	1.50	0.76	0.27	0.38	0.52	0.18
00740.03.1	M. of Material Resources	1.63	0.52	0.18	0.63	0.52	0.18
00740.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00
00740.03.1	Mathematics	2.00	0.00	0.00	1.88	0.35	0.13
00740.03.1	Monitoring	3.25	0.46	0.16	3.00	0.00	0.00
00740.03.1	Negotiation	2.00	0.00	0.00	2.13	0.35	0.13
00740.03.1	Operation and Control	3.25	0.46	0.16	3.25	0.46	0.16
00740.03.1	Operations Analysis	1.88	0.35	0.13	1.63	0.74	0.26
00740.03.1	Operations Monitoring	3.25	0.46	0.16	3.25	0.46	0.16
00740.03.1	Persuasion	2.63	0.52	0.18	2.75	0.46	0.16
00740.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
00740.03.1	Quality Control Analysis	3.13	0.35	0.13	3.13	0.35	0.13
00740.03.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
00740.03.1	Repairing	3.13	0.35	0.13	3.25	0.46	0.16
00740.03.1	Science	1.75	0.46	0.16	1.00	0.76	0.27
00740.03.1	Service Orientation	2.63	0.52	0.18	2.50	0.53	0.19
00740.03.1	Social Perceptiveness	2.75	0.46	0.16	2.63	0.52	0.18
00740.03.1	Speaking	2.88	0.35	0.13	2.88	0.35	0.13
00740.03.1	Systems Analysis	3.13	0.35	0.13	3.00	0.00	0.00
00740.03.1	Systems Evaluation	2.88	0.64	0.23	3.00	0.00	0.00
00740.03.1	Technology Design	1.88	0.35	0.13	1.13	0.64	0.23
00740.03.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00740.03.1	Troubleshooting	3.38	0.52	0.18	3.38	0.52	0.18
00740.03.1	Writing	2.50	0.53	0.19	2.75	0.46	0.16

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

## Maintenance and Repair Workers, General

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00702.04.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
00702.04.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00702.04.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
00702.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00702.04.1	Critical Thinking	3.25	0.46	0.16	3.13	0.35	0.13
00702.04.1	Equipment Maintenance	3.88	0.35	0.13	3.88	0.35	0.13
00702.04.1	Equipment Selection	3.00	0.00	0.00	3.00	0.00	0.00
00702.04.1	Installation	3.00	0.00	0.00	3.13	0.35	0.13
00702.04.1	Instructing	2.38	0.52	0.18	2.38	0.52	0.18
00702.04.1	Judg. and Dec. Making	3.00	0.53	0.19	2.88	0.35	0.13
00702.04.1	Learning Strategies	2.25	0.46	0.16	2.38	0.52	0.18
00702.04.1	M. of Financial Resources	2.13	0.35	0.13	1.25	0.46	0.16
00702.04.1	M. of Material Resources	2.25	0.46	0.16	1.50	0.53	0.19
00702.04.1	M. of Personnel Resources	2.38	0.52	0.18	2.25	0.71	0.25
00702.04.1	Mathematics	2.38	0.52	0.18	2.25	0.46	0.16
00702.04.1	Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00702.04.1	Negotiation	2.38	0.52	0.18	2.38	0.52	0.18
00702.04.1	Operation and Control	3.13	0.35	0.13	3.13	0.35	0.13
00702.04.1	Operations Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00702.04.1	Operations Monitoring	3.13	0.35	0.13	3.13	0.35	0.13
00702.04.1	Persuasion	2.25	0.46	0.16	2.25	0.46	0.16
00702.04.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
00702.04.1	Quality Control Analysis	3.13	0.35	0.13	3.25	0.46	0.16
00702.04.1	Reading Comprehension	3.00	0.53	0.19	3.13	0.35	0.13
00702.04.1	Repairing	3.88	0.35	0.13	3.88	0.35	0.13
00702.04.1	Science	1.88	0.35	0.13	1.13	0.64	0.23
00702.04.1	Service Orientation	2.38	0.52	0.18	2.25	0.46	0.16
00702.04.1	Social Perceptiveness	2.75	0.46	0.16	2.63	0.52	0.18
00702.04.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00702.04.1	Systems Analysis	2.50	0.53	0.19	2.25	0.46	0.16
00702.04.1	Systems Evaluation	2.25	0.46	0.16	2.25	0.46	0.16
00702.04.1	Technology Design	2.13	0.83	0.30	1.88	1.13	0.40
00702.04.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
00702.04.1	Troubleshooting	3.75	0.46	0.16	3.75	0.46	0.16
00702.04.1	Writing	2.88	0.35	0.13	2.88	0.35	0.13

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



## Wind Turbine Service Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01678.02.1	Active Learning	3.13	0.35	0.13	3.13	0.35	0.13
01678.02.1	Active Listening	3.13	0.35	0.13	3.13	0.35	0.13
01678.02.1	Complex Problem Solving	3.25	0.46	0.16	3.00	0.00	0.00
01678.02.1	Coordination	3.00	0.00	0.00	3.25	0.46	0.16
01678.02.1	Critical Thinking	3.50	0.53	0.19	3.13	0.35	0.13
01678.02.1	Equipment Maintenance	4.00	0.53	0.19	3.75	0.71	0.25
01678.02.1	Equipment Selection	3.00	0.53	0.19	2.88	0.35	0.13
01678.02.1	Installation	1.88	0.64	0.23	1.13	0.83	0.30
01678.02.1	Instructing	3.00	0.53	0.19	2.88	0.35	0.13
01678.02.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
01678.02.1	Learning Strategies	3.00	0.53	0.19	3.00	0.00	0.00
01678.02.1	M. of Financial Resources	1.63	0.52	0.18	1.00	0.93	0.33
01678.02.1	M. of Material Resources	2.25	0.46	0.16	2.25	0.46	0.16
01678.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.50	0.53	0.19
01678.02.1	Mathematics	2.13	0.35	0.13	2.75	0.71	0.25
01678.02.1	Monitoring	3.25	0.46	0.16	3.13	0.35	0.13
01678.02.1	Negotiation	2.13	0.35	0.13	1.88	0.35	0.13
01678.02.1	Operation and Control	3.13	0.35	0.13	3.13	0.35	0.13
01678.02.1	Operations Analysis	1.63	0.52	0.18	1.00	0.93	0.33
01678.02.1	Operations Monitoring	4.00	0.53	0.19	3.25	0.46	0.16
01678.02.1	Persuasion	2.00	0.53	0.19	1.75	0.71	0.25
01678.02.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01678.02.1	Quality Control Analysis	3.25	0.46	0.16	3.13	0.35	0.13
01678.02.1	Reading Comprehension	3.25	0.46	0.16	3.25	0.46	0.16
01678.02.1	Repairing	4.00	0.53	0.19	3.88	0.35	0.13
01678.02.1	Science	2.00	0.00	0.00	2.00	0.00	0.00
01678.02.1	Service Orientation	2.25	0.46	0.16	2.13	0.35	0.13
01678.02.1	Social Perceptiveness	2.75	0.46	0.16	2.75	0.46	0.16
01678.02.1	Speaking	3.13	0.35	0.13	3.00	0.00	0.00
01678.02.1	Systems Analysis	3.13	0.35	0.13	3.13	0.35	0.13
01678.02.1	Systems Evaluation	3.13	0.35	0.13	3.00	0.53	0.19
01678.02.1	Technology Design	1.75	0.46	0.16	1.50	0.93	0.33
01678.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
01678.02.1	Troubleshooting	4.00	0.53	0.19	4.00	0.53	0.19
01678.02.1	Writing	2.88	0.64	0.23	2.75	0.46	0.16

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

## Signal and Track Switch Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00723.02.1	Active Learning	2.88	0.35	0.13	3.00	0.00	0.00
00723.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00723.02.1	Complex Problem Solving	3.38	0.52	0.18	3.00	0.00	0.00
00723.02.1	Coordination	2.75	0.46	0.16	2.75	0.46	0.16
00723.02.1	Critical Thinking	3.75	0.46	0.16	3.38	0.52	0.18
00723.02.1	Equipment Maintenance	4.00	0.00	0.00	3.88	0.35	0.13
00723.02.1	Equipment Selection	3.63	0.52	0.18	2.75	0.46	0.16
00723.02.1	Installation	2.88	0.83	0.30	2.63	1.06	0.38
00723.02.1	Instructing	2.63	0.52	0.18	2.75	0.46	0.16
00723.02.1	Judg. and Dec. Making	3.00	0.00	0.00	2.88	0.35	0.13
00723.02.1	Learning Strategies	2.63	0.52	0.18	2.75	0.46	0.16
00723.02.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
00723.02.1	M. of Material Resources	1.75	0.46	0.16	0.88	0.64	0.23
00723.02.1	M. of Personnel Resources	2.00	0.00	0.00	2.13	0.35	0.13
00723.02.1	Mathematics	2.50	0.53	0.19	2.25	0.71	0.25
00723.02.1	Monitoring	2.88	0.35	0.13	3.13	0.35	0.13
00723.02.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
00723.02.1	Operation and Control	3.13	0.35	0.13	3.00	0.00	0.00
00723.02.1	Operations Analysis	1.13	0.35	0.13	0.25	0.71	0.25
00723.02.1	Operations Monitoring	3.75	0.46	0.16	3.75	0.46	0.16
00723.02.1	Persuasion	2.13	0.35	0.13	2.13	0.35	0.13
00723.02.1	Programming	2.00	0.53	0.19	0.88	0.35	0.13
00723.02.1	Quality Control Analysis	3.88	0.35	0.13	3.88	0.35	0.13
00723.02.1	Reading Comprehension	2.88	0.35	0.13	2.88	0.35	0.13
00723.02.1	Repairing	4.00	0.53	0.19	3.88	0.35	0.13
00723.02.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
00723.02.1	Service Orientation	2.13	0.35	0.13	2.13	0.35	0.13
00723.02.1	Social Perceptiveness	2.75	0.46	0.16	2.13	0.35	0.13
00723.02.1	Speaking	2.88	0.35	0.13	2.50	0.53	0.19
00723.02.1	Systems Analysis	2.38	0.52	0.18	2.25	0.46	0.16
00723.02.1	Systems Evaluation	2.38	0.52	0.18	2.25	0.46	0.16
00723.02.1	Technology Design	1.50	0.53	0.19	0.63	0.74	0.26
00723.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
00723.02.1	Troubleshooting	4.13	0.35	0.13	4.00	0.00	0.00
00723.02.1	Writing	2.88	0.35	0.13	3.00	0.00	0.00

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

## Food Batchmakers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00906.03.1	Active Learning	2.75	0.46	0.16	2.13	0.35	0.13
00906.03.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00906.03.1	Complex Problem Solving	2.88	0.35	0.13	2.63	0.52	0.18
00906.03.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
00906.03.1	Critical Thinking	3.13	0.35	0.13	2.88	0.35	0.13
00906.03.1	Equipment Maintenance	1.63	0.52	0.18	1.25	1.04	0.37
00906.03.1	Equipment Selection	1.63	0.52	0.18	0.88	0.83	0.30
00906.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00906.03.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
00906.03.1	Judg. and Dec. Making	2.88	0.35	0.13	2.38	0.52	0.18
00906.03.1	Learning Strategies	2.13	0.35	0.13	2.00	0.00	0.00
00906.03.1	M. of Financial Resources	1.25	0.46	0.16	0.38	0.74	0.26
00906.03.1	M. of Material Resources	1.50	0.53	0.19	0.63	0.74	0.26
00906.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.13	0.35	0.13
00906.03.1	Mathematics	2.75	0.46	0.16	2.38	0.52	0.18
00906.03.1	Monitoring	2.88	0.35	0.13	3.00	0.00	0.00
00906.03.1	Negotiation	2.00	0.00	0.00	2.00	0.53	0.19
00906.03.1	Operation and Control	3.00	0.53	0.19	2.88	0.35	0.13
00906.03.1	Operations Analysis	1.88	0.35	0.13	1.75	0.71	0.25
00906.03.1	Operations Monitoring	3.25	0.46	0.16	3.00	0.00	0.00
00906.03.1	Persuasion	2.00	0.00	0.00	2.13	0.35	0.13
00906.03.1	Programming	1.13	0.35	0.13	0.13	0.35	0.13
00906.03.1	Quality Control Analysis	2.75	0.46	0.16	2.13	0.35	0.13
00906.03.1	Reading Comprehension	3.13	0.35	0.13	3.00	0.00	0.00
00906.03.1	Repairing	1.50	0.53	0.19	0.63	0.74	0.26
00906.03.1	Science	2.00	0.00	0.00	1.75	0.89	0.31
00906.03.1	Service Orientation	2.13	0.35	0.13	2.13	0.35	0.13
00906.03.1	Social Perceptiveness	2.75	0.46	0.16	2.63	0.52	0.18
00906.03.1	Speaking	3.00	0.00	0.00	3.00	0.00	0.00
00906.03.1	Systems Analysis	2.00	0.00	0.00	1.50	0.53	0.19
00906.03.1	Systems Evaluation	2.00	0.00	0.00	1.50	0.53	0.19
00906.03.1	Technology Design	1.50	0.53	0.19	0.50	0.53	0.19
00906.03.1	Time Management	2.75	0.46	0.16	2.50	0.53	0.19
00906.03.1	Troubleshooting	2.13	0.35	0.13	2.00	0.00	0.00
00906.03.1	Writing	2.88	0.35	0.13	2.88	0.35	0.13

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

## Food Cooking Machine Operators and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01015.03.1	Active Learning	2.63	0.52	0.18	2.38	0.52	0.18
01015.03.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01015.03.1	Complex Problem Solving	2.88	0.35	0.13	2.38	0.52	0.18
01015.03.1	Coordination	2.88	0.35	0.13	2.75	0.46	0.16
01015.03.1	Critical Thinking	3.00	0.00	0.00	2.38	0.52	0.18
01015.03.1	Equipment Maintenance	1.63	0.52	0.18	1.13	0.99	0.35
01015.03.1	Equipment Selection	1.50	0.53	0.19	0.50	0.53	0.19
01015.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01015.03.1	Instructing	2.00	0.00	0.00	2.13	0.35	0.13
01015.03.1	Judg. and Dec. Making	2.75	0.46	0.16	2.25	0.46	0.16
01015.03.1	Learning Strategies	2.13	0.35	0.13	2.00	0.00	0.00
01015.03.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
01015.03.1	M. of Material Resources	1.88	0.64	0.23	1.00	0.76	0.27
01015.03.1	M. of Personnel Resources	2.00	0.00	0.00	2.00	0.00	0.00
01015.03.1	Mathematics	2.00	0.00	0.00	1.88	0.35	0.13
01015.03.1	Monitoring	3.13	0.35	0.13	2.88	0.35	0.13
01015.03.1	Negotiation	1.88	0.35	0.13	1.63	0.92	0.32
01015.03.1	Operation and Control	3.13	0.64	0.23	2.88	0.64	0.23
01015.03.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
01015.03.1	Operations Monitoring	3.50	0.76	0.27	3.13	0.35	0.13
01015.03.1	Persuasion	2.00	0.00	0.00	1.63	0.74	0.26
01015.03.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01015.03.1	Quality Control Analysis	2.75	0.71	0.25	2.13	0.83	0.30
01015.03.1	Reading Comprehension	3.13	0.35	0.13	2.75	0.46	0.16
01015.03.1	Repairing	1.38	0.52	0.18	0.38	0.52	0.18
01015.03.1	Science	1.88	0.35	0.13	1.38	0.92	0.32
01015.03.1	Service Orientation	2.00	0.00	0.00	2.13	0.35	0.13
01015.03.1	Social Perceptiveness	2.63	0.52	0.18	2.38	0.52	0.18
01015.03.1	Speaking	2.63	0.52	0.18	2.38	0.52	0.18
01015.03.1	Systems Analysis	2.00	0.00	0.00	1.38	0.52	0.18
01015.03.1	Systems Evaluation	2.13	0.35	0.13	1.63	0.92	0.32
01015.03.1	Technology Design	1.38	0.52	0.18	0.38	0.52	0.18
01015.03.1	Time Management	2.63	0.52	0.18	2.25	0.46	0.16
01015.03.1	Troubleshooting	1.88	0.35	0.13	1.75	0.71	0.25
01015.03.1	Writing	2.75	0.46	0.16	2.63	0.52	0.18

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

### Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01439.03.1	Active Learning	2.88	0.35	0.13	2.88	0.35	0.13
01439.03.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01439.03.1	Complex Problem Solving	3.00	0.00	0.00	3.00	0.00	0.00
01439.03.1	Coordination	2.88	0.35	0.13	2.88	0.35	0.13
01439.03.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
01439.03.1	Equipment Maintenance	3.13	0.35	0.13	3.13	0.35	0.13
01439.03.1	Equipment Selection	2.38	0.52	0.18	2.38	0.52	0.18
01439.03.1	Installation	2.13	0.64	0.23	1.75	0.71	0.25
01439.03.1	Instructing	2.75	0.46	0.16	2.88	0.35	0.13
01439.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
01439.03.1	Learning Strategies	2.38	0.52	0.18	2.75	0.46	0.16
01439.03.1	M. of Financial Resources	2.00	0.00	0.00	1.00	0.00	0.00
01439.03.1	M. of Material Resources	2.00	0.00	0.00	1.00	0.00	0.00
01439.03.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00
01439.03.1	Mathematics	2.25	0.46	0.16	2.13	0.35	0.13
01439.03.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01439.03.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
01439.03.1	Operation and Control	3.13	0.35	0.13	3.13	0.35	0.13
01439.03.1	Operations Analysis	2.00	0.00	0.00	1.88	0.35	0.13
01439.03.1	Operations Monitoring	4.00	0.00	0.00	4.00	0.00	0.00
01439.03.1	Persuasion	2.38	0.52	0.18	2.38	0.52	0.18
01439.03.1	Programming	1.88	0.35	0.13	1.13	0.64	0.23
01439.03.1	Quality Control Analysis	3.38	0.52	0.18	3.50	0.53	0.19
01439.03.1	Reading Comprehension	3.00	0.00	0.00	3.00	0.00	0.00
01439.03.1	Repairing	3.00	0.00	0.00	3.00	0.00	0.00
01439.03.1	Science	1.25	0.46	0.16	0.38	0.74	0.26
01439.03.1	Service Orientation	2.38	0.52	0.18	2.13	0.35	0.13
01439.03.1	Social Perceptiveness	3.00	0.00	0.00	2.38	0.52	0.18
01439.03.1	Speaking	3.00	0.00	0.00	2.88	0.35	0.13
01439.03.1	Systems Analysis	2.38	0.74	0.26	2.25	0.46	0.16
01439.03.1	Systems Evaluation	2.25	0.46	0.16	2.13	0.35	0.13
01439.03.1	Technology Design	1.88	0.35	0.13	1.25	0.71	0.25
01439.03.1	Time Management	2.88	0.35	0.13	2.88	0.35	0.13
01439.03.1	Troubleshooting	3.00	0.00	0.00	3.00	0.00	0.00
01439.03.1	Writing	2.75	0.46	0.16	2.75	0.46	0.16

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

## Tool and Die Makers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00848.03.1	Active Learning	3.00	0.53	0.19	3.13	0.35	0.13
00848.03.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
00848.03.1	Complex Problem Solving	3.00	0.53	0.19	3.00	0.00	0.00
00848.03.1	Coordination	2.88	0.35	0.13	2.88	0.35	0.13
00848.03.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
00848.03.1	Equipment Maintenance	3.00	0.53	0.19	2.88	0.35	0.13
00848.03.1	Equipment Selection	3.13	0.35	0.13	3.00	0.00	0.00
00848.03.1	Installation	1.63	0.52	0.18	0.75	0.71	0.25
00848.03.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
00848.03.1	Judg. and Dec. Making	3.13	0.35	0.13	3.00	0.00	0.00
00848.03.1	Learning Strategies	2.13	0.35	0.13	2.13	0.35	0.13
00848.03.1	M. of Financial Resources	1.38	0.52	0.18	0.38	0.52	0.18
00848.03.1	M. of Material Resources	1.63	0.52	0.18	0.63	0.52	0.18
00848.03.1	M. of Personnel Resources	1.88	0.35	0.13	1.63	0.74	0.26
00848.03.1	Mathematics	2.75	0.46	0.16	2.88	0.64	0.23
00848.03.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
00848.03.1	Negotiation	1.88	0.35	0.13	1.25	0.71	0.25
00848.03.1	Operation and Control	3.25	0.46	0.16	3.13	0.35	0.13
00848.03.1	Operations Analysis	2.88	0.35	0.13	3.13	0.35	0.13
00848.03.1	Operations Monitoring	3.25	0.46	0.16	3.00	0.00	0.00
00848.03.1	Persuasion	1.88	0.35	0.13	1.63	0.74	0.26
00848.03.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
00848.03.1	Quality Control Analysis	3.25	0.46	0.16	3.75	0.46	0.16
00848.03.1	Reading Comprehension	2.88	0.35	0.13	3.13	0.35	0.13
00848.03.1	Repairing	2.88	0.64	0.23	2.88	0.35	0.13
00848.03.1	Science	1.75	0.46	0.16	1.25	0.89	0.31
00848.03.1	Service Orientation	1.75	0.46	0.16	1.00	0.76	0.27
00848.03.1	Social Perceptiveness	2.50	0.53	0.19	2.00	0.00	0.00
00848.03.1	Speaking	2.88	0.64	0.23	2.75	0.46	0.16
00848.03.1	Systems Analysis	2.75	0.46	0.16	2.50	0.53	0.19
00848.03.1	Systems Evaluation	2.38	0.52	0.18	2.38	0.52	0.18
00848.03.1	Technology Design	2.75	0.46	0.16	2.88	0.35	0.13
00848.03.1	Time Management	3.13	0.35	0.13	2.88	0.35	0.13
00848.03.1	Troubleshooting	3.00	0.53	0.19	2.88	0.35	0.13
00848.03.1	Writing	2.25	0.46	0.16	2.50	0.53	0.19

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

## Patternmakers, Wood

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01458.02.1	Active Learning	2.75	0.46	0.16	2.50	0.53	0.19
01458.02.1	Active Listening	3.00	0.00	0.00	3.00	0.00	0.00
01458.02.1	Complex Problem Solving	3.13	0.35	0.13	3.00	0.00	0.00
01458.02.1	Coordination	2.50	0.53	0.19	2.25	0.46	0.16
01458.02.1	Critical Thinking	3.00	0.00	0.00	3.13	0.35	0.13
01458.02.1	Equipment Maintenance	2.63	0.52	0.18	2.38	0.52	0.18
01458.02.1	Equipment Selection	2.75	0.46	0.16	2.75	0.46	0.16
01458.02.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01458.02.1	Instructing	2.13	0.35	0.13	2.13	0.35	0.13
01458.02.1	Judg. and Dec. Making	2.88	0.35	0.13	2.88	0.35	0.13
01458.02.1	Learning Strategies	2.13	0.35	0.13	2.00	0.00	0.00
01458.02.1	M. of Financial Resources	2.38	0.74	0.26	1.88	0.83	0.30
01458.02.1	M. of Material Resources	2.25	0.46	0.16	2.00	0.53	0.19
01458.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00
01458.02.1	Mathematics	3.00	0.53	0.19	3.00	0.00	0.00
01458.02.1	Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01458.02.1	Negotiation	1.75	0.46	0.16	1.50	0.93	0.33
01458.02.1	Operation and Control	3.13	0.35	0.13	3.00	0.00	0.00
01458.02.1	Operations Analysis	2.88	0.35	0.13	3.00	0.00	0.00
01458.02.1	Operations Monitoring	3.13	0.35	0.13	3.00	0.00	0.00
01458.02.1	Persuasion	1.88	0.35	0.13	1.75	0.71	0.25
01458.02.1	Programming	1.63	0.52	0.18	0.63	0.52	0.18
01458.02.1	Quality Control Analysis	3.00	0.53	0.19	3.13	0.35	0.13
01458.02.1	Reading Comprehension	3.13	0.35	0.13	3.00	0.00	0.00
01458.02.1	Repairing	2.25	0.46	0.16	2.25	0.46	0.16
01458.02.1	Science	1.75	0.46	0.16	0.88	0.64	0.23
01458.02.1	Service Orientation	2.13	0.35	0.13	1.88	0.64	0.23
01458.02.1	Social Perceptiveness	2.88	0.35	0.13	2.63	0.52	0.18
01458.02.1	Speaking	2.88	0.35	0.13	2.50	0.53	0.19
01458.02.1	Systems Analysis	2.25	0.46	0.16	2.13	0.35	0.13
01458.02.1	Systems Evaluation	2.25	0.46	0.16	2.00	0.00	0.00
01458.02.1	Technology Design	1.88	0.35	0.13	1.50	0.76	0.27
01458.02.1	Time Management	2.88	0.35	0.13	2.63	0.52	0.18
01458.02.1	Troubleshooting	2.38	0.52	0.18	2.25	0.46	0.16
01458.02.1	Writing	2.63	0.52	0.18	2.13	0.35	0.13

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

## Airline Pilots, Copilots, and Flight Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01482.03.1	Active Learning	3.75	0.46	0.16	4.13	0.35	0.13
01482.03.1	Active Listening	4.13	0.35	0.13	4.25	0.46	0.16
01482.03.1	Complex Problem Solving	3.63	0.52	0.18	3.63	0.52	0.18
01482.03.1	Coordination	3.63	0.74	0.26	3.75	0.46	0.16
01482.03.1	Critical Thinking	4.13	0.35	0.13	4.13	0.35	0.13
01482.03.1	Equipment Maintenance	1.75	0.46	0.16	1.25	0.89	0.31
01482.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
01482.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01482.03.1	Instructing	3.00	0.00	0.00	4.00	0.00	0.00
01482.03.1	Judg. and Dec. Making	4.00	0.00	0.00	4.25	0.46	0.16
01482.03.1	Learning Strategies	3.00	0.00	0.00	3.13	0.35	0.13
01482.03.1	M. of Financial Resources	1.63	0.52	0.18	1.00	0.93	0.33
01482.03.1	M. of Material Resources	1.88	0.35	0.13	1.75	0.71	0.25
01482.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.13	0.64	0.23
01482.03.1	Mathematics	3.13	0.35	0.13	3.50	0.76	0.27
01482.03.1	Monitoring	4.13	0.35	0.13	4.25	0.46	0.16
01482.03.1	Negotiation	2.63	0.52	0.18	2.63	0.52	0.18
01482.03.1	Operation and Control	4.88	0.35	0.13	5.63	0.74	0.26
01482.03.1	Operations Analysis	2.13	0.64	0.23	2.00	0.93	0.33
01482.03.1	Operations Monitoring	4.63	0.52	0.18	4.88	0.35	0.13
01482.03.1	Persuasion	2.75	0.71	0.25	2.63	1.06	0.38
01482.03.1	Programming	1.50	0.53	0.19	0.50	0.53	0.19
01482.03.1	Quality Control Analysis	3.13	0.35	0.13	3.00	0.53	0.19
01482.03.1	Reading Comprehension	3.88	0.35	0.13	4.13	0.35	0.13
01482.03.1	Repairing	1.13	0.35	0.13	0.13	0.35	0.13
01482.03.1	Science	2.75	0.46	0.16	2.75	0.46	0.16
01482.03.1	Service Orientation	2.88	0.35	0.13	2.88	0.35	0.13
01482.03.1	Social Perceptiveness	3.25	0.46	0.16	3.25	0.46	0.16
01482.03.1	Speaking	3.75	0.46	0.16	3.75	0.46	0.16
01482.03.1	Systems Analysis	3.25	0.46	0.16	3.25	0.46	0.16
01482.03.1	Systems Evaluation	3.25	0.46	0.16	3.25	0.46	0.16
01482.03.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
01482.03.1	Time Management	3.88	0.35	0.13	3.88	0.35	0.13
01482.03.1	Troubleshooting	3.13	0.35	0.13	3.13	0.35	0.13
01482.03.1	Writing	3.13	0.35	0.13	3.25	0.46	0.16

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



## Airfield Operations Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01484.03.1	Active Learning	3.25	0.46	0.16	3.25	0.46	0.16
01484.03.1	Active Listening	4.00	0.00	0.00	4.00	0.00	0.00
01484.03.1	Complex Problem Solving	3.38	0.52	0.18	3.25	0.46	0.16
01484.03.1	Coordination	3.75	0.46	0.16	4.00	0.53	0.19
01484.03.1	Critical Thinking	3.75	0.46	0.16	3.88	0.35	0.13
01484.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
01484.03.1	Equipment Selection	1.25	0.46	0.16	0.25	0.46	0.16
01484.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01484.03.1	Instructing	3.25	0.46	0.16	3.13	0.35	0.13
01484.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.25	0.46	0.16
01484.03.1	Learning Strategies	3.00	0.53	0.19	3.13	0.35	0.13
01484.03.1	M. of Financial Resources	1.63	0.52	0.18	0.75	0.71	0.25
01484.03.1	M. of Material Resources	2.00	0.00	0.00	1.75	0.46	0.16
01484.03.1	M. of Personnel Resources	2.88	0.35	0.13	3.00	0.00	0.00
01484.03.1	Mathematics	2.13	0.35	0.13	2.13	0.35	0.13
01484.03.1	Monitoring	4.00	0.00	0.00	4.13	0.35	0.13
01484.03.1	Negotiation	2.88	0.35	0.13	3.00	0.00	0.00
01484.03.1	Operation and Control	2.75	0.46	0.16	2.75	0.46	0.16
01484.03.1	Operations Analysis	2.50	0.53	0.19	2.75	0.46	0.16
01484.03.1	Operations Monitoring	3.00	0.53	0.19	2.88	0.35	0.13
01484.03.1	Persuasion	2.75	0.46	0.16	2.88	0.35	0.13
01484.03.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
01484.03.1	Quality Control Analysis	2.25	0.46	0.16	2.38	0.74	0.26
01484.03.1	Reading Comprehension	3.75	0.46	0.16	4.00	0.00	0.00
01484.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
01484.03.1	Science	1.63	0.52	0.18	0.75	0.71	0.25
01484.03.1	Service Orientation	3.00	0.53	0.19	3.00	0.53	0.19
01484.03.1	Social Perceptiveness	3.13	0.35	0.13	3.00	0.00	0.00
01484.03.1	Speaking	3.75	0.46	0.16	3.88	0.35	0.13
01484.03.1	Systems Analysis	3.13	0.35	0.13	3.00	0.00	0.00
01484.03.1	Systems Evaluation	3.13	0.35	0.13	3.13	0.35	0.13
01484.03.1	Technology Design	1.75	0.46	0.16	0.88	0.64	0.23
01484.03.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
01484.03.1	Troubleshooting	1.63	0.52	0.18	1.13	0.99	0.35
01484.03.1	Writing	3.38	0.52	0.18	3.25	0.46	0.16

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

## Flight Attendants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00612.03.1	Active Learning	3.13	0.35	0.13	3.00	0.00	0.00
00612.03.1	Active Listening	3.88	0.35	0.13	3.25	0.46	0.16
00612.03.1	Complex Problem Solving	2.88	0.35	0.13	2.63	0.52	0.18
00612.03.1	Coordination	3.63	0.52	0.18	3.25	0.46	0.16
00612.03.1	Critical Thinking	3.13	0.35	0.13	3.63	0.52	0.18
00612.03.1	Equipment Maintenance	1.00	0.00	0.00	0.00	0.00	0.00
00612.03.1	Equipment Selection	1.00	0.00	0.00	0.00	0.00	0.00
00612.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00612.03.1	Instructing	2.88	0.35	0.13	2.88	0.35	0.13
00612.03.1	Judg. and Dec. Making	3.00	0.00	0.00	2.88	0.35	0.13
00612.03.1	Learning Strategies	2.75	0.46	0.16	2.25	0.46	0.16
00612.03.1	M. of Financial Resources	1.88	0.35	0.13	1.00	0.53	0.19
00612.03.1	M. of Material Resources	1.88	0.35	0.13	1.13	0.64	0.23
00612.03.1	M. of Personnel Resources	2.50	0.53	0.19	2.25	0.46	0.16
00612.03.1	Mathematics	2.00	0.00	0.00	1.88	0.35	0.13
00612.03.1	Monitoring	3.88	0.35	0.13	3.38	0.52	0.18
00612.03.1	Negotiation	2.88	0.35	0.13	2.75	0.46	0.16
00612.03.1	Operation and Control	2.00	0.00	0.00	1.50	0.53	0.19
00612.03.1	Operations Analysis	1.63	0.52	0.18	0.75	0.71	0.25
00612.03.1	Operations Monitoring	2.38	0.52	0.18	2.13	0.35	0.13
00612.03.1	Persuasion	3.00	0.00	0.00	2.88	0.35	0.13
00612.03.1	Programming	1.38	0.52	0.18	0.38	0.52	0.18
00612.03.1	Quality Control Analysis	2.13	0.35	0.13	2.13	0.35	0.13
00612.03.1	Reading Comprehension	3.13	0.35	0.13	3.50	0.53	0.19
00612.03.1	Repairing	1.00	0.00	0.00	0.00	0.00	0.00
00612.03.1	Science	1.38	0.52	0.18	0.50	0.76	0.27
00612.03.1	Service Orientation	3.75	0.46	0.16	3.63	0.52	0.18
00612.03.1	Social Perceptiveness	3.75	0.46	0.16	3.25	0.46	0.16
00612.03.1	Speaking	4.13	0.35	0.13	3.75	0.46	0.16
00612.03.1	Systems Analysis	2.00	0.00	0.00	1.88	0.35	0.13
00612.03.1	Systems Evaluation	2.00	0.00	0.00	1.88	0.35	0.13
00612.03.1	Technology Design	1.75	0.46	0.16	0.75	0.46	0.16
00612.03.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
00612.03.1	Troubleshooting	2.00	0.00	0.00	1.63	0.52	0.18
00612.03.1	Writing	3.00	0.00	0.00	2.88	0.35	0.13

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

## Rail Yard Engineers, Dinkey Operators, and Hostlers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01108.02.1	Active Learning	3.00	0.53	0.19	2.75	0.46	0.16
01108.02.1	Active Listening	3.38	0.52	0.18	3.00	0.00	0.00
01108.02.1	Complex Problem Solving	3.38	0.52	0.18	3.13	0.35	0.13
01108.02.1	Coordination	3.13	0.35	0.13	3.25	0.46	0.16
01108.02.1	Critical Thinking	3.25	0.46	0.16	3.00	0.00	0.00
01108.02.1	Equipment Maintenance	2.88	0.35	0.13	2.63	0.52	0.18
01108.02.1	Equipment Selection	2.75	0.46	0.16	2.00	0.00	0.00
01108.02.1	Installation	1.63	0.52	0.18	0.88	0.83	0.30
01108.02.1	Instructing	2.75	0.46	0.16	2.88	0.35	0.13
01108.02.1	Judg. and Dec. Making	3.13	0.35	0.13	2.88	0.35	0.13
01108.02.1	Learning Strategies	2.75	0.46	0.16	2.50	0.53	0.19
01108.02.1	M. of Financial Resources	1.75	0.46	0.16	0.75	0.46	0.16
01108.02.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
01108.02.1	M. of Personnel Resources	2.75	0.46	0.16	2.38	0.52	0.18
01108.02.1	Mathematics	2.38	0.74	0.26	2.00	0.00	0.00
01108.02.1	Monitoring	3.63	0.52	0.18	3.13	0.35	0.13
01108.02.1	Negotiation	1.88	0.35	0.13	1.75	0.71	0.25
01108.02.1	Operation and Control	3.75	0.46	0.16	3.63	0.52	0.18
01108.02.1	Operations Analysis	1.38	0.52	0.18	0.38	0.52	0.18
01108.02.1	Operations Monitoring	3.63	0.52	0.18	3.63	0.52	0.18
01108.02.1	Persuasion	2.38	0.74	0.26	1.75	0.71	0.25
01108.02.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01108.02.1	Quality Control Analysis	3.13	0.64	0.23	3.00	0.00	0.00
01108.02.1	Reading Comprehension	3.13	0.35	0.13	3.13	0.35	0.13
01108.02.1	Repairing	2.88	0.35	0.13	3.00	0.00	0.00
01108.02.1	Science	1.50	0.53	0.19	0.50	0.53	0.19
01108.02.1	Service Orientation	2.63	0.52	0.18	2.00	0.00	0.00
01108.02.1	Social Perceptiveness	2.63	0.74	0.26	2.13	0.99	0.35
01108.02.1	Speaking	3.50	0.53	0.19	3.13	0.35	0.13
01108.02.1	Systems Analysis	2.75	0.46	0.16	2.13	0.35	0.13
01108.02.1	Systems Evaluation	2.75	0.46	0.16	2.25	0.46	0.16
01108.02.1	Technology Design	1.25	0.46	0.16	0.25	0.46	0.16
01108.02.1	Time Management	3.13	0.35	0.13	3.00	0.00	0.00
01108.02.1	Troubleshooting	3.13	0.35	0.13	3.00	0.00	0.00
01108.02.1	Writing	2.88	0.64	0.23	2.50	0.76	0.27

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

## Subway and Streetcar Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01110.02.1	Active Learning	3.00	0.00	0.00	3.00	0.00	0.00
01110.02.1	Active Listening	3.63	0.52	0.18	3.00	0.00	0.00
01110.02.1	Complex Problem Solving	3.00	0.00	0.00	2.88	0.35	0.13
01110.02.1	Coordination	3.00	0.00	0.00	2.38	0.52	0.18
01110.02.1	Critical Thinking	3.00	0.00	0.00	3.25	0.46	0.16
01110.02.1	Equipment Maintenance	2.25	0.46	0.16	2.13	0.35	0.13
01110.02.1	Equipment Selection	2.00	0.00	0.00	1.75	0.46	0.16
01110.02.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01110.02.1	Instructing	2.38	0.52	0.18	2.50	0.53	0.19
01110.02.1	Judg. and Dec. Making	3.13	0.35	0.13	2.88	0.35	0.13
01110.02.1	Learning Strategies	2.63	0.52	0.18	2.63	0.52	0.18
01110.02.1	M. of Financial Resources	2.00	0.00	0.00	1.63	0.52	0.18
01110.02.1	M. of Material Resources	2.00	0.00	0.00	1.00	0.00	0.00
01110.02.1	M. of Personnel Resources	2.13	0.35	0.13	2.00	0.00	0.00
01110.02.1	Mathematics	2.38	0.52	0.18	2.00	0.00	0.00
01110.02.1	Monitoring	3.25	0.46	0.16	3.13	0.35	0.13
01110.02.1	Negotiation	2.63	0.52	0.18	2.13	0.35	0.13
01110.02.1	Operation and Control	3.88	0.35	0.13	3.88	0.35	0.13
01110.02.1	Operations Analysis	1.75	0.46	0.16	0.88	0.64	0.23
01110.02.1	Operations Monitoring	3.88	0.35	0.13	3.75	0.46	0.16
01110.02.1	Persuasion	2.75	0.46	0.16	2.13	0.35	0.13
01110.02.1	Programming	1.00	0.00	0.00	0.00	0.00	0.00
01110.02.1	Quality Control Analysis	2.50	0.53	0.19	2.00	0.00	0.00
01110.02.1	Reading Comprehension	3.13	0.35	0.13	3.13	0.35	0.13
01110.02.1	Repairing	2.13	0.35	0.13	2.13	0.35	0.13
01110.02.1	Science	1.00	0.00	0.00	0.00	0.00	0.00
01110.02.1	Service Orientation	3.13	0.35	0.13	2.88	0.35	0.13
01110.02.1	Social Perceptiveness	3.00	0.00	0.00	2.88	0.35	0.13
01110.02.1	Speaking	3.38	0.52	0.18	2.75	0.46	0.16
01110.02.1	Systems Analysis	2.00	0.00	0.00	1.13	0.35	0.13
01110.02.1	Systems Evaluation	2.00	0.00	0.00	2.00	0.00	0.00
01110.02.1	Technology Design	1.00	0.00	0.00	0.00	0.00	0.00
01110.02.1	Time Management	3.00	0.00	0.00	3.00	0.00	0.00
01110.02.1	Troubleshooting	2.63	0.52	0.18	2.13	0.35	0.13
01110.02.1	Writing	2.75	0.46	0.16	2.50	0.53	0.19

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

## Aviation Inspectors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00083.03.1	Active Learning	3.13	0.35	0.13	3.25	0.46	0.16
00083.03.1	Active Listening	3.88	0.35	0.13	3.38	0.52	0.18
00083.03.1	Complex Problem Solving	3.38	0.52	0.18	3.63	0.74	0.26
00083.03.1	Coordination	2.88	0.35	0.13	3.00	0.00	0.00
00083.03.1	Critical Thinking	4.00	0.00	0.00	4.00	0.00	0.00
00083.03.1	Equipment Maintenance	2.88	0.64	0.23	2.88	0.64	0.23
00083.03.1	Equipment Selection	2.75	0.46	0.16	2.63	0.52	0.18
00083.03.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
00083.03.1	Instructing	2.88	0.35	0.13	3.13	0.35	0.13
00083.03.1	Judg. and Dec. Making	3.25	0.46	0.16	3.38	0.52	0.18
00083.03.1	Learning Strategies	2.88	0.35	0.13	3.00	0.00	0.00
00083.03.1	M. of Financial Resources	1.50	0.53	0.19	0.75	0.89	0.31
00083.03.1	M. of Material Resources	1.75	0.46	0.16	0.88	0.64	0.23
00083.03.1	M. of Personnel Resources	2.75	0.46	0.16	2.88	0.35	0.13
00083.03.1	Mathematics	2.25	0.46	0.16	2.38	0.52	0.18
00083.03.1	Monitoring	3.38	0.52	0.18	3.38	0.52	0.18
00083.03.1	Negotiation	2.88	0.35	0.13	2.88	0.35	0.13
00083.03.1	Operation and Control	3.00	0.53	0.19	3.13	0.35	0.13
00083.03.1	Operations Analysis	2.63	0.52	0.18	2.75	0.46	0.16
00083.03.1	Operations Monitoring	3.75	0.46	0.16	4.00	0.00	0.00
00083.03.1	Persuasion	2.88	0.35	0.13	3.00	0.00	0.00
00083.03.1	Programming	1.38	0.52	0.18	0.50	0.76	0.27
00083.03.1	Quality Control Analysis	3.75	0.89	0.31	3.75	0.46	0.16
00083.03.1	Reading Comprehension	3.88	0.35	0.13	3.38	0.52	0.18
00083.03.1	Repairing	2.88	0.35	0.13	2.88	0.35	0.13
00083.03.1	Science	2.88	0.35	0.13	3.50	0.53	0.19
00083.03.1	Service Orientation	3.00	0.00	0.00	3.00	0.00	0.00
00083.03.1	Social Perceptiveness	3.00	0.00	0.00	3.00	0.00	0.00
00083.03.1	Speaking	3.88	0.35	0.13	4.00	0.00	0.00
00083.03.1	Systems Analysis	3.00	0.00	0.00	3.00	0.00	0.00
00083.03.1	Systems Evaluation	2.88	0.35	0.13	3.00	0.00	0.00
00083.03.1	Technology Design	1.63	0.52	0.18	0.75	0.71	0.25
00083.03.1	Time Management	3.25	0.46	0.16	3.25	0.46	0.16
00083.03.1	Troubleshooting	3.25	0.46	0.16	3.25	0.46	0.16
00083.03.1	Writing	3.63	0.52	0.18	3.25	0.46	0.16

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

## Industrial Truck and Tractor Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01149.04.1	Active Learning	2.13	0.35	0.13	1.88	0.35	0.13
01149.04.1	Active Listening	2.88	0.64	0.23	2.50	0.53	0.19
01149.04.1	Complex Problem Solving	2.25	0.46	0.16	2.00	0.00	0.00
01149.04.1	Coordination	3.00	0.00	0.00	3.00	0.00	0.00
01149.04.1	Critical Thinking	2.75	0.46	0.16	2.25	0.46	0.16
01149.04.1	Equipment Maintenance	3.00	0.00	0.00	2.63	0.52	0.18
01149.04.1	Equipment Selection	2.00	0.53	0.19	1.50	0.76	0.27
01149.04.1	Installation	1.00	0.00	0.00	0.00	0.00	0.00
01149.04.1	Instructing	2.00	0.00	0.00	2.00	0.00	0.00
01149.04.1	Judg. and Dec. Making	2.75	0.46	0.16	2.13	0.35	0.13
01149.04.1	Learning Strategies	2.13	0.35	0.13	1.75	0.46	0.16
01149.04.1	M. of Financial Resources	1.63	0.52	0.18	0.88	0.83	0.30
01149.04.1	M. of Material Resources	1.88	0.35	0.13	0.88	0.35	0.13
01149.04.1	M. of Personnel Resources	1.88	0.35	0.13	1.50	0.76	0.27
01149.04.1	Mathematics	2.13	0.35	0.13	1.88	0.35	0.13
01149.04.1	Monitoring	2.75	0.46	0.16	2.63	0.52	0.18
01149.04.1	Negotiation	2.00	0.00	0.00	1.63	0.52	0.18
01149.04.1	Operation and Control	3.88	0.35	0.13	3.00	0.00	0.00
01149.04.1	Operations Analysis	1.63	0.52	0.18	0.63	0.52	0.18
01149.04.1	Operations Monitoring	3.25	0.46	0.16	2.88	0.35	0.13
01149.04.1	Persuasion	2.00	0.00	0.00	1.75	0.46	0.16
01149.04.1	Programming	1.25	0.46	0.16	0.25	0.46	0.16
01149.04.1	Quality Control Analysis	2.00	0.53	0.19	1.88	0.83	0.30
01149.04.1	Reading Comprehension	2.88	0.64	0.23	2.50	0.76	0.27
01149.04.1	Repairing	2.25	0.46	0.16	2.00	0.00	0.00
01149.04.1	Science	1.25	0.46	0.16	0.25	0.46	0.16
01149.04.1	Service Orientation	2.13	0.35	0.13	1.75	0.46	0.16
01149.04.1	Social Perceptiveness	2.63	0.52	0.18	2.00	0.00	0.00
01149.04.1	Speaking	2.75	0.46	0.16	2.00	0.00	0.00
01149.04.1	Systems Analysis	2.00	0.00	0.00	1.75	0.46	0.16
01149.04.1	Systems Evaluation	2.13	0.35	0.13	1.75	0.46	0.16
01149.04.1	Technology Design	1.63	0.52	0.18	0.63	0.52	0.18
01149.04.1	Time Management	3.00	0.00	0.00	2.25	0.46	0.16
01149.04.1	Troubleshooting	3.00	0.00	0.00	2.50	0.53	0.19
01149.04.1	Writing	2.50	0.53	0.19	2.13	0.35	0.13

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

## Pump Operators, Except Wellhead Pumpers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01151.02.1	Active Learning	2.88	0.35	0.13	2.88	0.35	0.13
01151.02.1	Active Listening	3.13	0.35	0.13	3.00	0.00	0.00
01151.02.1	Complex Problem Solving	2.88	0.35	0.13	2.88	0.35	0.13
01151.02.1	Coordination	2.88	0.35	0.13	3.00	0.00	0.00
01151.02.1	Critical Thinking	3.13	0.35	0.13	3.13	0.35	0.13
01151.02.1	Equipment Maintenance	2.88	0.64	0.23	2.75	0.46	0.16
01151.02.1	Equipment Selection	2.25	0.46	0.16	2.13	0.35	0.13
01151.02.1	Installation	1.13	0.35	0.13	0.13	0.35	0.13
01151.02.1	Instructing	2.88	0.35	0.13	2.63	0.52	0.18
01151.02.1	Judg. and Dec. Making	3.00	0.53	0.19	3.00	0.00	0.00
01151.02.1	Learning Strategies	2.13	0.35	0.13	2.25	0.46	0.16
01151.02.1	M. of Financial Resources	2.00	0.00	0.00	1.13	0.35	0.13
01151.02.1	M. of Material Resources	2.25	0.46	0.16	1.75	0.71	0.25
01151.02.1	M. of Personnel Resources	2.63	0.52	0.18	2.25	0.46	0.16
01151.02.1	Mathematics	2.38	0.52	0.18	2.63	0.52	0.18
01151.02.1	Monitoring	3.50	0.53	0.19	3.38	0.52	0.18
01151.02.1	Negotiation	2.25	0.46	0.16	2.13	0.35	0.13
01151.02.1	Operation and Control	3.50	0.53	0.19	3.25	0.46	0.16
01151.02.1	Operations Analysis	1.88	0.35	0.13	1.00	0.53	0.19
01151.02.1	Operations Monitoring	3.88	0.35	0.13	3.75	0.46	0.16
01151.02.1	Persuasion	2.38	0.52	0.18	2.13	0.35	0.13
01151.02.1	Programming	1.75	0.46	0.16	0.75	0.46	0.16
01151.02.1	Quality Control Analysis	2.88	0.35	0.13	2.75	0.46	0.16
01151.02.1	Reading Comprehension	3.13	0.35	0.13	3.00	0.00	0.00
01151.02.1	Repairing	2.75	0.46	0.16	2.75	0.46	0.16
01151.02.1	Science	2.00	0.00	0.00	1.38	0.74	0.26
01151.02.1	Service Orientation	2.38	0.52	0.18	2.13	0.35	0.13
01151.02.1	Social Perceptiveness	2.75	0.46	0.16	2.25	0.46	0.16
01151.02.1	Speaking	3.13	0.35	0.13	2.88	0.35	0.13
01151.02.1	Systems Analysis	2.38	0.52	0.18	2.13	0.35	0.13
01151.02.1	Systems Evaluation	2.13	0.35	0.13	2.13	0.35	0.13
01151.02.1	Technology Design	1.88	0.35	0.13	0.88	0.35	0.13
01151.02.1	Time Management	3.00	0.00	0.00	2.88	0.35	0.13
01151.02.1	Troubleshooting	3.00	0.00	0.00	2.88	0.35	0.13
01151.02.1	Writing	2.88	0.35	0.13	2.75	0.46	0.16

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





## Appendix C

### Summary of Cycle 22 Interrater Agreement Indices

Explanation of Column Titles:

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

**Importance**

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

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

Median of  $SE_{MS}$  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  $M_s$  Mean of Mean Level Ratings – The mean of the analyst mean level rating across the 35 skills for each occupation.

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

Median of  $SE_{MS}$  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 Ms	Median of SDs	Median of SEMs	Mean of Ms	Median of SDs	Median of SEMs
Chief Sustainability Officers	2.92	0.35	0.13	2.82	0.35	0.13
Industrial Production Managers	3.12	0.46	0.16	3.27	0.35	0.13
Natural Sciences Managers	2.96	0.35	0.13	3.24	0.35	0.13
Clinical Research Coordinators	2.72	0.35	0.13	2.57	0.46	0.16
Wind Energy Operations Managers	3.00	0.35	0.13	3.08	0.35	0.13
Brownfield Redevelopment Specialists and Site Managers	2.95	0.35	0.13	2.94	0.46	0.16
Environmental Compliance Inspectors	2.79	0.46	0.16	2.74	0.46	0.16
Fundraisers	2.69	0.35	0.13	2.45	0.46	0.16
Search Marketing Strategists	2.65	0.35	0.13	2.54	0.46	0.16
Document Management Specialists	2.55	0.35	0.13	2.31	0.35	0.13
Mathematicians	2.59	0.46	0.16	2.59	0.46	0.16
Biostatisticians	2.76	0.35	0.13	2.86	0.46	0.16
Architects, Except Landscape and Naval	2.94	0.35	0.13	3.05	0.52	0.18
Landscape Architects	2.86	0.35	0.13	2.75	0.35	0.13
Civil Engineers	2.89	0.46	0.16	3.12	0.52	0.18
Computer Hardware Engineers	2.94	0.46	0.16	3.03	0.46	0.16
Fire-Prevention and Protection Engineers	2.99	0.35	0.13	3.00	0.35	0.13
Soil and Plant Scientists	2.86	0.35	0.13	2.95	0.46	0.16
Molecular and Cellular Biologists	3.08	0.35	0.13	3.29	0.52	0.18
Geneticists	2.96	0.35	0.13	2.84	0.35	0.13
Medical Scientists, Except Epidemiologists	2.91	0.35	0.13	3.03	0.46	0.16
Climate Change Policy Analysts	2.66	0.35	0.13	2.50	0.35	0.13
Environmental Restoration Planners	2.89	0.35	0.13	2.86	0.46	0.16
Industrial Ecologists	2.73	0.35	0.13	2.75	0.35	0.13
Urban and Regional Planners	2.79	0.46	0.16	2.75	0.46	0.16
Chemical Technicians	2.95	0.35	0.13	2.88	0.35	0.13
Substance Abuse and Behavioral Disorder Counselors	2.80	0.35	0.13	2.55	0.46	0.16
Mental Health Counselors	2.76	0.35	0.13	2.66	0.46	0.16
Healthcare Social Workers	2.73	0.35	0.13	2.57	0.46	0.16
Mental Health and Substance Abuse Social Workers	2.80	0.35	0.13	2.65	0.35	0.13
Judicial Law Clerks	2.36	0.46	0.16	2.05	0.46	0.16
Social Work Teachers, Postsecondary	2.78	0.35	0.13	2.65	0.46	0.16
Set and Exhibit Designers	2.76	0.46	0.16	2.63	0.46	0.16
Umpires, Referees, and Other Sports Officials	2.24	0.46	0.16	1.78	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
Interpreters and Translators	2.38	0.35	0.13	2.00	0.35	0.13
Photographers	2.59	0.46	0.16	2.37	0.46	0.16
Dietitians and Nutritionists	2.94	0.35	0.13	2.96	0.35	0.13
Optometrists	2.82	0.35	0.13	2.78	0.35	0.13
Physician Assistants	2.90	0.35	0.13	2.80	0.35	0.13
Occupational Therapists	2.91	0.35	0.13	2.69	0.35	0.13
Low Vision Therapists, Orientation and Mobility Specialists, and Vision Rehabilitation Therapists	2.67	0.35	0.13	2.42	0.35	0.13
Art Therapists	2.70	0.35	0.13	2.49	0.35	0.13
Music Therapists	2.71	0.35	0.13	2.45	0.46	0.16
Registered Nurses	2.86	0.35	0.13	2.75	0.35	0.13
Critical Care Nurses	2.95	0.35	0.13	2.84	0.35	0.13
Nurse Anesthetists	3.10	0.35	0.13	3.09	0.35	0.13
Nurse Midwives	2.81	0.46	0.16	2.61	0.52	0.18
Nurse Practitioners	2.94	0.35	0.13	2.91	0.35	0.13
Audiologists	3.01	0.35	0.13	3.13	0.46	0.16
Dermatologists	2.73	0.35	0.13	2.64	0.35	0.13
General Internal Medicine Physicians	2.91	0.35	0.13	2.82	0.46	0.16
Hospitalists	2.85	0.35	0.13	2.83	0.52	0.18
Dental Hygienists	2.51	0.35	0.13	2.27	0.35	0.13
Naturopathic Physicians	2.78	0.35	0.13	2.63	0.46	0.16
Orthoptists	2.62	0.46	0.16	2.52	0.46	0.16
Cytogenetic Technologists	2.68	0.35	0.13	2.52	0.35	0.13
Cytotechnologists	2.57	0.46	0.16	2.40	0.35	0.13
Dietetic Technicians	2.55	0.35	0.13	2.40	0.35	0.13
Pharmacy Technicians	2.43	0.46	0.16	2.07	0.35	0.13
Licensed Practical and Licensed Vocational Nurses	2.74	0.35	0.13	2.47	0.35	0.13
Athletic Trainers	2.76	0.35	0.13	2.59	0.46	0.16
Midwives	2.66	0.46	0.16	2.50	0.52	0.18
Massage Therapists	2.17	0.46	0.16	1.73	0.46	0.16
Dental Assistants	2.48	0.46	0.16	2.21	0.46	0.16
Medical Assistants	2.63	0.52	0.18	2.32	0.52	0.18
Medical Transcriptionists	2.06	0.35	0.13	1.54	0.46	0.16
Chefs and Head Cooks	2.94	0.46	0.16	2.81	0.46	0.16
Dining Room and Cafeteria Attendants and Bartender Helpers	2.01	0.00	0.00	1.38	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
Dishwashers	2.09	0.35	0.13	1.57	0.35	0.13
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	2.91	0.35	0.13	2.76	0.35	0.13
Embalmers	2.46	0.35	0.13	2.28	0.35	0.13
Exercise Trainers and Group Fitness Instructors	2.41	0.46	0.16	2.06	0.46	0.16
Models	1.64	0.35	0.13	0.94	0.35	0.13
Interviewers, Except Eligibility and Loan	2.34	0.35	0.13	2.02	0.35	0.13
Cargo and Freight Agents	2.36	0.46	0.16	2.03	0.46	0.16
Dispatchers, Except Police, Fire, and Ambulance	2.46	0.35	0.13	2.07	0.46	0.16
Medical Secretaries and Administrative Assistants	2.18	0.35	0.13	1.66	0.35	0.13
Desktop Publishers	2.57	0.46	0.16	2.55	0.46	0.16
Floor Sanders and Finishers	2.21	0.46	0.16	1.76	0.46	0.16
First-Line Supervisors of Mechanics, Installers, and Repairers	3.08	0.35	0.13	3.25	0.46	0.16
Electrical and Electronics Repairers, Commercial and Industrial Equipment	2.96	0.35	0.13	3.05	0.35	0.13
Motorcycle Mechanics	2.69	0.35	0.13	2.46	0.35	0.13
Industrial Machinery Mechanics	2.83	0.35	0.13	2.74	0.35	0.13
Electrical Power-Line Installers and Repairers	2.69	0.46	0.16	2.51	0.46	0.16
Maintenance and Repair Workers, General	2.75	0.35	0.13	2.63	0.35	0.13
Wind Turbine Service Technicians	2.83	0.46	0.16	2.65	0.35	0.13
Signal and Track Switch Repairers	2.75	0.46	0.16	2.50	0.35	0.13
Food Batchmakers	2.30	0.35	0.13	1.96	0.35	0.13
Food Cooking Machine Operators and Tenders	2.24	0.35	0.13	1.80	0.52	0.18
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2.63	0.35	0.13	2.46	0.35	0.13
Tool and Die Makers	2.56	0.46	0.16	2.37	0.35	0.13
Patternmakers, Wood	2.50	0.35	0.13	2.28	0.35	0.13
Airline Pilots, Copilots, and Flight Engineers	2.98	0.35	0.13	2.90	0.46	0.16
Airfield Operations Specialists	2.67	0.46	0.16	2.45	0.35	0.13
Flight Attendants	2.48	0.35	0.13	2.07	0.46	0.16
Rail Yard Engineers, Dinkey Operators, and Hostlers	2.68	0.46	0.16	2.27	0.46	0.16
Subway and Streetcar Operators	2.52	0.35	0.13	2.15	0.35	0.13
Aviation Inspectors	2.91	0.46	0.16	2.82	0.46	0.16
Industrial Truck and Tractor Operators	2.29	0.46	0.16	1.80	0.46	0.16
Pump Operators, Except Wellhead Pumpers	2.62	0.35	0.13	2.36	0.35	0.13

## Appendix D

### Cycle 22 Interrater Reliability Coefficients

#### Explanation of Column Titles:

Occupation:	Occupation title – The IDI 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.

<b>IDI Code</b>	<b>Occupation Title</b>	<b>Importance</b>	<b>Level</b>
01532.02.1	Chief Sustainability Officers	0.99	0.99
00025.04.1	Industrial Production Managers	0.97	0.98
00015.03.1	Natural Sciences Managers	0.98	0.99
01544.02.1	Clinical Research Coordinators	0.98	0.99
01554.02.1	Wind Energy Operations Managers	0.97	0.98
01556.02.1	Brownfield Redevelopment Specialists and Site Managers	0.98	0.98
00076.03.1	Environmental Compliance Inspectors	0.98	0.99
01688.02.1	Fundraisers	0.99	0.99
01577.02.1	Search Marketing Strategists	0.98	0.99
01579.02.1	Document Management Specialists	0.98	0.99
00203.03.1	Mathematicians	0.98	0.99
01580.03.1	Biostatisticians	0.99	0.99
00123.04.1	Architects, Except Landscape and Naval	0.98	0.99
00125.04.1	Landscape Architects	0.99	0.99
00110.04.1	Civil Engineers	0.98	0.98
01207.03.1	Computer Hardware Engineers	0.96	0.97
00117.03.1	Fire-Prevention and Protection Engineers	0.98	0.99
01219.04.1	Soil and Plant Scientists	0.99	0.99
01615.03.1	Molecular and Cellular Biologists	0.98	0.99
01616.03.1	Geneticists	0.99	0.99
01224.03.1	Medical Scientists, Except Epidemiologists	0.98	0.99
01617.02.1	Climate Change Policy Analysts	0.99	0.99
01618.02.1	Environmental Restoration Planners	0.97	0.98
01619.02.1	Industrial Ecologists	0.99	0.99
00209.04.1	Urban and Regional Planners	0.98	0.99
00180.04.1	Chemical Technicians	0.96	0.97
01241.04.1	Substance Abuse and Behavioral Disorder Counselors	0.99	0.99
01243.04.1	Mental Health Counselors	0.99	0.99
01246.04.1	Healthcare Social Workers	0.99	0.99
01247.04.1	Mental Health and Substance Abuse Social Workers	0.99	0.99
01693.02.1	Judicial Law Clerks	0.99	0.99
01275.03.1	Social Work Teachers, Postsecondary	0.99	0.99
01300.03.1	Set and Exhibit Designers	0.98	0.98
00402.03.1	Umpires, Referees, and Other Sports Officials	0.98	0.99
00408.03.1	Interpreters and Translators	0.99	0.99
01309.03.1	Photographers	0.95	0.96
00320.04.1	Dietitians and Nutritionists	0.99	0.99

<b>IDI Code</b>	<b>Occupation Title</b>	<b>Importance</b>	<b>Level</b>
00297.04.1	Optometrists	0.99	0.99
00316.04.1	Physician Assistants	0.99	0.99
00305.04.1	Occupational Therapists	0.99	0.99
01646.03.1	Low Vision Therapists, Orientation and Mobility Specialists, and Vision Rehabilitation Therapists	0.99	0.99
01697.02.1	Art Therapists	0.99	0.99
01698.02.1	Music Therapists	0.99	0.99
00313.04.1	Registered Nurses	0.98	0.98
01645.03.1	Critical Care Nurses	0.98	0.99
01648.03.1	Nurse Anesthetists	0.98	0.98
01658.03.1	Nurse Midwives	0.98	0.99
01649.03.1	Nurse Practitioners	0.99	0.99
01317.04.1	Audiologists	0.98	0.98
01631.02.1	Dermatologists	0.98	0.99
01313.03.1	General Internal Medicine Physicians	0.98	0.99
01632.03.1	Hospitalists	0.99	0.99
00324.04.1	Dental Hygienists	0.96	0.98
01650.03.1	Naturopathic Physicians	0.99	0.99
01651.03.1	Orthoptists	0.98	0.99
01652.03.1	Cytogenetic Technologists	0.97	0.99
01653.03.2	Cytotechnologists	0.96	0.97
00321.04.1	Dietetic Technicians	0.98	0.99
00319.04.1	Pharmacy Technicians	0.97	0.98
00314.04.1	Licensed Practical and Licensed Vocational Nurses	0.98	0.99
00397.04.1	Athletic Trainers	0.98	0.99
01659.02.1	Midwives	0.98	0.99
01332.04.1	Massage Therapists	0.97	0.98
00584.04.1	Dental Assistants	0.95	0.97
00585.04.1	Medical Assistants	0.97	0.97
01333.03.1	Medical Transcriptionists	0.98	0.98
00533.03.1	Chefs and Head Cooks	0.97	0.98
00571.03.1	Dining Room and Cafeteria Attendants and Bartender Helpers	0.97	0.98
00580.03.1	Dishwashers	0.96	0.98
01349.03.1	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.97	0.98
00407.03.1	Embalmers	0.97	0.97
00268.04.1	Exercise Trainers and Group Fitness Instructors	0.97	0.97

<b>IDI Code</b>	<b>Occupation Title</b>	<b>Importance</b>	<b>Level</b>
00443.02.1	Models	0.97	0.98
00491.04.1	Interviewers, Except Eligibility and Loan	0.98	0.99
00518.03.1	Cargo and Freight Agents	0.97	0.98
00516.04.1	Dispatchers, Except Police, Fire, and Ambulance	0.98	0.99
00478.04.1	Medical Secretaries and Administrative Assistants	0.98	0.99
00893.03.1	Desktop Publishers	0.97	0.97
00807.02.1	Floor Sanders and Finishers	0.95	0.97
00672.04.1	First-Line Supervisors of Mechanics, Installers, and Repairers	0.96	0.97
00737.04.1	Electrical and Electronics Repairers, Commercial and Industrial Equipment	0.94	0.93
00709.03.1	Motorcycle Mechanics	0.95	0.97
00694.03.1	Industrial Machinery Mechanics	0.96	0.97
00740.03.1	Electrical Power-Line Installers and Repairers	0.94	0.97
00702.04.1	Maintenance and Repair Workers, General	0.95	0.97
01678.02.1	Wind Turbine Service Technicians	0.96	0.96
00723.02.1	Signal and Track Switch Repairers	0.96	0.97
00906.03.1	Food Batchmakers	0.96	0.97
01015.03.1	Food Cooking Machine Operators and Tenders	0.95	0.95
01439.03.1	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0.96	0.97
00848.03.1	Tool and Die Makers	0.94	0.97
01458.02.1	Patternmakers, Wood	0.93	0.95
01482.03.1	Airline Pilots, Copilots, and Flight Engineers	0.98	0.98
01484.03.1	Airfield Operations Specialists	0.98	0.99
00612.03.1	Flight Attendants	0.98	0.99
01108.02.1	Rail Yard Engineers, Dinkey Operators, and Hostlers	0.95	0.98
01110.02.1	Subway and Streetcar Operators	0.98	0.99
00083.03.1	Aviation Inspectors	0.96	0.98
01149.04.1	Industrial Truck and Tractor Operators	0.96	0.96
01151.02.1	Pump Operators, Except Wellhead Pumpers	0.94	0.97