



# O\*NET® Analyst Occupational Skills Ratings: Analysis Cycle 16 Results

## Final Report

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# O\*NET ANALYST OCCUPATIONAL SKILLS RATINGS: ANALYSIS CYCLE 16 RESULTS

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# O\*NET ANALYST OCCUPATIONAL SKILLS RATINGS: ANALYSIS CYCLE 16 RESULTS

## Introduction

The Occupational Information Network (O\*NET) is a comprehensive system developed by the U.S. Department of Labor that provides information for over 950 occupations within the U.S. economy. This information is maintained in a comprehensive database which was developed to replace the Dictionary of Occupational Titles (DOT) (U.S. Department of Labor, 1991). In order to keep the database current, the National Center for O\*NET Development is involved in a continual data collection process aimed at identifying and maintaining current information on the characteristics of workers and jobs. The information that populates the O\*NET database is collected from three primary sources: incumbents, occupational experts, and occupational analysts. Targeted job incumbents provide ratings on occupational tasks, generalized work activities (GWA), knowledge, education and training, work styles, and work context areas. Importance and level information regarding the abilities and skills associated with these occupations is being collected from occupational analysts. It should be noted that there are theoretical or philosophical reasons for preferring one rater group to the other for collecting different types of data. For example, incumbents are generally more familiar with the day-to-day duties of their job; therefore, they are the best source of information regarding tasks and GWAs. In contrast, it is likely that trained analysts understand the ability and skill constructs better than incumbents and therefore should provide the ability and skills data (Tsacoumis, 2007). Granted, it is imperative that the occupational analysts have detailed occupation information in order to rate the ability and skill constructs. It has also been suggested that some incumbents deliberately inflate their ratings to influence policy decisions regarding, for example, compensation and training (Morgeson, Delaney-Klinger, Mayfield, Ferrara, & Campion, 2004). Skill ratings may be particularly vulnerable to such effects given that they are more abstract and thus more difficult to verify than more observable descriptors such as job tasks (Morgeson & Campion, 1997; Morgeson et al., 2004). Given these considerations, occupational analysts as opposed to incumbents provide the ability and skill information in the O\*NET database.

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

To facilitate the skill rating process, occupational analysts are provided relevant occupational information. Trained occupational analysts are responsible for rating the importance and level of the 35 skills for each of the O\*NET occupations. More specifically, eight trained occupational analysts provided ratings for each occupation. For a description of the entire analyst data collection process, including the preparation and distribution of the occupational data, the steps associated with the ratings process, and the collection and management of the skill ratings, see *O\*NET Analyst Occupational Skills Ratings: 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 sixteenth analysis cycle of 102 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>. It should be noted that the O\*NET Center now uses a unique eight-digit ID Profile Identifier (IDI) code to identify each occupation. Appendix A includes a listing of the IDI codes and Occupational Titles addressed in Cycle 16.

## Evaluation of Cycle 16 Analyst Ratings

As mentioned above, occupational analysts provided ratings on importance and level of the 35 skills for each of the 102 occupations in Cycle 16. The mean, standard deviation, and  $SE_M$  of the importance and level ratings were computed. These results are shown in Appendix B.

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

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

### Cycle 16 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 two or fewer of the eight occupational analysts rated its importance as two or greater. Thus, the level rating of a skill is considered not relevant when that construct is not important for performance in a particular occupation. For example, in the Cycle 16 data, the level ratings for Equipment Selection were considered not relevant for Securities and Commodities Traders (01667.01.1) and Statistical Assistants (00489.02.1) because Equipment Selection was not considered important for performance in these two occupations. In this cycle, there were 309 not relevant flags (see Table 1). To facilitate interpretation of these results, it should be noted that there are 3,570 sets of ratings (102 occupations x 35 skills) in the current cycle. Given this, 8.66% (309/3,570) of the skill ratings were flagged as not relevant. The average percentage of skill ratings flagged as not relevant across the previous 15 cycles is 14.13% ( $SD = 3.79\%$ ); thus, the

percentage of ratings flagged due to this criterion in the current cycle is lower than the average cycle.

The skills with the most flags in Cycle 16 include Installation ( $n = 70$ ), Repairing ( $n = 40$ ), and Equipment Maintenance ( $n = 36$ ). Each of these skills has received large numbers of flags in previous cycles. Given that these constructs capture fairly specific technical proficiencies intuitively not required for many occupations, these results are not surprising. In Cycle 11, there was a drastic increase in the number of flags associated with Operations Analysis. In addition, there was a reasonable increase in the flags for Science. Cycle 12 demonstrated a marked reduction in this trend for both of these skills. That trend has continued into the current cycle.

The remaining two criteria involve the recommended suppression of identifying any skill importance or level mean rating that had a standard error of the mean ( $SE_M$ ) greater than .51. These criteria were established to capture those ratings deemed to have insufficient agreement across raters. The value of .51 was selected because  $1.0/1.96 = .51$ . An  $SE_M$  greater than .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 16 where the mean importance rating was flagged for insufficient agreement. In fact, no importance ratings received flags for an  $SE_M$  greater than .51 since Cycle 3.

The results of the suppression criteria for level for Cycles 1-16 are presented in Table 2. There were 24 insufficient agreement flags for level ratings in Cycle 16 (0.67% of the total). The skills that were flagged the most for the level criteria were: Operations Analysis ( $n = 6$ ), Quality Control Analysis ( $n = 3$ ), and Technology Design ( $n = 3$ ); no other constructs were flagged more than twice. When looking at the number of occupations flagged to the total number of occupations in the cycle, the percent of occupations flagged in Cycle 16 decreased slightly from Cycle 15 (0.98%) and was lower than the percentages across all other 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.

### **Cycle 16 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 .46 and a median  $SE_M$  of .16. Interestingly, the level ratings across occupations also had a median  $SD$  of .46 and a

median  $SE_M$  of .16. 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**

Element Name	Cycle 1 (N = 12)	Cycle 2 (N = 44)	Cycle 3 (N = 72)	Cycle 4 (N = 92)	Cycle 5 (N = 88)	Cycle 6 (N = 99)	Cycle 7 (N = 101)	Cycle 8 (N = 100)	Cycle 9 (N = 31)	Cycle 10 (N = 192)	Cycle 11 (N = 120)	Cycle 12 (N = 107)	Cycle 13 (N = 108)	Cycle 14 (N = 106)	Cycle 15 (N = 126)	Cycle 16 (N = 102)
Reading Comprehension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Active Listening	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Writing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Speaking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mathematics	0	4	3	1	3	4	2	8	0	1	0	2	0	1	1	0
Science	6	26	34	10	27	28	32	41	12	27	43	27	23	26	26	33
Critical Thinking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Active Learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Learning Strategies	0	3	2	2	0	2	2	6	1	0	0	0	0	0	0	0
Monitoring	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social Perceptiveness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Coordination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Persuasion	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negotiation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Instructing	0	1	2	1	2	3	2	3	0	0	0	0	0	0	0	0
Service Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Complex Problem Solving	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operations Analysis	0	6	12	1	7	7	7	14	6	7	62	13	10	5	19	8
Technology Design	2	28	38	53	38	39	17	21	6	14	16	29	8	8	14	10
Equipment Selection	6	29	37	67	47	47	32	28	8	113	67	73	58	45	58	32
Installation	11	40	59	87	74	77	69	77	25	167	100	96	96	80	105	70
Programming	3	35	50	59	48	64	40	52	17	14	25	38	22	27	30	34
Quality Control Analysis	1	6	6	30	19	10	4	10	0	30	15	21	6	6	8	3
Operations Monitoring	3	14	10	29	9	4	1	4	0	0	1	12	2	2	0	1
Operation and Control	3	10	14	56	29	21	13	11	3	59	38	53	31	20	28	15
Equipment Maintenance	10	33	36	70	56	53	34	34	14	132	78	81	73	56	71	36
Troubleshooting	7	25	27	49	28	23	12	13	1	58	31	50	28	17	30	16
Repairing	11	37	41	71	55	55	37	36	13	138	83	82	75	59	73	40
Systems Analysis	0	8	10	5	0	5	3	3	1	1	1	1	0	0	0	0
Systems Evaluation	0	6	9	1	0	2	0	4	1	0	0	0	0	1	0	0
Judg. and Dec. Making	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. of Financial Resources	4	19	41	26	22	39	9	13	5	22	22	17	9	13	9	9
M. of Material Resources	2	9	23	8	13	16	11	12	2	19	12	8	6	9	7	2
M. of Personnel Resources	0	0	1	1	0	0	1	2	0	0	0	0	0	1	0	0
Total Flags out of all possible ratings	16.40% (69/420)	22.10% (340/1540)	18.10% (455/2520)	19.50% (627/3220)	15.50% (477/3080)	14.40% (499/3465)	9.30% (328/3535)	11.20% (392/3500)	10.60% (115/1085)	11.90% (802/6720)	14.10% (594/4200)	16.10% (603/3745)	11.80% (447/3780)	10.10% (376/3710)	10.86% (479/4410)	8.66% (309/3570)

Table 2. Level Flags Due to Large SE<sub>M</sub>

Element Name	Cycle 1 (N = 12)	Cycle 2 (N = 44)	Cycle 3 (N = 72)	Cycle 4 (N = 92)	Cycle 5 (N = 88)	Cycle 6 (N = 99)	Cycle 7 (N = 101)	Cycle 8 (N = 100)	Cycle 9 (N = 31)	Cycle 10 (N = 192)	Cycle 11 (N = 120)	Cycle 12 (N = 107)	Cycle 13 (N = 108)	Cycle 14 (N = 106)	Cycle 15 (N = 126)	Cycle 16 (N = 102)
Reading Comprehension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Active Listening	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Writing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Speaking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mathematics	1	1	1	7	2	7	3	2	0	1	5	0	0	0	1	0
Science	0	0	4	6	4	5	2	4	5	7	16	8	17	3	2	2
Critical Thinking	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Active Learning	0	0	0	1	1	1	1	1	0	0	0	0	0	0	0	0
Learning Strategies	0	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0
Monitoring	0	0	3	0	1	1	0	0	0	0	0	0	1	0	0	0
Social Perceptiveness	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Coordination	0	0	1	0	0	0	1	1	0	1	0	0	0	0	0	0
Persuasion	0	3	8	1	1	3	1	3	1	0	6	0	1	0	0	0
Negotiation	0	1	4	0	0	0	1	6	0	2	0	0	1	0	0	0
Instructing	0	2	4	2	1	1	1	3	0	0	0	0	0	0	0	0
Service Orientation	1	3	2	0	0	1	0	0	0	0	3	0	0	0	0	0
Complex Problem Solving	0	0	1	0	1	0	0	1	0	0	0	0	1	0	1	0
Operations Analysis	0	3	4	14	11	14	14	14	3	33	35	13	35	12	11	6
Technology Design	4	2	6	5	14	10	10	4	6	27	22	7	14	5	5	3
Equipment Selection	2	8	7	5	6	4	8	2	5	19	15	4	8	6	2	2
Installation	1	3	10	2	8	8	18	8	4	18	16	3	4	5	2	2
Programming	3	2	6	7	14	7	8	1	3	30	20	9	15	10	4	2
Quality Control Analysis	3	5	7	29	12	11	2	2	3	21	14	12	12	4	5	3
Operations Monitoring	0	2	1	0	2	2	1	0	0	4	3	1	0	0	0	0
Operation and Control	0	4	0	0	1	2	3	0	1	7	5	4	0	1	1	1
Equipment Maintenance	0	2	3	0	1	4	1	1	1	6	2	2	1	0	0	0
Troubleshooting	0	4	3	1	3	2	1	0	4	8	3	1	4	1	1	1
Repairing	0	2	3	0	3	2	1	1	0	4	1	1	0	1	1	0
Systems Analysis	0	5	3	3	2	2	1	1	0	1	2	2	1	0	0	0
Systems Evaluation	4	12	9	2	8	1	0	2	0	0	3	1	1	0	0	0
Judg. and Dec. Making	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Time Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. of Financial Resources	2	1	5	19	6	5	1	3	2	7	7	1	7	1	4	1
M. of Material Resources	1	10	5	1	5	2	5	2	2	7	3	2	7	1	3	0
M. of Personnel Resources	1	2	2	0	2	0	0	0	1	0	1	0	0	0	0	1
Total Flags out of all possible ratings	5.50% (23/420)	5.10% (79/1540)	4.40% (110/2520)	3.30% (105/3220)	3.50% (109/3080)	2.70% (95/3465)	2.40% (84/3535)	1.80% (62/3500)	3.80% (41/1085)	3.00% (204/6720)	4.30% (182/4200)	1.90% (71/3745)	3.40% (130/3780)	1.30% (50/3710)	0.98% (43/4410)	0.67% (24/3570)

### **Cycle 16 Interrater Reliability: Across Constructs within Occupations**

To examine the interrater reliability of the Cycle 16 ratings we calculated intraclass correlations ( $ICC(C, k)$ ; McGraw & Wong, 1996) among the occupational analysts' ratings to assess consistency across constructs within occupations. As mentioned previously, this statistic indicates the degree of similarity in the rank ordering and relative distance between the skills on a particular scale within an occupation. Our target level of interrater reliability is a median  $ICC(C, k)$  of .80 or greater. The value of .80 is judged to be a good rule-of-thumb that has been used in multiple contexts, including O\*NET (e.g., Clement, Chauvot, Philipp, & Ambrose, 2003; McCloy, Waugh, Medsker, Wall, Rivkin, & Lewis, 1999; Rase & Tognetti-Stuff, 1983).

The results of these analyses are presented in Appendix D. The data revealed high levels of interrater reliability across the 102 Cycle 16 occupations. Specifically, the median  $ICC$  for importance ratings for the skills across the occupations was .96 ( $M = .95, SD = .02$ ). The median  $ICC$  for the level ratings was .97 ( $M = .96, SD = .02$ ). The reliability for both the importance and level ratings exceeded the median target coefficient value of .80. In fact, none of the importance rating  $ICC$  values fell below .90. Similarly, none of the level rating  $ICCs$  fell below .80 and only three fell below .90 (01585.01.1 Radio Frequency Identification Device Specialists, 01599.01.1 Solar Energy Systems Engineers, and 01675.01.1 Solar Thermal Installers and Technicians). Overall, the results indicate a strong level of agreement in the occupational analysts' ratings.

### **Cycle 16 Interrater Reliability: Across Occupations within Constructs**

Another effective way to evaluate the reliability of the occupational analysts' ratings is to look at the consistency 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). For example, 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 .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 .80). Again, the value of .80 has been judged to be a good rule-of-thumb.

This reliability analysis was conducted for skills on all occupations in Cycles 1 through 16 and results are presented in Table 3. The reliability analyses are based on 1,500 rating targets. 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 .87 ( $M = .87, SD = .05$ ) and for level was .90 ( $M = .90, SD = .04$ ). This indicates that on the whole, the reliabilities exceeded the target level. The majority of the skills had high  $ICC(C,8)$  reliabilities for both importance and level. In fact, there were 10 skills with reliabilities equal to or greater than .90 for both importance and level (e.g., Science). However, there are some relatively low reliability coefficients to note.

**Table 3. Interrater Reliabilities and Standard Errors of Measurement for Skills Across Occupations in Cycles 1 through 16**

		Cycles 1 through 16 (N = 1,500)					
		Importance			Level		
Skill		ICC(C,1)	ICC(C,8)	SE	ICC(C,1)	ICC(C,8)	SE
1	Reading Comprehension	0.52	0.89	0.18	0.66	0.94	0.21
2	Active Listening	0.42	0.85	0.17	0.55	0.91	0.19
3	Writing	0.56	0.91	0.18	0.68	0.94	0.20
4	Speaking	0.50	0.89	0.16	0.61	0.93	0.19
5	Mathematics	0.48	0.88	0.20	0.58	0.92	0.27
6	Science	0.70	0.95	0.21	0.71	0.95	0.32
7	Critical Thinking	0.44	0.86	0.16	0.52	0.89	0.20
8	Active Learning	0.41	0.85	0.19	0.54	0.90	0.24
9	Learning Strategies	0.49	0.89	0.19	0.59	0.92	0.24
10	Monitoring	0.32	0.79	0.17	0.44	0.86	0.22
11	Social Perceptiveness	0.41	0.85	0.18	0.48	0.88	0.23
12	Coordination	0.35	0.81	0.16	0.35	0.81	0.22
13	Persuasion	0.38	0.83	0.19	0.39	0.84	0.28
14	Negotiation	0.41	0.85	0.19	0.42	0.85	0.26
15	Instructing	0.56	0.91	0.18	0.53	0.90	0.24
16	Service Orientation	0.46	0.87	0.19	0.40	0.84	0.25
17	Complex Problem Solving	0.37	0.83	0.20	0.52	0.90	0.21
18	Operations Analysis	0.45	0.87	0.25	0.50	0.89	0.38
19	Technology Design	0.31	0.78	0.20	0.39	0.84	0.32
20	Equipment Selection	0.59	0.92	0.20	0.59	0.92	0.29
21	Installation	0.56	0.91	0.15	0.54	0.90	0.24
22	Programming	0.40	0.84	0.20	0.48	0.88	0.29
23	Quality Control Analysis	0.51	0.89	0.23	0.54	0.90	0.32
24	Operations Monitoring	0.63	0.93	0.20	0.62	0.93	0.28
25	Operation and Control	0.72	0.95	0.19	0.73	0.95	0.26
26	Equipment Maintenance	0.79	0.97	0.15	0.82	0.97	0.21
27	Troubleshooting	0.68	0.94	0.19	0.70	0.95	0.26
28	Repairing	0.81	0.97	0.14	0.83	0.98	0.20
29	Systems Analysis	0.47	0.88	0.21	0.56	0.91	0.26
30	Systems Evaluation	0.43	0.86	0.21	0.53	0.90	0.29
31	Judg. and Dec. Making	0.39	0.84	0.17	0.54	0.90	0.21
32	Time Management	0.31	0.78	0.16	0.43	0.86	0.20
33	M. of Financial Resources	0.45	0.87	0.20	0.53	0.90	0.31
34	M. of Material Resources	0.37	0.82	0.20	0.43	0.86	0.31
35	M. of Personnel Resources	0.45	0.87	0.18	0.48	0.88	0.25

*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  $ICC(C,8)$  reliabilities were found for Technology Design, Time Management, and Monitoring, all of which had importance reliabilities slightly under .80. These were the same skills with reliabilities below .80 from Cycle 15. The construct with the lowest level reliability was Coordination. The reliability for the level of this skill was .81, which still exceeds the .80 threshold. Even though these skills (Technology Design, Time Management, Monitoring, and Coordination) had the lowest reliabilities compared to other skills this cycle, the reliabilities were still considerably high; the lowest reliability coefficient was .78 (Technology Design and Time Management). A closer examination revealed relatively low between-occupation variation in the ratings for these two constructs, which is a contributing factor to lower reliability and therefore is a plausible explanation for these results.

Keep in mind that some variation in calculated values is likely to occur by chance. As previously described, the goal was for the  $ICC(C,8)$  reliabilities to have a median value across constructs of .80 or greater, which was achieved for both importance and level (.87 and .90, respectively). These results suggest that there was a good level of agreement among the raters with respect to the order and relative distance among occupations on particular constructs for importance and level.

## Summary

The main findings of the analysis of Cycle 16 analyst ratings were as follows:

- About 91% of the skill ratings were considered important for performance of a given occupation. Constructs that were flagged because the construct was considered not important for performance were very similar to those flagged in previous cycles and conceptually it is understandable that these constructs may be considered not relevant for the given occupations.
- None of the importance ratings and less than 1% of the level ratings were flagged based on a  $SE_M$  greater than .51. For the level ratings, the percentage of skills flagged was the lowest observed across all 16 cycles.
- 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 .80. These high levels of interrater reliability indicate that the occupational analysts rank ordered the skills within each occupation similarly on both importance and level.
- The importance and level median across-occupation  $ICC$  reliabilities were above the target value of .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 as though 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-SOC Codes and Titles for O\*NET Analysis Cycle1 5 Occupations

IDI Code	Occupation Title
01174.03.1	General and Operations Managers
00010.03.1	Marketing Managers
01541.01.2	Fitness and Wellness Coordinators
00057.03.1	Wholesale and Retail Buyers, Except Farm Products
00078.02.1	Licensing Examiners and Inspectors
00080.02.1	Equal Opportunity Representatives and Officers
01687.01.1	Labor Relations Specialists
01573.01.2	Database Architects
00101.03.1	Aerospace Engineers
00112.03.1	Electrical Engineers
01585.01.1	Radio Frequency Identification Device Specialists
00124.02.1	Marine Architects
00119.03.1	Mechanical Engineers
01597.01.1	Nanosystems Engineers
01599.01.1	Solar Energy Systems Engineers
01045.02.1	Electro-Mechanical Technicians
00157.02.1	Foresters
01619.01.1	Industrial Ecologists
00221.02.1	Historians
00188.02.1	Geological Sample Test Technicians
00232.02.1	Clergy
00233.02.1	Directors, Religious Activities and Education
01695.01.2	Special Education Teachers, Kindergarten and Elementary School
00269.02.1	Farm and Home Management Advisors
00376.02.1	Floral Designers
00378.02.1	Merchandise Displayers and Window Trimmers
00317.03.1	Opticians, Dispensing
01703.01.1	Surgical Assistants
01332.03.1	Massage Therapists

<b>IDI Code</b>	<b>Occupation Title</b>
00557.02.1	Private Detectives and Investigators
01665.01.1	Baristas
01349.02.1	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers
00598.02.1	Pest Control Workers
00653.02.1	Landscaping and Groundskeeping Workers
00652.02.1	Pesticide Handlers, Sprayers, and Applicators, Vegetation
00535.02.1	First-Line Supervisors of Personal Service Workers
00610.02.1	Ushers, Lobby Attendants, and Ticket Takers
00605.02.1	Manicurists and Pedicurists
00436.02.1	Parts Salespersons
00419.02.1	Sales Agents, Securities and Commodities
01667.01.1	Securities and Commodities Traders
01369.02.1	Real Estate Brokers
01373.02.1	First-Line Supervisors/Managers of Office and Administrative Support Workers
00488.02.1	Procurement Clerks
00438.02.1	Stock Clerks, Sales Floor
00522.02.1	Stock Clerks- Stockroom, Warehouse, or Storage Yard
00523.02.1	Order Fillers, Wholesale and Retail Sales
00461.02.1	Insurance Claims Clerks
00489.02.1	Statistical Assistants
00863.02.1	Boilermakers
01399.02.1	Terrazzo Workers and Finishers
00787.02.1	Tapers
01402.02.1	Insulation Workers, Floor, Ceiling, and Wall
00803.02.1	Pipelayers
00797.02.1	Plasterers and Stucco Masons
00796.02.1	Reinforcing Iron and Rebar Workers
00816.02.1	Roofers
00818.02.1	Structural Iron and Steel Workers
01407.02.1	Hazardous Materials Removal Workers
00812.02.1	Rail-Track Laying and Maintenance Equipment Operators
01675.01.1	Solar Thermal Installers and Technicians
01413.02.1	Computer, Automated Teller, and Office Machine Repairers



<b>IDI Code</b>	<b>Occupation Title</b>
00742.02.1	Avionics Technicians
01418.02.1	Security and Fire Alarm Systems Installers
00718.02.1	Motorboat Mechanics and Service Technicians
01421.02.1	Recreational Vehicle Service Technicians
00760.02.1	Mechanical Door Repairers
00700.02.1	Maintenance Workers, Machinery
00728.02.1	Telecommunications Line Installers and Repairers
00750.02.1	Camera and Photographic Equipment Repairers
00777.02.1	Commercial Divers
01429.02.1	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
01434.02.1	Bakers
00946.02.1	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
01436.02.1	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
01528.02.1	Solderers and Brazers
01441.02.1	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
01711.01.2	Print Binding and Finishing Workers
01448.02.1	Laundry and Dry-Cleaning Workers
00869.02.1	Cabinetmakers and Bench Carpenters
01460.02.1	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
01088.02.1	Chemical Plant and System Operators
01467.02.1	Chemical Equipment Operators and Tenders
01032.02.1	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
01017.02.1	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
00931.02.1	Medical Appliance Technicians
01474.01.1	Ophthalmic Laboratory Technicians
01030.02.1	Adhesive Bonding Machine Operators and Tenders
00911.02.1	Stone Cutters and Carvers, Manufacturing
00912.02.1	Glass Blowers, Molders, Benders, and Finishers
01072.02.1	Molding and Casting Workers
01479.02.1	Helpers--Production Workers
00677.02.1	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand
01483.02.1	Commercial Pilots

<b>IDI Code</b>	<b>Occupation Title</b>
01107.02.1	Locomotive Engineers
01115.02.1	Ship and Boat Captains
01116.02.1	Mates- Ship, Boat, and Barge
01117.02.1	Pilots, Ship
01130.02.1	Parking Lot Attendants
01530.02.1	Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation
00613.02.1	Transportation Attendants, Except Flight Attendants
01148.02.1	Crane and Tower Operators

## Appendix B

### Descriptive Statistics for O\*NET Analysis Cycle 16 Importance and Level Ratings by Occupations

#### Explanation of Column Titles:

Occupation:	SOC code for the occupation – The titles associated with each code are shown in Appendix A. Note that each page contains the results for a single occupation.
Element Name:	Abilities – The name of each of the 52 O*NET abilities. Shaded abilities indicate that two or fewer of the eight analysts rated its importance as 2 or greater and, in turn, the level of that construct is flagged as not relevant.
<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 .51.

## General and Operations Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01174.03.1	Reading Comprehension	3.88	.35	.13	4.00	.00	.00
01174.03.1	Active Listening	4.00	.00	.00	4.00	.00	.00
01174.03.1	Writing	3.25	.46	.16	3.88	.35	.13
01174.03.1	Speaking	4.00	.00	.00	4.00	.00	.00
01174.03.1	Mathematics	2.38	.52	.18	2.50	.53	.19
01174.03.1	Science	1.88	.35	.13	1.13	.64	.23
01174.03.1	Critical Thinking	3.88	.35	.13	4.00	.00	.00
01174.03.1	Active Learning	3.50	.53	.19	3.63	.52	.18
01174.03.1	Learning Strategies	3.00	.00	.00	3.25	.46	.16
01174.03.1	Monitoring	4.00	.00	.00	4.00	.00	.00
01174.03.1	Social Perceptiveness	4.00	.00	.00	4.00	.00	.00
01174.03.1	Coordination	4.00	.00	.00	3.88	.35	.13
01174.03.1	Persuasion	3.38	.52	.18	3.50	.53	.19
01174.03.1	Negotiation	3.63	.52	.18	3.63	.52	.18
01174.03.1	Instructing	3.13	.35	.13	3.25	.46	.16
01174.03.1	Service Orientation	3.25	.46	.16	3.13	.35	.13
01174.03.1	Complex Problem Solving	3.50	.53	.19	3.75	.46	.16
01174.03.1	Operations Analysis	2.75	.46	.16	3.13	.83	.30
01174.03.1	Technology Design	1.88	.35	.13	1.13	.64	.23
01174.03.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
01174.03.1	Installation	1.00	.00	.00	.00	.00	.00
01174.03.1	Programming	1.50	.53	.19	.63	.74	.26
01174.03.1	Quality Control Analysis	2.38	.52	.18	2.13	.64	.23
01174.03.1	Operations Monitoring	2.75	.46	.16	2.63	.52	.18
01174.03.1	Operation and Control	2.00	.00	.00	1.75	.46	.16
01174.03.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01174.03.1	Troubleshooting	2.00	.00	.00	1.38	.52	.18
01174.03.1	Repairing	1.00	.00	.00	.00	.00	.00
01174.03.1	Systems Analysis	3.00	.00	.00	3.00	.00	.00
01174.03.1	Systems Evaluation	3.00	.53	.19	3.13	.35	.13
01174.03.1	Judg. and Dec. Making	3.50	.53	.19	3.75	.46	.16
01174.03.1	Time Management	3.75	.46	.16	3.75	.46	.16
01174.03.1	M. of Financial Resources	3.13	.35	.13	3.38	.52	.18
01174.03.1	M. of Material Resources	3.25	.46	.16	3.25	.46	.16
01174.03.1	M. of Personnel Resources	3.50	.53	.19	3.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Marketing Managers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00010.03.1	Reading Comprehension	3.88	.35	.13	4.25	.46	.16
00010.03.1	Active Listening	3.88	.35	.13	4.13	.35	.13
00010.03.1	Writing	3.25	.46	.16	3.88	.35	.13
00010.03.1	Speaking	3.88	.35	.13	4.13	.35	.13
00010.03.1	Mathematics	2.75	.46	.16	3.13	.35	.13
00010.03.1	Science	1.75	.46	.16	1.50	.93	.33
00010.03.1	Critical Thinking	3.88	.35	.13	4.25	.46	.16
00010.03.1	Active Learning	3.88	.35	.13	4.13	.35	.13
00010.03.1	Learning Strategies	3.13	.35	.13	3.50	.53	.19
00010.03.1	Monitoring	3.75	.46	.16	4.25	.46	.16
00010.03.1	Social Perceptiveness	3.88	.35	.13	4.00	.00	.00
00010.03.1	Coordination	3.50	.53	.19	3.75	.46	.16
00010.03.1	Persuasion	3.75	.46	.16	4.38	.52	.18
00010.03.1	Negotiation	3.63	.52	.18	3.88	.35	.13
00010.03.1	Instructing	3.00	.00	.00	3.50	.53	.19
00010.03.1	Service Orientation	3.13	.35	.13	3.25	.46	.16
00010.03.1	Complex Problem Solving	3.63	.52	.18	3.88	.35	.13
00010.03.1	Operations Analysis	3.38	.52	.18	3.63	.52	.18
00010.03.1	Technology Design	1.75	.46	.16	.88	.64	.23
00010.03.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00010.03.1	Installation	1.00	.00	.00	.00	.00	.00
00010.03.1	Programming	1.88	.35	.13	1.25	.71	.25
00010.03.1	Quality Control Analysis	1.88	.64	.23	1.38	.92	.32
00010.03.1	Operations Monitoring	1.75	.46	.16	1.25	.89	.31
00010.03.1	Operation and Control	1.00	.00	.00	.00	.00	.00
00010.03.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00010.03.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00010.03.1	Repairing	1.00	.00	.00	.00	.00	.00
00010.03.1	Systems Analysis	3.25	.46	.16	3.75	.46	.16
00010.03.1	Systems Evaluation	3.50	.53	.19	3.75	.46	.16
00010.03.1	Judg. and Dec. Making	3.75	.46	.16	4.00	.00	.00
00010.03.1	Time Management	3.50	.53	.19	3.75	.46	.16
00010.03.1	M. of Financial Resources	2.88	.35	.13	3.75	.46	.16
00010.03.1	M. of Material Resources	2.63	.52	.18	2.75	.46	.16
00010.03.1	M. of Personnel Resources	3.38	.52	.18	3.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Fitness and Wellness Coordinators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01541.01.2	Reading Comprehension	3.75	.46	.16	3.88	.35	.13
01541.01.2	Active Listening	3.75	.46	.16	3.75	.46	.16
01541.01.2	Writing	3.50	.53	.19	3.75	.46	.16
01541.01.2	Speaking	3.88	.35	.13	4.00	.00	.00
01541.01.2	Mathematics	2.38	.52	.18	2.63	.52	.18
01541.01.2	Science	1.63	.52	.18	1.38	1.19	.42
01541.01.2	Critical Thinking	3.88	.35	.13	3.88	.35	.13
01541.01.2	Active Learning	3.38	.52	.18	3.50	.53	.19
01541.01.2	Learning Strategies	3.25	.71	.25	3.50	.76	.27
01541.01.2	Monitoring	3.38	.52	.18	3.88	.64	.23
01541.01.2	Social Perceptiveness	3.88	.35	.13	3.75	.46	.16
01541.01.2	Coordination	3.88	.35	.13	3.75	.71	.25
01541.01.2	Persuasion	3.38	.52	.18	3.75	.46	.16
01541.01.2	Negotiation	3.13	.35	.13	3.38	.52	.18
01541.01.2	Instructing	3.25	.46	.16	3.63	.52	.18
01541.01.2	Service Orientation	3.50	.76	.27	3.50	.53	.19
01541.01.2	Complex Problem Solving	3.25	.46	.16	3.13	.35	.13
01541.01.2	Operations Analysis	1.63	.74	.26	1.00	1.20	.42
01541.01.2	Technology Design	2.00	.53	.19	1.63	.74	.26
01541.01.2	Equipment Selection	1.75	.46	.16	1.38	.92	.32
01541.01.2	Installation	1.00	.00	.00	.00	.00	.00
01541.01.2	Programming	1.75	.71	.25	.88	.83	.30
01541.01.2	Quality Control Analysis	2.25	.71	.25	1.88	1.13	.40
01541.01.2	Operations Monitoring	2.00	.00	.00	1.75	.46	.16
01541.01.2	Operation and Control	1.50	.53	.19	1.00	1.20	.42
01541.01.2	Equipment Maintenance	1.38	.52	.18	.63	.92	.32
01541.01.2	Troubleshooting	1.88	.35	.13	1.25	.71	.25
01541.01.2	Repairing	1.13	.35	.13	.25	.71	.25
01541.01.2	Systems Analysis	3.00	.76	.27	3.13	.64	.23
01541.01.2	Systems Evaluation	2.88	.83	.30	3.13	.83	.30
01541.01.2	Judg. and Dec. Making	3.38	.52	.18	3.38	.52	.18
01541.01.2	Time Management	3.13	.64	.23	3.38	.74	.26
01541.01.2	M. of Financial Resources	2.75	.89	.31	3.25	1.16	.41
01541.01.2	M. of Material Resources	2.75	.89	.31	3.00	1.07	.38
01541.01.2	M. of Personnel Resources	3.63	.52	.18	3.38	.92	.32

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Wholesale and Retail Buyers, Except Farm Products

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00057.03.1	Reading Comprehension	3.25	.46	.16	3.88	.35	.13
00057.03.1	Active Listening	3.75	.46	.16	3.88	.35	.13
00057.03.1	Writing	3.00	.00	.00	3.38	.52	.18
00057.03.1	Speaking	3.75	.46	.16	3.88	.35	.13
00057.03.1	Mathematics	3.13	.35	.13	3.38	.52	.18
00057.03.1	Science	1.75	.46	.16	.88	.64	.23
00057.03.1	Critical Thinking	3.75	.46	.16	4.00	.00	.00
00057.03.1	Active Learning	3.38	.52	.18	3.88	.35	.13
00057.03.1	Learning Strategies	2.88	.35	.13	3.25	.46	.16
00057.03.1	Monitoring	3.13	.35	.13	4.00	.53	.19
00057.03.1	Social Perceptiveness	3.25	.46	.16	3.50	.53	.19
00057.03.1	Coordination	3.13	.35	.13	3.38	.52	.18
00057.03.1	Persuasion	3.75	.46	.16	4.00	.00	.00
00057.03.1	Negotiation	4.00	.00	.00	4.00	.00	.00
00057.03.1	Instructing	3.00	.00	.00	3.13	.35	.13
00057.03.1	Service Orientation	3.13	.35	.13	3.13	.35	.13
00057.03.1	Complex Problem Solving	3.25	.46	.16	3.13	.35	.13
00057.03.1	Operations Analysis	2.13	.83	.30	2.00	1.31	.46
00057.03.1	Technology Design	1.63	.52	.18	.63	.52	.18
00057.03.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00057.03.1	Installation	1.00	.00	.00	.00	.00	.00
00057.03.1	Programming	1.75	.46	.16	.88	.64	.23
00057.03.1	Quality Control Analysis	2.25	.71	.25	1.75	1.04	.37
00057.03.1	Operations Monitoring	1.75	.46	.16	1.00	.76	.27
00057.03.1	Operation and Control	1.38	.52	.18	.38	.52	.18
00057.03.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00057.03.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00057.03.1	Repairing	1.00	.00	.00	.00	.00	.00
00057.03.1	Systems Analysis	2.63	.52	.18	3.00	.00	.00
00057.03.1	Systems Evaluation	3.00	.00	.00	3.38	.52	.18
00057.03.1	Judg. and Dec. Making	3.38	.52	.18	3.75	.46	.16
00057.03.1	Time Management	3.00	.00	.00	3.13	.35	.13
00057.03.1	M. of Financial Resources	3.25	.46	.16	3.38	.52	.18
00057.03.1	M. of Material Resources	2.88	.35	.13	3.13	.64	.23
00057.03.1	M. of Personnel Resources	2.75	.46	.16	3.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Licensing Examiners and Inspectors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00078.02.1	Reading Comprehension	3.88	.35	.13	4.00	.00	.00
00078.02.1	Active Listening	4.00	.00	.00	4.00	.00	.00
00078.02.1	Writing	3.50	.53	.19	3.75	.46	.16
00078.02.1	Speaking	3.88	.35	.13	4.00	.00	.00
00078.02.1	Mathematics	2.38	.52	.18	2.25	.46	.16
00078.02.1	Science	1.00	.00	.00	.00	.00	.00
00078.02.1	Critical Thinking	3.63	.52	.18	3.88	.35	.13
00078.02.1	Active Learning	3.25	.46	.16	3.00	.00	.00
00078.02.1	Learning Strategies	2.63	.52	.18	2.75	.46	.16
00078.02.1	Monitoring	3.13	.35	.13	3.25	.46	.16
00078.02.1	Social Perceptiveness	3.63	.52	.18	3.63	.52	.18
00078.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
00078.02.1	Persuasion	3.00	.00	.00	3.13	.35	.13
00078.02.1	Negotiation	3.00	.00	.00	3.00	.00	.00
00078.02.1	Instructing	2.88	.35	.13	2.88	.35	.13
00078.02.1	Service Orientation	3.13	.35	.13	3.13	.35	.13
00078.02.1	Complex Problem Solving	3.13	.35	.13	3.00	.00	.00
00078.02.1	Operations Analysis	1.88	.35	.13	1.25	.71	.25
00078.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
00078.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00078.02.1	Installation	1.00	.00	.00	.00	.00	.00
00078.02.1	Programming	1.75	.46	.16	1.13	.83	.30
00078.02.1	Quality Control Analysis	2.75	.46	.16	2.38	.74	.26
00078.02.1	Operations Monitoring	2.75	.46	.16	2.50	.53	.19
00078.02.1	Operation and Control	2.00	.00	.00	2.00	.00	.00
00078.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00078.02.1	Troubleshooting	1.75	.46	.16	1.13	.83	.30
00078.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00078.02.1	Systems Analysis	2.75	.71	.25	2.88	.64	.23
00078.02.1	Systems Evaluation	2.75	.46	.16	2.75	.46	.16
00078.02.1	Judg. and Dec. Making	3.63	.52	.18	3.63	.52	.18
00078.02.1	Time Management	3.13	.35	.13	2.88	.35	.13
00078.02.1	M. of Financial Resources	2.00	.00	.00	1.38	.52	.18
00078.02.1	M. of Material Resources	2.00	.00	.00	1.25	.46	.16
00078.02.1	M. of Personnel Resources	2.63	.52	.18	2.50	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Equal Opportunity Representatives and Officers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00080.02.1	Reading Comprehension	4.13	.35	.13	4.75	.46	.16
00080.02.1	Active Listening	4.25	.46	.16	4.63	.52	.18
00080.02.1	Writing	3.88	.35	.13	4.38	.52	.18
00080.02.1	Speaking	4.00	.00	.00	4.25	.46	.16
00080.02.1	Mathematics	2.50	.53	.19	2.75	.46	.16
00080.02.1	Science	1.63	.52	.18	.75	.71	.25
00080.02.1	Critical Thinking	4.00	.00	.00	4.50	.53	.19
00080.02.1	Active Learning	3.75	.46	.16	4.00	.53	.19
00080.02.1	Learning Strategies	3.00	.53	.19	3.38	.74	.26
00080.02.1	Monitoring	3.38	.52	.18	3.88	.35	.13
00080.02.1	Social Perceptiveness	4.00	.00	.00	4.13	.35	.13
00080.02.1	Coordination	3.13	.64	.23	3.25	.46	.16
00080.02.1	Persuasion	3.25	.46	.16	4.00	.00	.00
00080.02.1	Negotiation	3.00	.00	.00	3.63	.52	.18
00080.02.1	Instructing	2.88	.35	.13	3.38	.52	.18
00080.02.1	Service Orientation	3.13	.35	.13	3.38	.52	.18
00080.02.1	Complex Problem Solving	3.75	.46	.16	3.63	.52	.18
00080.02.1	Operations Analysis	2.00	.53	.19	1.88	.83	.30
00080.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
00080.02.1	Equipment Selection	1.13	.35	.13	.13	.35	.13
00080.02.1	Installation	1.00	.00	.00	.00	.00	.00
00080.02.1	Programming	1.88	.64	.23	1.50	.93	.33
00080.02.1	Quality Control Analysis	1.75	.46	.16	1.25	.89	.31
00080.02.1	Operations Monitoring	1.75	.46	.16	1.25	.89	.31
00080.02.1	Operation and Control	1.13	.35	.13	.13	.35	.13
00080.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00080.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00080.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00080.02.1	Systems Analysis	3.25	.46	.16	3.25	.46	.16
00080.02.1	Systems Evaluation	3.25	.46	.16	3.50	.76	.27
00080.02.1	Judg. and Dec. Making	3.63	.52	.18	3.75	.46	.16
00080.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
00080.02.1	M. of Financial Resources	1.38	.52	.18	.38	.52	.18
00080.02.1	M. of Material Resources	1.38	.52	.18	.38	.52	.18
00080.02.1	M. of Personnel Resources	2.25	.46	.16	2.00	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Labor Relations Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01687.01.1	Reading Comprehension	4.25	.46	.16	4.13	.35	.13
01687.01.1	Active Listening	4.50	.53	.19	4.25	.46	.16
01687.01.1	Writing	4.13	.35	.13	4.25	.46	.16
01687.01.1	Speaking	4.38	.52	.18	4.50	.53	.19
01687.01.1	Mathematics	2.63	.52	.18	2.75	.71	.25
01687.01.1	Science	1.00	.00	.00	.00	.00	.00
01687.01.1	Critical Thinking	3.88	.83	.30	4.00	.76	.27
01687.01.1	Active Learning	3.50	.76	.27	3.88	.64	.23
01687.01.1	Learning Strategies	3.25	.71	.25	3.38	.52	.18
01687.01.1	Monitoring	3.50	.76	.27	3.75	.71	.25
01687.01.1	Social Perceptiveness	3.88	.64	.23	3.88	.64	.23
01687.01.1	Coordination	3.38	.52	.18	3.63	.52	.18
01687.01.1	Persuasion	4.13	.99	.35	4.25	.89	.31
01687.01.1	Negotiation	4.25	1.04	.37	4.25	.89	.31
01687.01.1	Instructing	3.00	.53	.19	3.25	.46	.16
01687.01.1	Service Orientation	3.50	.53	.19	3.63	.74	.26
01687.01.1	Complex Problem Solving	3.75	.71	.25	3.63	.74	.26
01687.01.1	Operations Analysis	1.50	.93	.33	.88	1.64	.58
01687.01.1	Technology Design	1.63	.74	.26	1.13	1.46	.52
01687.01.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
01687.01.1	Installation	1.00	.00	.00	.00	.00	.00
01687.01.1	Programming	1.38	.52	.18	.50	.76	.27
01687.01.1	Quality Control Analysis	1.38	.52	.18	.63	.92	.32
01687.01.1	Operations Monitoring	1.75	.46	.16	1.38	1.06	.38
01687.01.1	Operation and Control	1.63	.52	.18	.88	.83	.30
01687.01.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01687.01.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
01687.01.1	Repairing	1.00	.00	.00	.00	.00	.00
01687.01.1	Systems Analysis	3.25	.71	.25	3.50	.53	.19
01687.01.1	Systems Evaluation	3.13	.64	.23	3.38	.52	.18
01687.01.1	Judg. and Dec. Making	3.75	1.04	.37	3.88	.83	.30
01687.01.1	Time Management	3.50	.53	.19	3.50	.53	.19
01687.01.1	M. of Financial Resources	2.13	.64	.23	2.25	1.39	.49
01687.01.1	M. of Material Resources	2.13	.64	.23	2.00	1.31	.46
01687.01.1	M. of Personnel Resources	3.00	1.07	.38	3.13	1.46	.52

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Database Architects

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01573.01.2	Reading Comprehension	3.63	.52	.18	4.38	.52	.18
01573.01.2	Active Listening	3.50	.53	.19	3.63	.74	.26
01573.01.2	Writing	3.38	.52	.18	4.00	.53	.19
01573.01.2	Speaking	3.50	.53	.19	3.75	.46	.16
01573.01.2	Mathematics	3.00	.53	.19	3.38	.52	.18
01573.01.2	Science	2.00	.93	.33	1.75	1.75	.62
01573.01.2	Critical Thinking	3.88	.35	.13	4.25	.46	.16
01573.01.2	Active Learning	3.13	.35	.13	3.63	.74	.26
01573.01.2	Learning Strategies	2.88	.35	.13	3.13	.64	.23
01573.01.2	Monitoring	3.25	.46	.16	3.63	.52	.18
01573.01.2	Social Perceptiveness	3.13	.64	.23	3.13	.64	.23
01573.01.2	Coordination	3.25	.46	.16	3.25	.46	.16
01573.01.2	Persuasion	2.75	.46	.16	3.25	.71	.25
01573.01.2	Negotiation	2.63	.52	.18	2.88	.35	.13
01573.01.2	Instructing	2.75	.46	.16	3.50	.53	.19
01573.01.2	Service Orientation	2.75	.46	.16	3.00	.76	.27
01573.01.2	Complex Problem Solving	3.50	.53	.19	4.00	.53	.19
01573.01.2	Operations Analysis	2.75	1.04	.37	3.13	1.64	.58
01573.01.2	Technology Design	2.63	.74	.26	3.13	1.25	.44
01573.01.2	Equipment Selection	1.63	.92	.32	1.38	1.92	.68
01573.01.2	Installation	1.63	.74	.26	1.13	1.55	.55
01573.01.2	Programming	3.25	.71	.25	4.13	1.25	.44
01573.01.2	Quality Control Analysis	1.88	1.13	.40	2.00	2.27	.80
01573.01.2	Operations Monitoring	2.25	.46	.16	2.38	.74	.26
01573.01.2	Operation and Control	1.75	.89	.31	1.63	1.77	.63
01573.01.2	Equipment Maintenance	1.25	.46	.16	.38	.74	.26
01573.01.2	Troubleshooting	2.13	.83	.30	2.75	1.83	.65
01573.01.2	Repairing	1.25	.46	.16	.63	1.41	.50
01573.01.2	Systems Analysis	3.50	.53	.19	3.50	.53	.19
01573.01.2	Systems Evaluation	3.25	.46	.16	3.75	.71	.25
01573.01.2	Judg. and Dec. Making	3.63	.52	.18	3.75	.71	.25
01573.01.2	Time Management	2.88	.35	.13	3.00	.53	.19
01573.01.2	M. of Financial Resources	1.63	.52	.18	1.00	.93	.33
01573.01.2	M. of Material Resources	1.88	.64	.23	1.38	1.06	.38
01573.01.2	M. of Personnel Resources	2.50	.53	.19	2.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Aerospace Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00101.03.1	Reading Comprehension	4.00	.00	.00	5.00	.53	.19
00101.03.1	Active Listening	3.88	.35	.13	4.13	.35	.13
00101.03.1	Writing	3.88	.35	.13	4.50	.53	.19
00101.03.1	Speaking	3.88	.35	.13	4.25	.46	.16
00101.03.1	Mathematics	3.88	.35	.13	4.75	.46	.16
00101.03.1	Science	4.00	.00	.00	5.13	.35	.13
00101.03.1	Critical Thinking	4.13	.35	.13	4.63	.52	.18
00101.03.1	Active Learning	3.63	.52	.18	3.88	.35	.13
00101.03.1	Learning Strategies	3.38	.52	.18	3.75	.46	.16
00101.03.1	Monitoring	3.75	.46	.16	3.88	.35	.13
00101.03.1	Social Perceptiveness	3.00	.53	.19	3.13	.35	.13
00101.03.1	Coordination	3.25	.46	.16	3.50	.53	.19
00101.03.1	Persuasion	3.13	.35	.13	3.13	.35	.13
00101.03.1	Negotiation	3.00	.53	.19	3.00	.53	.19
00101.03.1	Instructing	3.00	.00	.00	3.25	.71	.25
00101.03.1	Service Orientation	2.88	.35	.13	2.75	.46	.16
00101.03.1	Complex Problem Solving	3.88	.35	.13	4.25	.46	.16
00101.03.1	Operations Analysis	3.88	.35	.13	5.00	.00	.00
00101.03.1	Technology Design	3.25	.46	.16	3.75	.46	.16
00101.03.1	Equipment Selection	1.25	.46	.16	.38	.74	.26
00101.03.1	Installation	1.00	.00	.00	.00	.00	.00
00101.03.1	Programming	2.13	.83	.30	1.75	1.49	.53
00101.03.1	Quality Control Analysis	3.25	.46	.16	3.88	.35	.13
00101.03.1	Operations Monitoring	2.88	.35	.13	3.00	.00	.00
00101.03.1	Operation and Control	1.25	.46	.16	.63	1.19	.42
00101.03.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00101.03.1	Troubleshooting	2.00	.00	.00	2.50	.53	.19
00101.03.1	Repairing	1.00	.00	.00	.00	.00	.00
00101.03.1	Systems Analysis	3.38	.52	.18	4.00	.00	.00
00101.03.1	Systems Evaluation	3.50	.53	.19	3.88	.35	.13
00101.03.1	Judg. and Dec. Making	3.75	.46	.16	3.88	.35	.13
00101.03.1	Time Management	3.25	.46	.16	3.50	.76	.27
00101.03.1	M. of Financial Resources	1.88	.35	.13	1.38	1.19	.42
00101.03.1	M. of Material Resources	1.75	.46	.16	1.00	.76	.27
00101.03.1	M. of Personnel Resources	2.75	.46	.16	3.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Electrical Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00112.03.1	Reading Comprehension	3.88	.35	.13	4.25	.46	.16
00112.03.1	Active Listening	3.88	.35	.13	4.00	.00	.00
00112.03.1	Writing	3.88	.35	.13	3.88	.35	.13
00112.03.1	Speaking	3.75	.46	.16	3.75	.46	.16
00112.03.1	Mathematics	3.25	.46	.16	4.00	.53	.19
00112.03.1	Science	3.13	.35	.13	3.50	.53	.19
00112.03.1	Critical Thinking	3.88	.35	.13	4.00	.00	.00
00112.03.1	Active Learning	3.50	.53	.19	3.38	.52	.18
00112.03.1	Learning Strategies	2.88	.35	.13	3.00	.00	.00
00112.03.1	Monitoring	3.50	.53	.19	3.50	.53	.19
00112.03.1	Social Perceptiveness	3.13	.35	.13	3.13	.35	.13
00112.03.1	Coordination	3.00	.00	.00	3.25	.46	.16
00112.03.1	Persuasion	3.00	.00	.00	2.88	.35	.13
00112.03.1	Negotiation	3.00	.00	.00	2.88	.35	.13
00112.03.1	Instructing	3.00	.00	.00	3.00	.00	.00
00112.03.1	Service Orientation	2.88	.35	.13	3.00	.00	.00
00112.03.1	Complex Problem Solving	3.88	.35	.13	3.75	.46	.16
00112.03.1	Operations Analysis	3.25	.46	.16	3.25	.46	.16
00112.03.1	Technology Design	2.25	.46	.16	2.00	.53	.19
00112.03.1	Equipment Selection	2.00	.00	.00	1.88	.35	.13
00112.03.1	Installation	1.13	.35	.13	.13	.35	.13
00112.03.1	Programming	2.00	.53	.19	1.50	1.07	.38
00112.03.1	Quality Control Analysis	2.88	.35	.13	2.88	.35	.13
00112.03.1	Operations Monitoring	2.88	.35	.13	3.00	.00	.00
00112.03.1	Operation and Control	1.13	.35	.13	.13	.35	.13
00112.03.1	Equipment Maintenance	2.00	.00	.00	2.00	.53	.19
00112.03.1	Troubleshooting	2.88	.64	.23	3.00	.76	.27
00112.03.1	Repairing	2.13	.35	.13	2.38	.74	.26
00112.03.1	Systems Analysis	3.13	.35	.13	3.25	.46	.16
00112.03.1	Systems Evaluation	3.25	.46	.16	3.38	.52	.18
00112.03.1	Judg. and Dec. Making	3.13	.35	.13	3.25	.46	.16
00112.03.1	Time Management	3.13	.35	.13	3.25	.46	.16
00112.03.1	M. of Financial Resources	2.25	.46	.16	2.50	.76	.27
00112.03.1	M. of Material Resources	2.25	.46	.16	2.63	.74	.26
00112.03.1	M. of Personnel Resources	3.00	.00	.00	3.00	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Radio Frequency Identification Device Specialists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01585.01.1	Reading Comprehension	3.63	.52	.18	4.00	.53	.19
01585.01.1	Active Listening	3.75	.46	.16	3.63	.74	.26
01585.01.1	Writing	3.25	.46	.16	3.63	.52	.18
01585.01.1	Speaking	3.75	.46	.16	3.63	.74	.26
01585.01.1	Mathematics	2.63	.52	.18	3.38	.74	.26
01585.01.1	Science	2.00	.76	.27	1.88	1.25	.44
01585.01.1	Critical Thinking	3.88	.35	.13	3.88	.83	.30
01585.01.1	Active Learning	3.13	.35	.13	3.50	.76	.27
01585.01.1	Learning Strategies	2.63	.52	.18	3.25	.71	.25
01585.01.1	Monitoring	3.13	.35	.13	3.75	.89	.31
01585.01.1	Social Perceptiveness	3.00	.53	.19	3.13	.35	.13
01585.01.1	Coordination	3.13	.35	.13	3.38	.52	.18
01585.01.1	Persuasion	2.88	.35	.13	3.38	.52	.18
01585.01.1	Negotiation	2.50	.53	.19	2.75	.46	.16
01585.01.1	Instructing	3.00	.00	.00	3.50	.53	.19
01585.01.1	Service Orientation	2.75	.46	.16	2.88	.64	.23
01585.01.1	Complex Problem Solving	3.38	.74	.26	3.63	.74	.26
01585.01.1	Operations Analysis	2.63	.52	.18	3.00	1.07	.38
01585.01.1	Technology Design	2.50	.53	.19	3.13	1.13	.40
01585.01.1	Equipment Selection	2.50	.53	.19	2.63	.92	.32
01585.01.1	Installation	2.00	.93	.33	2.25	1.91	.67
01585.01.1	Programming	2.50	.93	.33	2.63	1.60	.56
01585.01.1	Quality Control Analysis	2.75	.46	.16	3.00	.93	.33
01585.01.1	Operations Monitoring	2.75	.46	.16	2.88	.35	.13
01585.01.1	Operation and Control	2.25	.46	.16	2.25	.71	.25
01585.01.1	Equipment Maintenance	2.00	.00	.00	2.25	.89	.31
01585.01.1	Troubleshooting	2.38	.52	.18	3.00	.93	.33
01585.01.1	Repairing	2.00	.00	.00	2.25	1.04	.37
01585.01.1	Systems Analysis	3.25	.46	.16	3.50	.76	.27
01585.01.1	Systems Evaluation	2.88	.83	.30	3.50	1.07	.38
01585.01.1	Judg. and Dec. Making	3.38	.52	.18	3.38	.52	.18
01585.01.1	Time Management	3.00	.00	.00	2.88	.35	.13
01585.01.1	M. of Financial Resources	1.88	.64	.23	1.63	1.06	.38
01585.01.1	M. of Material Resources	1.88	.35	.13	1.88	.83	.30
01585.01.1	M. of Personnel Resources	2.75	.46	.16	2.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Marine Architects

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00124.02.1	Reading Comprehension	4.00	.00	.00	5.00	.00	.00
00124.02.1	Active Listening	3.88	.35	.13	4.13	.35	.13
00124.02.1	Writing	3.50	.53	.19	3.88	.35	.13
00124.02.1	Speaking	3.88	.35	.13	4.00	.00	.00
00124.02.1	Mathematics	3.88	.35	.13	5.00	.53	.19
00124.02.1	Science	3.00	.00	.00	4.13	.35	.13
00124.02.1	Critical Thinking	3.88	.35	.13	4.38	.52	.18
00124.02.1	Active Learning	3.63	.52	.18	4.50	.53	.19
00124.02.1	Learning Strategies	2.75	.46	.16	2.75	.46	.16
00124.02.1	Monitoring	3.38	.52	.18	3.88	.64	.23
00124.02.1	Social Perceptiveness	3.13	.35	.13	3.13	.35	.13
00124.02.1	Coordination	3.25	.46	.16	3.50	.53	.19
00124.02.1	Persuasion	2.88	.35	.13	3.38	.52	.18
00124.02.1	Negotiation	2.88	.35	.13	3.00	.00	.00
00124.02.1	Instructing	2.88	.35	.13	3.13	.35	.13
00124.02.1	Service Orientation	2.75	.46	.16	3.00	.00	.00
00124.02.1	Complex Problem Solving	3.75	.46	.16	4.25	.46	.16
00124.02.1	Operations Analysis	3.75	.46	.16	4.50	.53	.19
00124.02.1	Technology Design	2.63	.74	.26	2.88	1.25	.44
00124.02.1	Equipment Selection	1.13	.35	.13	.13	.35	.13
00124.02.1	Installation	1.00	.00	.00	.00	.00	.00
00124.02.1	Programming	2.00	.53	.19	1.63	.92	.32
00124.02.1	Quality Control Analysis	3.13	.35	.13	3.75	.71	.25
00124.02.1	Operations Monitoring	2.63	.52	.18	3.00	.53	.19
00124.02.1	Operation and Control	1.25	.46	.16	.25	.46	.16
00124.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00124.02.1	Troubleshooting	2.38	.52	.18	2.75	.71	.25
00124.02.1	Repairing	1.13	.35	.13	.13	.35	.13
00124.02.1	Systems Analysis	3.38	.52	.18	3.63	.52	.18
00124.02.1	Systems Evaluation	3.13	.35	.13	3.63	.74	.26
00124.02.1	Judg. and Dec. Making	3.88	.35	.13	4.38	.52	.18
00124.02.1	Time Management	3.13	.35	.13	3.25	.46	.16
00124.02.1	M. of Financial Resources	1.88	.64	.23	1.75	1.16	.41
00124.02.1	M. of Material Resources	2.00	.76	.27	1.88	1.25	.44
00124.02.1	M. of Personnel Resources	2.88	.35	.13	2.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Mechanical Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00119.03.1	Reading Comprehension	3.88	.35	.13	4.88	.35	.13
00119.03.1	Active Listening	3.88	.35	.13	4.00	.00	.00
00119.03.1	Writing	3.25	.46	.16	4.00	.00	.00
00119.03.1	Speaking	3.13	.35	.13	3.88	.35	.13
00119.03.1	Mathematics	3.88	.35	.13	4.88	.35	.13
00119.03.1	Science	3.88	.35	.13	4.63	.52	.18
00119.03.1	Critical Thinking	3.88	.35	.13	4.25	.46	.16
00119.03.1	Active Learning	3.38	.52	.18	4.38	.52	.18
00119.03.1	Learning Strategies	2.75	.46	.16	3.50	.53	.19
00119.03.1	Monitoring	3.13	.35	.13	4.25	.46	.16
00119.03.1	Social Perceptiveness	2.88	.35	.13	2.88	.35	.13
00119.03.1	Coordination	3.00	.00	.00	3.50	.53	.19
00119.03.1	Persuasion	3.00	.00	.00	3.50	.53	.19
00119.03.1	Negotiation	2.88	.35	.13	3.00	.53	.19
00119.03.1	Instructing	2.75	.46	.16	3.63	.52	.18
00119.03.1	Service Orientation	3.00	.00	.00	2.88	.35	.13
00119.03.1	Complex Problem Solving	3.75	.46	.16	4.75	.46	.16
00119.03.1	Operations Analysis	3.75	.46	.16	4.63	.52	.18
00119.03.1	Technology Design	3.25	.46	.16	3.75	.46	.16
00119.03.1	Equipment Selection	2.13	.35	.13	2.63	.52	.18
00119.03.1	Installation	2.13	.64	.23	2.63	1.06	.38
00119.03.1	Programming	2.50	.76	.27	2.38	1.06	.38
00119.03.1	Quality Control Analysis	3.25	.46	.16	4.00	.00	.00
00119.03.1	Operations Monitoring	3.00	.53	.19	3.75	.46	.16
00119.03.1	Operation and Control	2.38	.52	.18	2.38	.52	.18
00119.03.1	Equipment Maintenance	1.88	.64	.23	1.63	1.06	.38
00119.03.1	Troubleshooting	3.00	.53	.19	3.63	.52	.18
00119.03.1	Repairing	1.88	.35	.13	1.75	.71	.25
00119.03.1	Systems Analysis	3.25	.46	.16	3.88	.35	.13
00119.03.1	Systems Evaluation	3.38	.52	.18	3.88	.35	.13
00119.03.1	Judg. and Dec. Making	3.75	.46	.16	4.13	.35	.13
00119.03.1	Time Management	3.13	.35	.13	3.63	.52	.18
00119.03.1	M. of Financial Resources	2.50	.76	.27	2.75	.71	.25
00119.03.1	M. of Material Resources	2.50	.53	.19	2.88	.35	.13
00119.03.1	M. of Personnel Resources	2.63	.52	.18	3.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Nanosystems Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01597.01.1	Reading Comprehension	3.88	.35	.13	5.25	.89	.31
01597.01.1	Active Listening	3.63	.52	.18	3.88	.83	.30
01597.01.1	Writing	3.88	.35	.13	4.88	.35	.13
01597.01.1	Speaking	4.00	.00	.00	4.25	.89	.31
01597.01.1	Mathematics	3.75	.46	.16	5.13	.83	.30
01597.01.1	Science	3.88	.64	.23	4.75	1.04	.37
01597.01.1	Critical Thinking	4.00	.00	.00	4.50	.53	.19
01597.01.1	Active Learning	3.75	.71	.25	5.00	1.41	.50
01597.01.1	Learning Strategies	3.00	.53	.19	3.63	.92	.32
01597.01.1	Monitoring	3.25	.46	.16	4.13	.83	.30
01597.01.1	Social Perceptiveness	3.13	.35	.13	3.25	.46	.16
01597.01.1	Coordination	3.00	.00	.00	3.38	.74	.26
01597.01.1	Persuasion	2.75	.46	.16	3.38	.74	.26
01597.01.1	Negotiation	2.75	.46	.16	3.00	.53	.19
01597.01.1	Instructing	2.88	.35	.13	3.38	.92	.32
01597.01.1	Service Orientation	2.88	.64	.23	2.88	.83	.30
01597.01.1	Complex Problem Solving	3.75	.46	.16	4.25	.71	.25
01597.01.1	Operations Analysis	3.13	.83	.30	4.13	1.64	.58
01597.01.1	Technology Design	2.88	.99	.35	3.63	1.92	.68
01597.01.1	Equipment Selection	2.38	.52	.18	3.25	1.49	.53
01597.01.1	Installation	1.00	.00	.00	.00	.00	.00
01597.01.1	Programming	2.38	.52	.18	2.75	1.04	.37
01597.01.1	Quality Control Analysis	2.75	.71	.25	3.75	1.28	.45
01597.01.1	Operations Monitoring	2.75	.89	.31	2.50	1.07	.38
01597.01.1	Operation and Control	2.38	.92	.32	2.13	1.13	.40
01597.01.1	Equipment Maintenance	2.13	.35	.13	2.25	.89	.31
01597.01.1	Troubleshooting	2.38	.52	.18	2.63	.74	.26
01597.01.1	Repairing	2.13	.35	.13	2.25	.89	.31
01597.01.1	Systems Analysis	3.25	.46	.16	3.50	.93	.33
01597.01.1	Systems Evaluation	3.13	.35	.13	3.50	.93	.33
01597.01.1	Judg. and Dec. Making	3.63	.52	.18	3.88	.99	.35
01597.01.1	Time Management	3.13	.35	.13	3.63	1.06	.38
01597.01.1	M. of Financial Resources	2.13	.83	.30	2.25	1.58	.56
01597.01.1	M. of Material Resources	2.25	.71	.25	2.25	1.04	.37
01597.01.1	M. of Personnel Resources	3.00	.00	.00	3.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Solar Energy Systems Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01599.01.1	Reading Comprehension	3.88	.64	.23	4.00	.76	.27
01599.01.1	Active Listening	3.63	.52	.18	3.63	.74	.26
01599.01.1	Writing	3.63	.74	.26	3.75	.89	.31
01599.01.1	Speaking	3.50	.53	.19	3.75	.71	.25
01599.01.1	Mathematics	3.13	.64	.23	3.88	1.13	.40
01599.01.1	Science	3.13	.64	.23	3.75	1.04	.37
01599.01.1	Critical Thinking	3.63	.52	.18	3.88	.64	.23
01599.01.1	Active Learning	3.38	.52	.18	3.63	.92	.32
01599.01.1	Learning Strategies	2.88	.35	.13	3.00	.53	.19
01599.01.1	Monitoring	3.13	.64	.23	3.63	1.06	.38
01599.01.1	Social Perceptiveness	2.88	.35	.13	3.13	.64	.23
01599.01.1	Coordination	3.00	.53	.19	3.00	.76	.27
01599.01.1	Persuasion	2.88	.64	.23	3.00	.76	.27
01599.01.1	Negotiation	2.75	.46	.16	2.88	.64	.23
01599.01.1	Instructing	3.00	.53	.19	3.00	.76	.27
01599.01.1	Service Orientation	2.88	.35	.13	3.00	.53	.19
01599.01.1	Complex Problem Solving	3.50	.53	.19	3.50	.93	.33
01599.01.1	Operations Analysis	2.25	1.39	.49	2.00	2.14	.76
01599.01.1	Technology Design	2.25	1.04	.37	2.00	1.77	.63
01599.01.1	Equipment Selection	1.88	.64	.23	1.50	1.20	.42
01599.01.1	Installation	1.00	.00	.00	.00	.00	.00
01599.01.1	Programming	2.13	.99	.35	1.63	1.30	.46
01599.01.1	Quality Control Analysis	2.63	.52	.18	3.13	.83	.30
01599.01.1	Operations Monitoring	2.63	.52	.18	3.00	.93	.33
01599.01.1	Operation and Control	2.25	.46	.16	2.25	.89	.31
01599.01.1	Equipment Maintenance	2.13	.64	.23	1.88	.99	.35
01599.01.1	Troubleshooting	2.50	.93	.33	2.25	1.39	.49
01599.01.1	Repairing	2.00	.53	.19	1.88	.99	.35
01599.01.1	Systems Analysis	2.88	.83	.30	3.38	1.06	.38
01599.01.1	Systems Evaluation	2.88	.83	.30	3.13	1.25	.44
01599.01.1	Judg. and Dec. Making	3.63	.52	.18	3.38	.92	.32
01599.01.1	Time Management	3.00	.00	.00	3.00	.53	.19
01599.01.1	M. of Financial Resources	2.00	.53	.19	1.88	.99	.35
01599.01.1	M. of Material Resources	1.75	.46	.16	1.63	1.30	.46
01599.01.1	M. of Personnel Resources	2.38	.74	.26	2.38	1.06	.38

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Electro-Mechanical Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01045.02.1	Reading Comprehension	3.25	.46	.16	3.88	.35	.13
01045.02.1	Active Listening	3.13	.35	.13	3.38	.52	.18
01045.02.1	Writing	3.25	.46	.16	3.38	.52	.18
01045.02.1	Speaking	3.25	.46	.16	3.13	.35	.13
01045.02.1	Mathematics	2.88	.35	.13	2.88	.35	.13
01045.02.1	Science	2.75	.71	.25	2.88	.64	.23
01045.02.1	Critical Thinking	3.75	.46	.16	3.75	.46	.16
01045.02.1	Active Learning	2.88	.35	.13	3.00	.00	.00
01045.02.1	Learning Strategies	2.88	.35	.13	3.00	.00	.00
01045.02.1	Monitoring	3.88	.35	.13	4.00	.00	.00
01045.02.1	Social Perceptiveness	3.00	.00	.00	3.13	.35	.13
01045.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
01045.02.1	Persuasion	2.38	.52	.18	2.25	.46	.16
01045.02.1	Negotiation	2.13	.35	.13	2.00	.00	.00
01045.02.1	Instructing	2.88	.35	.13	3.00	.00	.00
01045.02.1	Service Orientation	2.25	.46	.16	2.38	.52	.18
01045.02.1	Complex Problem Solving	3.38	.52	.18	3.13	.35	.13
01045.02.1	Operations Analysis	2.38	.52	.18	2.25	.46	.16
01045.02.1	Technology Design	2.00	.53	.19	1.13	.64	.23
01045.02.1	Equipment Selection	3.00	.00	.00	3.00	.00	.00
01045.02.1	Installation	3.13	.35	.13	3.13	.35	.13
01045.02.1	Programming	2.25	.46	.16	2.00	.53	.19
01045.02.1	Quality Control Analysis	3.88	.35	.13	3.88	.35	.13
01045.02.1	Operations Monitoring	4.00	.00	.00	4.00	.00	.00
01045.02.1	Operation and Control	3.38	.52	.18	3.63	.52	.18
01045.02.1	Equipment Maintenance	3.13	.35	.13	3.88	.35	.13
01045.02.1	Troubleshooting	3.88	.35	.13	3.88	.35	.13
01045.02.1	Repairing	3.75	.46	.16	3.75	.46	.16
01045.02.1	Systems Analysis	2.88	.35	.13	3.00	.00	.00
01045.02.1	Systems Evaluation	2.88	.35	.13	3.00	.00	.00
01045.02.1	Judg. and Dec. Making	3.25	.46	.16	3.13	.35	.13
01045.02.1	Time Management	3.13	.35	.13	3.00	.00	.00
01045.02.1	M. of Financial Resources	2.00	.00	.00	1.25	.46	.16
01045.02.1	M. of Material Resources	2.00	.00	.00	1.38	.52	.18
01045.02.1	M. of Personnel Resources	3.00	.00	.00	2.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Foresters

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00157.02.1	Reading Comprehension	4.00	.00	.00	4.00	.00	.00
00157.02.1	Active Listening	3.63	.52	.18	3.88	.35	.13
00157.02.1	Writing	3.50	.53	.19	4.13	.35	.13
00157.02.1	Speaking	4.00	.00	.00	3.75	.46	.16
00157.02.1	Mathematics	3.00	.00	.00	3.63	.52	.18
00157.02.1	Science	2.88	.35	.13	3.38	.52	.18
00157.02.1	Critical Thinking	3.88	.35	.13	4.25	.46	.16
00157.02.1	Active Learning	3.00	.00	.00	3.63	.52	.18
00157.02.1	Learning Strategies	2.88	.35	.13	3.00	.53	.19
00157.02.1	Monitoring	4.00	.00	.00	4.38	.52	.18
00157.02.1	Social Perceptiveness	3.38	.52	.18	3.38	.52	.18
00157.02.1	Coordination	3.75	.46	.16	4.13	.64	.23
00157.02.1	Persuasion	3.00	.00	.00	3.38	.52	.18
00157.02.1	Negotiation	3.25	.46	.16	3.75	.46	.16
00157.02.1	Instructing	3.13	.35	.13	3.13	.35	.13
00157.02.1	Service Orientation	3.00	.00	.00	3.00	.00	.00
00157.02.1	Complex Problem Solving	3.75	.46	.16	4.13	.35	.13
00157.02.1	Operations Analysis	2.88	.64	.23	2.75	.71	.25
00157.02.1	Technology Design	2.13	.35	.13	2.00	.53	.19
00157.02.1	Equipment Selection	1.88	.35	.13	1.75	.89	.31
00157.02.1	Installation	1.00	.00	.00	.00	.00	.00
00157.02.1	Programming	1.38	.52	.18	.38	.52	.18
00157.02.1	Quality Control Analysis	2.75	.46	.16	2.25	.71	.25
00157.02.1	Operations Monitoring	3.13	.35	.13	3.00	.00	.00
00157.02.1	Operation and Control	3.00	.53	.19	3.13	.35	.13
00157.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00157.02.1	Troubleshooting	1.50	.53	.19	.63	.74	.26
00157.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00157.02.1	Systems Analysis	3.63	.52	.18	4.38	.74	.26
00157.02.1	Systems Evaluation	3.63	.52	.18	3.88	.64	.23
00157.02.1	Judg. and Dec. Making	3.88	.35	.13	4.38	.52	.18
00157.02.1	Time Management	3.75	.46	.16	3.63	.52	.18
00157.02.1	M. of Financial Resources	2.50	.76	.27	2.38	.52	.18
00157.02.1	M. of Material Resources	2.75	.71	.25	2.63	.52	.18
00157.02.1	M. of Personnel Resources	3.38	.52	.18	3.50	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Industrial Ecologists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01619.01.1	Reading Comprehension	4.13	.35	.13	5.00	.76	.27
01619.01.1	Active Listening	3.88	.35	.13	4.13	.99	.35
01619.01.1	Writing	4.00	.00	.00	4.50	.53	.19
01619.01.1	Speaking	3.88	.35	.13	4.38	.74	.26
01619.01.1	Mathematics	3.25	.46	.16	4.13	.99	.35
01619.01.1	Science	3.50	.53	.19	4.13	.64	.23
01619.01.1	Critical Thinking	4.00	.00	.00	4.38	.74	.26
01619.01.1	Active Learning	3.50	.53	.19	4.13	1.13	.40
01619.01.1	Learning Strategies	3.00	.00	.00	3.50	.93	.33
01619.01.1	Monitoring	3.13	.35	.13	3.75	.89	.31
01619.01.1	Social Perceptiveness	3.13	.64	.23	3.25	.71	.25
01619.01.1	Coordination	3.13	.35	.13	3.38	.52	.18
01619.01.1	Persuasion	2.88	.64	.23	3.38	.92	.32
01619.01.1	Negotiation	2.88	.35	.13	2.88	.64	.23
01619.01.1	Instructing	3.00	.00	.00	3.63	.74	.26
01619.01.1	Service Orientation	2.50	.53	.19	2.75	.71	.25
01619.01.1	Complex Problem Solving	3.63	.52	.18	4.13	.64	.23
01619.01.1	Operations Analysis	2.38	1.06	.38	2.63	1.92	.68
01619.01.1	Technology Design	2.13	.64	.23	2.25	1.04	.37
01619.01.1	Equipment Selection	1.13	.35	.13	.25	.71	.25
01619.01.1	Installation	1.00	.00	.00	.00	.00	.00
01619.01.1	Programming	2.38	.52	.18	2.63	1.06	.38
01619.01.1	Quality Control Analysis	1.75	.89	.31	1.50	1.69	.60
01619.01.1	Operations Monitoring	1.75	.71	.25	1.38	1.19	.42
01619.01.1	Operation and Control	1.25	.46	.16	.38	.74	.26
01619.01.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01619.01.1	Troubleshooting	1.13	.35	.13	.25	.71	.25
01619.01.1	Repairing	1.00	.00	.00	.00	.00	.00
01619.01.1	Systems Analysis	3.50	.53	.19	4.00	1.20	.42
01619.01.1	Systems Evaluation	3.38	.52	.18	3.88	.99	.35
01619.01.1	Judg. and Dec. Making	3.88	.35	.13	4.50	.76	.27
01619.01.1	Time Management	2.88	.35	.13	3.00	.53	.19
01619.01.1	M. of Financial Resources	2.00	.76	.27	1.75	1.16	.41
01619.01.1	M. of Material Resources	2.00	.53	.19	2.00	.93	.33
01619.01.1	M. of Personnel Resources	2.88	.35	.13	2.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Historians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00221.02.1	Reading Comprehension	4.75	.46	.16	4.88	.35	.13
00221.02.1	Active Listening	4.00	.00	.00	4.00	.00	.00
00221.02.1	Writing	4.00	.00	.00	4.88	.35	.13
00221.02.1	Speaking	3.88	.35	.13	4.13	.35	.13
00221.02.1	Mathematics	1.75	.46	.16	1.13	.83	.30
00221.02.1	Science	2.63	.52	.18	2.63	.52	.18
00221.02.1	Critical Thinking	4.13	.35	.13	4.13	.35	.13
00221.02.1	Active Learning	3.75	.46	.16	3.75	.46	.16
00221.02.1	Learning Strategies	3.00	.00	.00	3.63	.52	.18
00221.02.1	Monitoring	3.00	.00	.00	3.13	.35	.13
00221.02.1	Social Perceptiveness	3.38	.52	.18	3.38	.52	.18
00221.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
00221.02.1	Persuasion	2.75	.46	.16	3.00	.53	.19
00221.02.1	Negotiation	2.25	.46	.16	2.25	.46	.16
00221.02.1	Instructing	3.25	.46	.16	3.38	.52	.18
00221.02.1	Service Orientation	2.38	.52	.18	2.25	.46	.16
00221.02.1	Complex Problem Solving	3.13	.35	.13	3.13	.35	.13
00221.02.1	Operations Analysis	2.00	.53	.19	1.88	.83	.30
00221.02.1	Technology Design	1.38	.52	.18	.50	.76	.27
00221.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00221.02.1	Installation	1.00	.00	.00	.00	.00	.00
00221.02.1	Programming	1.25	.46	.16	.38	.74	.26
00221.02.1	Quality Control Analysis	1.38	.52	.18	.75	1.04	.37
00221.02.1	Operations Monitoring	1.50	.53	.19	.63	.74	.26
00221.02.1	Operation and Control	1.00	.00	.00	.00	.00	.00
00221.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00221.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00221.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00221.02.1	Systems Analysis	2.25	.46	.16	2.25	.46	.16
00221.02.1	Systems Evaluation	2.25	.46	.16	2.25	.46	.16
00221.02.1	Judg. and Dec. Making	3.13	.35	.13	3.38	.52	.18
00221.02.1	Time Management	2.88	.35	.13	2.88	.35	.13
00221.02.1	M. of Financial Resources	1.50	.53	.19	.88	.99	.35
00221.02.1	M. of Material Resources	1.63	.52	.18	1.13	.99	.35
00221.02.1	M. of Personnel Resources	2.88	.35	.13	2.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Geological Sample Test Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00188.02.1	Reading Comprehension	3.63	.52	.18	4.00	.00	.00
00188.02.1	Active Listening	3.13	.35	.13	3.13	.35	.13
00188.02.1	Writing	3.25	.71	.25	3.25	.71	.25
00188.02.1	Speaking	3.13	.35	.13	3.13	.35	.13
00188.02.1	Mathematics	2.88	.35	.13	3.50	.53	.19
00188.02.1	Science	3.25	.46	.16	3.63	.52	.18
00188.02.1	Critical Thinking	3.75	.46	.16	3.75	.46	.16
00188.02.1	Active Learning	3.13	.35	.13	3.13	.35	.13
00188.02.1	Learning Strategies	2.88	.35	.13	2.88	.35	.13
00188.02.1	Monitoring	3.50	.53	.19	3.75	.46	.16
00188.02.1	Social Perceptiveness	2.75	.46	.16	2.88	.35	.13
00188.02.1	Coordination	2.88	.35	.13	3.00	.00	.00
00188.02.1	Persuasion	2.75	.46	.16	2.13	.35	.13
00188.02.1	Negotiation	2.25	.46	.16	2.13	.35	.13
00188.02.1	Instructing	2.38	.52	.18	2.63	.52	.18
00188.02.1	Service Orientation	2.50	.53	.19	2.25	.46	.16
00188.02.1	Complex Problem Solving	3.00	.00	.00	3.00	.00	.00
00188.02.1	Operations Analysis	2.13	.35	.13	2.38	.52	.18
00188.02.1	Technology Design	1.75	.46	.16	1.00	.76	.27
00188.02.1	Equipment Selection	2.63	.52	.18	2.63	.52	.18
00188.02.1	Installation	1.00	.00	.00	.00	.00	.00
00188.02.1	Programming	2.00	.53	.19	1.50	.76	.27
00188.02.1	Quality Control Analysis	3.00	.53	.19	3.25	.71	.25
00188.02.1	Operations Monitoring	3.13	.35	.13	3.13	.35	.13
00188.02.1	Operation and Control	2.88	.64	.23	2.75	.46	.16
00188.02.1	Equipment Maintenance	2.75	.46	.16	2.63	.52	.18
00188.02.1	Troubleshooting	2.88	.35	.13	2.88	.35	.13
00188.02.1	Repairing	2.75	.46	.16	2.75	.46	.16
00188.02.1	Systems Analysis	3.00	.00	.00	3.00	.00	.00
00188.02.1	Systems Evaluation	2.88	.35	.13	2.88	.35	.13
00188.02.1	Judg. and Dec. Making	3.13	.35	.13	2.88	.35	.13
00188.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
00188.02.1	M. of Financial Resources	1.88	.35	.13	1.38	.74	.26
00188.02.1	M. of Material Resources	1.88	.35	.13	1.63	.74	.26
00188.02.1	M. of Personnel Resources	2.38	.52	.18	2.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Clergy

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00232.02.1	Reading Comprehension	4.13	.35	.13	4.75	.46	.16
00232.02.1	Active Listening	4.38	.52	.18	4.50	.53	.19
00232.02.1	Writing	4.13	.35	.13	4.38	.52	.18
00232.02.1	Speaking	4.63	.52	.18	4.75	.46	.16
00232.02.1	Mathematics	2.38	.52	.18	2.50	.53	.19
00232.02.1	Science	1.63	.52	.18	.88	.83	.30
00232.02.1	Critical Thinking	3.75	.46	.16	4.13	.64	.23
00232.02.1	Active Learning	3.88	.35	.13	4.13	.35	.13
00232.02.1	Learning Strategies	3.75	.46	.16	4.25	.46	.16
00232.02.1	Monitoring	3.38	.52	.18	4.13	.35	.13
00232.02.1	Social Perceptiveness	4.25	.46	.16	5.38	.52	.18
00232.02.1	Coordination	3.50	.53	.19	4.00	.53	.19
00232.02.1	Persuasion	3.88	.35	.13	4.38	.74	.26
00232.02.1	Negotiation	3.88	.35	.13	3.88	.35	.13
00232.02.1	Instructing	4.00	.00	.00	3.88	.35	.13
00232.02.1	Service Orientation	4.25	.46	.16	4.25	.46	.16
00232.02.1	Complex Problem Solving	3.50	.53	.19	3.75	.46	.16
00232.02.1	Operations Analysis	1.63	.74	.26	.88	.99	.35
00232.02.1	Technology Design	1.50	.53	.19	.50	.53	.19
00232.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00232.02.1	Installation	1.00	.00	.00	.00	.00	.00
00232.02.1	Programming	1.50	.53	.19	.50	.53	.19
00232.02.1	Quality Control Analysis	1.25	.46	.16	.38	.74	.26
00232.02.1	Operations Monitoring	1.75	.46	.16	1.38	.92	.32
00232.02.1	Operation and Control	1.75	.46	.16	1.25	.89	.31
00232.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00232.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00232.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00232.02.1	Systems Analysis	3.00	.53	.19	2.88	.35	.13
00232.02.1	Systems Evaluation	3.25	.46	.16	3.88	.35	.13
00232.02.1	Judg. and Dec. Making	4.00	.00	.00	4.00	.53	.19
00232.02.1	Time Management	3.63	.52	.18	3.63	.52	.18
00232.02.1	M. of Financial Resources	2.88	.35	.13	3.38	.52	.18
00232.02.1	M. of Material Resources	3.00	.00	.00	3.13	.35	.13
00232.02.1	M. of Personnel Resources	3.13	.35	.13	3.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Directors, Religious Activities and Education

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00233.02.1	Reading Comprehension	3.88	.35	.13	4.13	.35	.13
00233.02.1	Active Listening	3.88	.35	.13	3.75	.46	.16
00233.02.1	Writing	3.38	.52	.18	3.88	.35	.13
00233.02.1	Speaking	4.00	.00	.00	4.00	.00	.00
00233.02.1	Mathematics	2.38	.52	.18	2.88	.64	.23
00233.02.1	Science	1.75	.46	.16	.88	.64	.23
00233.02.1	Critical Thinking	3.75	.46	.16	3.88	.35	.13
00233.02.1	Active Learning	3.50	.53	.19	3.75	.71	.25
00233.02.1	Learning Strategies	3.50	.53	.19	3.75	.71	.25
00233.02.1	Monitoring	3.00	.00	.00	3.88	.35	.13
00233.02.1	Social Perceptiveness	4.00	.53	.19	4.50	.53	.19
00233.02.1	Coordination	3.75	.46	.16	3.88	.35	.13
00233.02.1	Persuasion	3.25	.46	.16	3.63	.52	.18
00233.02.1	Negotiation	3.00	.00	.00	2.88	.35	.13
00233.02.1	Instructing	3.63	.52	.18	3.25	.46	.16
00233.02.1	Service Orientation	3.50	.53	.19	3.50	.53	.19
00233.02.1	Complex Problem Solving	3.63	.52	.18	3.75	.71	.25
00233.02.1	Operations Analysis	2.63	.52	.18	2.63	.52	.18
00233.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00233.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00233.02.1	Installation	1.00	.00	.00	.00	.00	.00
00233.02.1	Programming	1.75	.46	.16	.75	.46	.16
00233.02.1	Quality Control Analysis	1.88	.64	.23	1.13	.99	.35
00233.02.1	Operations Monitoring	1.75	.46	.16	1.50	.93	.33
00233.02.1	Operation and Control	1.38	.52	.18	.63	.92	.32
00233.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00233.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00233.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00233.02.1	Systems Analysis	3.13	.35	.13	3.00	.53	.19
00233.02.1	Systems Evaluation	3.00	.53	.19	3.25	.46	.16
00233.02.1	Judg. and Dec. Making	3.50	.53	.19	3.38	.52	.18
00233.02.1	Time Management	3.38	.52	.18	3.63	.52	.18
00233.02.1	M. of Financial Resources	2.88	.35	.13	3.13	.35	.13
00233.02.1	M. of Material Resources	2.63	.52	.18	2.75	.46	.16
00233.02.1	M. of Personnel Resources	3.25	.46	.16	3.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Special Education Teachers, Kindergarten and Elementary School

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01695.01.2	Reading Comprehension	3.88	.35	.13	3.88	.35	.13
01695.01.2	Active Listening	3.88	.35	.13	3.88	.35	.13
01695.01.2	Writing	3.75	.46	.16	3.88	.35	.13
01695.01.2	Speaking	3.88	.35	.13	3.88	.64	.23
01695.01.2	Mathematics	2.38	.52	.18	2.38	.74	.26
01695.01.2	Science	1.50	.76	.27	1.00	1.41	.50
01695.01.2	Critical Thinking	3.88	.64	.23	3.63	.52	.18
01695.01.2	Active Learning	3.63	.74	.26	3.75	.46	.16
01695.01.2	Learning Strategies	4.00	.53	.19	4.00	.76	.27
01695.01.2	Monitoring	3.75	.89	.31	3.63	.74	.26
01695.01.2	Social Perceptiveness	4.13	.35	.13	4.25	.46	.16
01695.01.2	Coordination	3.88	.64	.23	3.38	.52	.18
01695.01.2	Persuasion	3.63	.74	.26	3.25	.71	.25
01695.01.2	Negotiation	3.13	.35	.13	3.38	.52	.18
01695.01.2	Instructing	4.13	.64	.23	3.75	.71	.25
01695.01.2	Service Orientation	3.88	.83	.30	3.63	.52	.18
01695.01.2	Complex Problem Solving	3.38	.74	.26	3.25	.71	.25
01695.01.2	Operations Analysis	1.75	1.16	.41	1.00	1.60	.57
01695.01.2	Technology Design	1.63	.52	.18	1.00	.93	.33
01695.01.2	Equipment Selection	1.00	.00	.00	.00	.00	.00
01695.01.2	Installation	1.00	.00	.00	.00	.00	.00
01695.01.2	Programming	1.63	.74	.26	.88	.99	.35
01695.01.2	Quality Control Analysis	1.13	.35	.13	.38	1.06	.38
01695.01.2	Operations Monitoring	1.63	.52	.18	.88	.83	.30
01695.01.2	Operation and Control	1.13	.35	.13	.13	.35	.13
01695.01.2	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01695.01.2	Troubleshooting	1.00	.00	.00	.00	.00	.00
01695.01.2	Repairing	1.00	.00	.00	.00	.00	.00
01695.01.2	Systems Analysis	3.00	.53	.19	3.00	.00	.00
01695.01.2	Systems Evaluation	2.75	.71	.25	2.88	.64	.23
01695.01.2	Judg. and Dec. Making	3.25	.46	.16	3.50	.53	.19
01695.01.2	Time Management	3.63	.52	.18	3.50	.53	.19
01695.01.2	M. of Financial Resources	1.00	.00	.00	.00	.00	.00
01695.01.2	M. of Material Resources	1.50	.76	.27	.75	1.16	.41
01695.01.2	M. of Personnel Resources	2.38	.74	.26	2.63	1.19	.42

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Farm and Home Management Advisors

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00269.02.1	Reading Comprehension	4.00	.00	.00	4.50	.76	.27
00269.02.1	Active Listening	4.50	.53	.19	4.13	.35	.13
00269.02.1	Writing	3.88	.35	.13	4.13	.35	.13
00269.02.1	Speaking	4.13	.64	.23	4.13	.35	.13
00269.02.1	Mathematics	2.88	.35	.13	3.63	.52	.18
00269.02.1	Science	2.75	.46	.16	2.88	.64	.23
00269.02.1	Critical Thinking	3.75	.46	.16	4.13	.35	.13
00269.02.1	Active Learning	3.88	.35	.13	4.50	.53	.19
00269.02.1	Learning Strategies	3.88	.35	.13	4.25	.46	.16
00269.02.1	Monitoring	3.38	.52	.18	4.00	.00	.00
00269.02.1	Social Perceptiveness	3.75	.46	.16	4.00	.00	.00
00269.02.1	Coordination	3.88	.35	.13	4.00	.00	.00
00269.02.1	Persuasion	3.13	.35	.13	3.75	.46	.16
00269.02.1	Negotiation	3.00	.00	.00	3.63	.52	.18
00269.02.1	Instructing	3.88	.35	.13	3.88	.35	.13
00269.02.1	Service Orientation	3.88	.35	.13	3.88	.35	.13
00269.02.1	Complex Problem Solving	3.88	.35	.13	3.88	.35	.13
00269.02.1	Operations Analysis	2.38	.52	.18	2.75	.71	.25
00269.02.1	Technology Design	2.00	.00	.00	1.63	.52	.18
00269.02.1	Equipment Selection	1.13	.35	.13	.13	.35	.13
00269.02.1	Installation	1.00	.00	.00	.00	.00	.00
00269.02.1	Programming	1.75	.46	.16	1.50	.93	.33
00269.02.1	Quality Control Analysis	1.88	.35	.13	1.13	.64	.23
00269.02.1	Operations Monitoring	2.50	.53	.19	2.25	.46	.16
00269.02.1	Operation and Control	2.75	.46	.16	2.63	.52	.18
00269.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00269.02.1	Troubleshooting	1.13	.35	.13	.13	.35	.13
00269.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00269.02.1	Systems Analysis	3.63	.52	.18	3.75	.46	.16
00269.02.1	Systems Evaluation	3.63	.52	.18	3.75	.46	.16
00269.02.1	Judg. and Dec. Making	3.88	.35	.13	3.88	.35	.13
00269.02.1	Time Management	3.63	.52	.18	3.50	.53	.19
00269.02.1	M. of Financial Resources	2.75	.46	.16	2.88	.35	.13
00269.02.1	M. of Material Resources	2.50	.53	.19	2.38	.52	.18
00269.02.1	M. of Personnel Resources	3.00	.00	.00	3.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Floral Designers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00376.02.1	Reading Comprehension	2.88	.35	.13	3.00	.00	.00
00376.02.1	Active Listening	4.00	.00	.00	3.13	.35	.13
00376.02.1	Writing	2.50	.53	.19	2.75	.46	.16
00376.02.1	Speaking	3.88	.35	.13	3.38	.52	.18
00376.02.1	Mathematics	2.25	.46	.16	2.13	.35	.13
00376.02.1	Science	1.25	.46	.16	.25	.46	.16
00376.02.1	Critical Thinking	3.25	.46	.16	3.38	.52	.18
00376.02.1	Active Learning	3.00	.00	.00	2.88	.35	.13
00376.02.1	Learning Strategies	2.25	.46	.16	2.13	.35	.13
00376.02.1	Monitoring	3.00	.53	.19	2.88	.35	.13
00376.02.1	Social Perceptiveness	3.38	.52	.18	3.00	.00	.00
00376.02.1	Coordination	2.88	.35	.13	2.88	.35	.13
00376.02.1	Persuasion	2.88	.35	.13	2.88	.35	.13
00376.02.1	Negotiation	2.38	.52	.18	2.50	.53	.19
00376.02.1	Instructing	2.25	.46	.16	2.25	.46	.16
00376.02.1	Service Orientation	3.38	.52	.18	3.00	.00	.00
00376.02.1	Complex Problem Solving	2.75	.46	.16	2.63	.52	.18
00376.02.1	Operations Analysis	3.00	.00	.00	2.75	.46	.16
00376.02.1	Technology Design	1.50	.53	.19	.50	.53	.19
00376.02.1	Equipment Selection	1.63	.52	.18	.63	.52	.18
00376.02.1	Installation	1.00	.00	.00	.00	.00	.00
00376.02.1	Programming	1.38	.52	.18	.38	.52	.18
00376.02.1	Quality Control Analysis	2.00	.00	.00	1.38	.52	.18
00376.02.1	Operations Monitoring	1.25	.46	.16	.38	.74	.26
00376.02.1	Operation and Control	1.38	.52	.18	.38	.52	.18
00376.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00376.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00376.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00376.02.1	Systems Analysis	2.00	.00	.00	1.88	.35	.13
00376.02.1	Systems Evaluation	2.00	.00	.00	1.50	.53	.19
00376.02.1	Judg. and Dec. Making	3.13	.35	.13	2.75	.46	.16
00376.02.1	Time Management	3.25	.46	.16	2.88	.35	.13
00376.02.1	M. of Financial Resources	2.00	.53	.19	1.75	.71	.25
00376.02.1	M. of Material Resources	2.75	.46	.16	2.25	.46	.16
00376.02.1	M. of Personnel Resources	2.13	.35	.13	2.25	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Merchandise Displayers and Window Trimmers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00378.02.1	Reading Comprehension	3.00	.00	.00	3.13	.35	.13
00378.02.1	Active Listening	3.50	.53	.19	3.13	.35	.13
00378.02.1	Writing	2.88	.35	.13	2.88	.35	.13
00378.02.1	Speaking	3.25	.46	.16	3.25	.46	.16
00378.02.1	Mathematics	2.00	.00	.00	1.38	.52	.18
00378.02.1	Science	1.25	.46	.16	.25	.46	.16
00378.02.1	Critical Thinking	3.25	.46	.16	3.38	.52	.18
00378.02.1	Active Learning	2.88	.35	.13	3.00	.53	.19
00378.02.1	Learning Strategies	2.38	.52	.18	2.00	.93	.33
00378.02.1	Monitoring	2.75	.46	.16	2.88	.64	.23
00378.02.1	Social Perceptiveness	3.00	.53	.19	2.88	.35	.13
00378.02.1	Coordination	3.00	.00	.00	3.13	.35	.13
00378.02.1	Persuasion	2.88	.35	.13	3.00	.53	.19
00378.02.1	Negotiation	2.38	.52	.18	2.25	.46	.16
00378.02.1	Instructing	2.25	.46	.16	2.38	.52	.18
00378.02.1	Service Orientation	2.88	.35	.13	2.88	.35	.13
00378.02.1	Complex Problem Solving	2.88	.64	.23	2.88	.35	.13
00378.02.1	Operations Analysis	2.38	.52	.18	2.00	.53	.19
00378.02.1	Technology Design	1.75	.46	.16	.75	.46	.16
00378.02.1	Equipment Selection	1.38	.52	.18	.50	.76	.27
00378.02.1	Installation	1.13	.35	.13	.13	.35	.13
00378.02.1	Programming	1.50	.53	.19	.50	.53	.19
00378.02.1	Quality Control Analysis	2.13	.35	.13	1.75	.71	.25
00378.02.1	Operations Monitoring	1.75	.46	.16	1.00	.76	.27
00378.02.1	Operation and Control	1.75	.46	.16	1.00	.76	.27
00378.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00378.02.1	Troubleshooting	1.63	.52	.18	.75	.71	.25
00378.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00378.02.1	Systems Analysis	2.38	.52	.18	2.38	.74	.26
00378.02.1	Systems Evaluation	2.25	.46	.16	2.38	.74	.26
00378.02.1	Judg. and Dec. Making	3.13	.35	.13	3.00	.00	.00
00378.02.1	Time Management	3.00	.00	.00	2.88	.35	.13
00378.02.1	M. of Financial Resources	1.63	.52	.18	.75	.71	.25
00378.02.1	M. of Material Resources	2.00	.00	.00	1.50	.76	.27
00378.02.1	M. of Personnel Resources	2.25	.46	.16	2.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Opticians, Dispensing

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00317.03.1	Reading Comprehension	3.63	.52	.18	3.75	.46	.16
00317.03.1	Active Listening	3.75	.46	.16	3.63	.52	.18
00317.03.1	Writing	3.25	.46	.16	3.13	.35	.13
00317.03.1	Speaking	4.00	.00	.00	3.75	.46	.16
00317.03.1	Mathematics	2.88	.35	.13	2.75	.46	.16
00317.03.1	Science	1.75	.46	.16	1.00	.76	.27
00317.03.1	Critical Thinking	3.38	.52	.18	3.63	.52	.18
00317.03.1	Active Learning	3.00	.00	.00	2.88	.35	.13
00317.03.1	Learning Strategies	2.88	.35	.13	2.88	.35	.13
00317.03.1	Monitoring	3.00	.00	.00	3.00	.53	.19
00317.03.1	Social Perceptiveness	3.25	.46	.16	3.13	.35	.13
00317.03.1	Coordination	3.00	.00	.00	3.00	.00	.00
00317.03.1	Persuasion	3.13	.35	.13	3.13	.35	.13
00317.03.1	Negotiation	2.88	.35	.13	2.88	.35	.13
00317.03.1	Instructing	2.88	.35	.13	3.00	.00	.00
00317.03.1	Service Orientation	3.38	.52	.18	3.25	.46	.16
00317.03.1	Complex Problem Solving	2.75	.46	.16	2.88	.35	.13
00317.03.1	Operations Analysis	2.00	.53	.19	1.63	.74	.26
00317.03.1	Technology Design	1.75	.46	.16	1.25	.89	.31
00317.03.1	Equipment Selection	1.50	.53	.19	.63	.74	.26
00317.03.1	Installation	1.00	.00	.00	.00	.00	.00
00317.03.1	Programming	1.38	.52	.18	.38	.52	.18
00317.03.1	Quality Control Analysis	2.50	.53	.19	2.38	.52	.18
00317.03.1	Operations Monitoring	2.25	.46	.16	2.13	.35	.13
00317.03.1	Operation and Control	2.13	.35	.13	1.88	.35	.13
00317.03.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00317.03.1	Troubleshooting	2.00	.00	.00	1.75	.46	.16
00317.03.1	Repairing	1.63	.52	.18	.75	.71	.25
00317.03.1	Systems Analysis	2.25	.46	.16	2.25	.46	.16
00317.03.1	Systems Evaluation	2.38	.52	.18	2.38	.52	.18
00317.03.1	Judg. and Dec. Making	3.13	.35	.13	2.88	.35	.13
00317.03.1	Time Management	3.00	.00	.00	2.75	.46	.16
00317.03.1	M. of Financial Resources	1.75	.46	.16	1.13	.83	.30
00317.03.1	M. of Material Resources	2.00	.53	.19	1.38	.92	.32
00317.03.1	M. of Personnel Resources	2.63	.52	.18	2.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Surgical Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01703.01.1	Reading Comprehension	3.63	.52	.18	4.00	.53	.19
01703.01.1	Active Listening	4.00	.53	.19	3.88	.35	.13
01703.01.1	Writing	3.13	.64	.23	3.38	.52	.18
01703.01.1	Speaking	3.75	.46	.16	3.88	.35	.13
01703.01.1	Mathematics	2.50	.53	.19	2.63	.74	.26
01703.01.1	Science	2.63	.52	.18	2.63	.74	.26
01703.01.1	Critical Thinking	3.63	.52	.18	3.50	.53	.19
01703.01.1	Active Learning	3.00	.53	.19	3.13	.35	.13
01703.01.1	Learning Strategies	3.13	.35	.13	3.13	.35	.13
01703.01.1	Monitoring	3.63	.74	.26	3.50	.53	.19
01703.01.1	Social Perceptiveness	3.13	.35	.13	3.38	.52	.18
01703.01.1	Coordination	3.38	.52	.18	3.25	.46	.16
01703.01.1	Persuasion	2.75	.46	.16	2.63	.52	.18
01703.01.1	Negotiation	2.75	.46	.16	2.63	.52	.18
01703.01.1	Instructing	2.63	.52	.18	2.88	.35	.13
01703.01.1	Service Orientation	3.38	.52	.18	3.25	.71	.25
01703.01.1	Complex Problem Solving	3.25	.46	.16	3.13	.35	.13
01703.01.1	Operations Analysis	1.50	.76	.27	.88	1.25	.44
01703.01.1	Technology Design	1.63	.52	.18	1.13	.99	.35
01703.01.1	Equipment Selection	1.75	.89	.31	1.13	1.25	.44
01703.01.1	Installation	1.25	.71	.25	.38	1.06	.38
01703.01.1	Programming	1.50	.53	.19	.88	.99	.35
01703.01.1	Quality Control Analysis	2.75	.71	.25	2.63	.74	.26
01703.01.1	Operations Monitoring	3.25	.46	.16	3.38	.52	.18
01703.01.1	Operation and Control	2.88	.83	.30	2.75	.71	.25
01703.01.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01703.01.1	Troubleshooting	2.13	.64	.23	1.75	1.04	.37
01703.01.1	Repairing	1.00	.00	.00	.00	.00	.00
01703.01.1	Systems Analysis	2.75	.46	.16	2.75	.46	.16
01703.01.1	Systems Evaluation	2.63	.52	.18	2.75	.46	.16
01703.01.1	Judg. and Dec. Making	3.13	.64	.23	3.13	.35	.13
01703.01.1	Time Management	2.88	.35	.13	2.75	.46	.16
01703.01.1	M. of Financial Resources	1.88	.64	.23	1.25	1.04	.37
01703.01.1	M. of Material Resources	2.13	.83	.30	1.75	1.16	.41
01703.01.1	M. of Personnel Resources	2.38	.74	.26	2.13	.99	.35

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Massage Therapists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01332.03.1	Reading Comprehension	3.00	.53	.19	3.00	.53	.19
01332.03.1	Active Listening	3.75	.46	.16	3.25	.46	.16
01332.03.1	Writing	3.13	.64	.23	3.13	.64	.23
01332.03.1	Speaking	3.63	.52	.18	3.50	.53	.19
01332.03.1	Mathematics	1.75	.46	.16	.88	.64	.23
01332.03.1	Science	1.88	.35	.13	1.13	.64	.23
01332.03.1	Critical Thinking	3.13	.35	.13	3.25	.46	.16
01332.03.1	Active Learning	2.88	.35	.13	3.13	.35	.13
01332.03.1	Learning Strategies	2.75	.46	.16	2.75	.46	.16
01332.03.1	Monitoring	2.88	.35	.13	2.88	.35	.13
01332.03.1	Social Perceptiveness	3.38	.52	.18	3.25	.71	.25
01332.03.1	Coordination	2.63	.74	.26	2.38	1.06	.38
01332.03.1	Persuasion	2.13	.64	.23	1.88	.83	.30
01332.03.1	Negotiation	1.88	.35	.13	1.75	.71	.25
01332.03.1	Instructing	2.38	.52	.18	2.13	.35	.13
01332.03.1	Service Orientation	3.25	.46	.16	3.00	.00	.00
01332.03.1	Complex Problem Solving	3.00	.53	.19	2.75	.46	.16
01332.03.1	Operations Analysis	2.13	.64	.23	1.63	.92	.32
01332.03.1	Technology Design	1.63	.52	.18	.75	.71	.25
01332.03.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
01332.03.1	Installation	1.00	.00	.00	.00	.00	.00
01332.03.1	Programming	1.00	.00	.00	.00	.00	.00
01332.03.1	Quality Control Analysis	1.75	.46	.16	.88	.64	.23
01332.03.1	Operations Monitoring	1.38	.52	.18	.38	.52	.18
01332.03.1	Operation and Control	1.00	.00	.00	.00	.00	.00
01332.03.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01332.03.1	Troubleshooting	1.38	.52	.18	.38	.52	.18
01332.03.1	Repairing	1.00	.00	.00	.00	.00	.00
01332.03.1	Systems Analysis	2.25	.46	.16	2.13	.35	.13
01332.03.1	Systems Evaluation	2.38	.52	.18	2.38	.52	.18
01332.03.1	Judg. and Dec. Making	3.13	.35	.13	2.88	.64	.23
01332.03.1	Time Management	2.88	.35	.13	2.63	.52	.18
01332.03.1	M. of Financial Resources	1.38	.52	.18	.38	.52	.18
01332.03.1	M. of Material Resources	1.38	.52	.18	.38	.52	.18
01332.03.1	M. of Personnel Resources	1.75	.46	.16	1.00	.76	.27

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Private Detectives and Investigators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00557.02.1	Reading Comprehension	3.88	.35	.13	4.00	.00	.00
00557.02.1	Active Listening	4.13	.35	.13	4.13	.35	.13
00557.02.1	Writing	3.63	.74	.26	3.63	.52	.18
00557.02.1	Speaking	4.00	.00	.00	3.88	.35	.13
00557.02.1	Mathematics	2.25	.46	.16	2.13	.35	.13
00557.02.1	Science	1.50	.53	.19	.63	.74	.26
00557.02.1	Critical Thinking	3.88	.35	.13	4.13	.35	.13
00557.02.1	Active Learning	3.38	.52	.18	3.38	.74	.26
00557.02.1	Learning Strategies	2.50	.53	.19	2.13	.64	.23
00557.02.1	Monitoring	3.38	.52	.18	3.50	.53	.19
00557.02.1	Social Perceptiveness	3.50	.53	.19	3.50	.53	.19
00557.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
00557.02.1	Persuasion	2.88	.35	.13	3.00	.53	.19
00557.02.1	Negotiation	2.88	.35	.13	2.88	.35	.13
00557.02.1	Instructing	2.25	.46	.16	2.25	.46	.16
00557.02.1	Service Orientation	3.00	.00	.00	2.88	.35	.13
00557.02.1	Complex Problem Solving	3.75	.46	.16	3.00	.00	.00
00557.02.1	Operations Analysis	1.88	.64	.23	1.50	.93	.33
00557.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00557.02.1	Equipment Selection	1.25	.46	.16	.38	.74	.26
00557.02.1	Installation	1.00	.00	.00	.00	.00	.00
00557.02.1	Programming	1.75	.46	.16	1.00	.76	.27
00557.02.1	Quality Control Analysis	1.75	.46	.16	1.25	.89	.31
00557.02.1	Operations Monitoring	1.88	.64	.23	.88	.64	.23
00557.02.1	Operation and Control	2.13	.35	.13	1.38	.74	.26
00557.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00557.02.1	Troubleshooting	1.38	.52	.18	.38	.52	.18
00557.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00557.02.1	Systems Analysis	2.88	.35	.13	2.88	.35	.13
00557.02.1	Systems Evaluation	2.75	.46	.16	2.88	.64	.23
00557.02.1	Judg. and Dec. Making	3.38	.52	.18	3.38	.52	.18
00557.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
00557.02.1	M. of Financial Resources	1.75	.46	.16	1.13	.83	.30
00557.02.1	M. of Material Resources	1.88	.35	.13	1.00	.53	.19
00557.02.1	M. of Personnel Resources	2.25	.46	.16	2.00	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Baristas

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01665.01.1	Reading Comprehension	3.00	.00	.00	2.75	.71	.25
01665.01.1	Active Listening	3.50	.76	.27	2.63	.74	.26
01665.01.1	Writing	2.63	.52	.18	2.38	.52	.18
01665.01.1	Speaking	3.38	.52	.18	2.63	.74	.26
01665.01.1	Mathematics	2.13	.35	.13	2.00	.00	.00
01665.01.1	Science	1.00	.00	.00	.00	.00	.00
01665.01.1	Critical Thinking	2.88	.35	.13	2.75	.71	.25
01665.01.1	Active Learning	2.63	.52	.18	2.63	.52	.18
01665.01.1	Learning Strategies	2.38	.74	.26	2.00	.93	.33
01665.01.1	Monitoring	3.00	.00	.00	2.50	.53	.19
01665.01.1	Social Perceptiveness	3.13	.35	.13	2.63	.52	.18
01665.01.1	Coordination	3.00	.53	.19	2.75	.46	.16
01665.01.1	Persuasion	2.75	.46	.16	2.50	.53	.19
01665.01.1	Negotiation	2.50	.53	.19	2.50	.53	.19
01665.01.1	Instructing	2.25	.46	.16	2.50	.53	.19
01665.01.1	Service Orientation	3.38	.52	.18	2.88	.35	.13
01665.01.1	Complex Problem Solving	2.38	.52	.18	2.25	.46	.16
01665.01.1	Operations Analysis	1.13	.35	.13	.25	.71	.25
01665.01.1	Technology Design	1.38	.52	.18	.50	.76	.27
01665.01.1	Equipment Selection	1.63	.52	.18	1.13	.99	.35
01665.01.1	Installation	1.00	.00	.00	.00	.00	.00
01665.01.1	Programming	1.00	.00	.00	.00	.00	.00
01665.01.1	Quality Control Analysis	2.25	.71	.25	1.88	.99	.35
01665.01.1	Operations Monitoring	2.50	.53	.19	2.38	.52	.18
01665.01.1	Operation and Control	2.75	.71	.25	2.25	.46	.16
01665.01.1	Equipment Maintenance	2.13	.64	.23	1.63	.74	.26
01665.01.1	Troubleshooting	2.13	.64	.23	1.63	.74	.26
01665.01.1	Repairing	2.00	.53	.19	1.50	.76	.27
01665.01.1	Systems Analysis	1.75	.46	.16	1.38	.92	.32
01665.01.1	Systems Evaluation	1.75	.46	.16	1.25	.89	.31
01665.01.1	Judg. and Dec. Making	2.38	.52	.18	2.25	.46	.16
01665.01.1	Time Management	2.63	.52	.18	2.38	.52	.18
01665.01.1	M. of Financial Resources	1.75	.46	.16	1.13	.83	.30
01665.01.1	M. of Material Resources	1.88	.64	.23	1.13	.83	.30
01665.01.1	M. of Personnel Resources	2.13	.64	.23	1.88	.83	.30

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## 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
01349.02.1	Reading Comprehension	3.25	.46	.16	3.50	.53	.19
01349.02.1	Active Listening	3.88	.35	.13	3.63	.52	.18
01349.02.1	Writing	3.00	.00	.00	3.13	.35	.13
01349.02.1	Speaking	3.75	.46	.16	3.75	.46	.16
01349.02.1	Mathematics	2.75	.46	.16	2.75	.46	.16
01349.02.1	Science	1.38	.52	.18	.38	.52	.18
01349.02.1	Critical Thinking	3.88	.35	.13	3.75	.46	.16
01349.02.1	Active Learning	3.13	.35	.13	3.00	.00	.00
01349.02.1	Learning Strategies	3.13	.35	.13	3.13	.35	.13
01349.02.1	Monitoring	3.75	.46	.16	3.63	.52	.18
01349.02.1	Social Perceptiveness	3.38	.52	.18	3.63	.52	.18
01349.02.1	Coordination	3.88	.35	.13	3.88	.35	.13
01349.02.1	Persuasion	3.00	.00	.00	3.25	.46	.16
01349.02.1	Negotiation	3.00	.00	.00	3.00	.00	.00
01349.02.1	Instructing	3.13	.35	.13	3.00	.00	.00
01349.02.1	Service Orientation	3.13	.35	.13	3.00	.00	.00
01349.02.1	Complex Problem Solving	3.25	.46	.16	3.25	.46	.16
01349.02.1	Operations Analysis	2.25	.46	.16	2.13	.35	.13
01349.02.1	Technology Design	1.75	.46	.16	.75	.46	.16
01349.02.1	Equipment Selection	1.88	.35	.13	1.38	.74	.26
01349.02.1	Installation	1.25	.46	.16	.25	.46	.16
01349.02.1	Programming	1.63	.52	.18	.63	.52	.18
01349.02.1	Quality Control Analysis	2.88	.35	.13	2.75	.46	.16
01349.02.1	Operations Monitoring	3.00	.00	.00	3.00	.53	.19
01349.02.1	Operation and Control	3.00	.00	.00	2.88	.35	.13
01349.02.1	Equipment Maintenance	1.75	.46	.16	1.50	.93	.33
01349.02.1	Troubleshooting	2.13	.35	.13	2.00	.00	.00
01349.02.1	Repairing	1.75	.46	.16	1.38	.92	.32
01349.02.1	Systems Analysis	2.75	.46	.16	2.75	.46	.16
01349.02.1	Systems Evaluation	2.63	.52	.18	2.75	.71	.25
01349.02.1	Judg. and Dec. Making	3.25	.46	.16	3.00	.00	.00
01349.02.1	Time Management	3.75	.46	.16	3.50	.53	.19
01349.02.1	M. of Financial Resources	2.25	.71	.25	2.13	1.13	.40
01349.02.1	M. of Material Resources	2.63	.52	.18	2.63	.52	.18
01349.02.1	M. of Personnel Resources	3.75	.46	.16	3.50	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Pest Control Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00598.02.1	Reading Comprehension	3.00	.53	.19	3.00	.00	.00
00598.02.1	Active Listening	3.75	.46	.16	3.00	.00	.00
00598.02.1	Writing	3.63	.52	.18	3.00	.00	.00
00598.02.1	Speaking	3.63	.52	.18	3.00	.00	.00
00598.02.1	Mathematics	2.63	.52	.18	2.63	.74	.26
00598.02.1	Science	2.00	.00	.00	1.75	.46	.16
00598.02.1	Critical Thinking	3.75	.46	.16	3.38	.52	.18
00598.02.1	Active Learning	3.13	.35	.13	2.88	.35	.13
00598.02.1	Learning Strategies	2.75	.46	.16	2.75	.46	.16
00598.02.1	Monitoring	3.63	.52	.18	3.00	.00	.00
00598.02.1	Social Perceptiveness	3.38	.52	.18	2.88	.35	.13
00598.02.1	Coordination	3.13	.35	.13	3.00	.00	.00
00598.02.1	Persuasion	3.13	.35	.13	3.00	.00	.00
00598.02.1	Negotiation	3.13	.35	.13	2.88	.35	.13
00598.02.1	Instructing	2.88	.35	.13	2.88	.35	.13
00598.02.1	Service Orientation	3.25	.46	.16	3.00	.53	.19
00598.02.1	Complex Problem Solving	3.25	.46	.16	3.00	.00	.00
00598.02.1	Operations Analysis	1.88	.35	.13	1.25	.71	.25
00598.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00598.02.1	Equipment Selection	2.13	.35	.13	1.88	.35	.13
00598.02.1	Installation	1.00	.00	.00	.00	.00	.00
00598.02.1	Programming	1.00	.00	.00	.00	.00	.00
00598.02.1	Quality Control Analysis	2.63	.52	.18	2.38	.52	.18
00598.02.1	Operations Monitoring	3.00	.00	.00	2.75	.46	.16
00598.02.1	Operation and Control	3.00	.00	.00	2.63	.52	.18
00598.02.1	Equipment Maintenance	2.25	.46	.16	1.88	.35	.13
00598.02.1	Troubleshooting	2.50	.53	.19	2.00	.00	.00
00598.02.1	Repairing	2.25	.46	.16	1.88	.35	.13
00598.02.1	Systems Analysis	2.88	.35	.13	2.63	.52	.18
00598.02.1	Systems Evaluation	2.63	.52	.18	2.00	.00	.00
00598.02.1	Judg. and Dec. Making	3.13	.35	.13	2.88	.35	.13
00598.02.1	Time Management	3.50	.53	.19	3.00	.00	.00
00598.02.1	M. of Financial Resources	2.13	.35	.13	2.00	.00	.00
00598.02.1	M. of Material Resources	2.13	.35	.13	2.00	.53	.19
00598.02.1	M. of Personnel Resources	3.00	.00	.00	2.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Landscaping and Groundskeeping Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00653.02.1	Reading Comprehension	2.25	.46	.16	1.88	.35	.13
00653.02.1	Active Listening	2.75	.46	.16	2.25	.71	.25
00653.02.1	Writing	1.75	.46	.16	1.25	.89	.31
00653.02.1	Speaking	2.88	.35	.13	1.88	.35	.13
00653.02.1	Mathematics	1.75	.46	.16	.75	.46	.16
00653.02.1	Science	1.63	.52	.18	.88	.83	.30
00653.02.1	Critical Thinking	2.88	.35	.13	1.88	.35	.13
00653.02.1	Active Learning	2.25	.46	.16	2.00	.00	.00
00653.02.1	Learning Strategies	2.13	.35	.13	1.88	.35	.13
00653.02.1	Monitoring	2.50	.53	.19	1.88	.35	.13
00653.02.1	Social Perceptiveness	2.50	.53	.19	2.00	.53	.19
00653.02.1	Coordination	2.75	.46	.16	2.38	.52	.18
00653.02.1	Persuasion	2.00	.53	.19	1.63	.74	.26
00653.02.1	Negotiation	1.88	.35	.13	1.38	.74	.26
00653.02.1	Instructing	2.00	.00	.00	1.75	.46	.16
00653.02.1	Service Orientation	2.50	.53	.19	2.13	.35	.13
00653.02.1	Complex Problem Solving	2.25	.46	.16	2.13	.35	.13
00653.02.1	Operations Analysis	1.25	.46	.16	.25	.46	.16
00653.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00653.02.1	Equipment Selection	2.13	.35	.13	1.75	.46	.16
00653.02.1	Installation	1.13	.35	.13	.25	.71	.25
00653.02.1	Programming	1.00	.00	.00	.00	.00	.00
00653.02.1	Quality Control Analysis	2.00	.00	.00	2.00	.00	.00
00653.02.1	Operations Monitoring	2.75	.46	.16	2.25	.46	.16
00653.02.1	Operation and Control	3.13	.35	.13	2.63	.52	.18
00653.02.1	Equipment Maintenance	2.13	.35	.13	1.88	.35	.13
00653.02.1	Troubleshooting	2.13	.35	.13	2.00	.00	.00
00653.02.1	Repairing	2.25	.46	.16	2.00	.00	.00
00653.02.1	Systems Analysis	1.88	.35	.13	1.63	.74	.26
00653.02.1	Systems Evaluation	1.88	.35	.13	1.63	.74	.26
00653.02.1	Judg. and Dec. Making	2.50	.53	.19	2.25	.46	.16
00653.02.1	Time Management	2.63	.52	.18	2.00	.00	.00
00653.02.1	M. of Financial Resources	1.13	.35	.13	.13	.35	.13
00653.02.1	M. of Material Resources	1.50	.53	.19	.50	.53	.19
00653.02.1	M. of Personnel Resources	2.13	.35	.13	1.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Pesticide Handlers, Sprayers, and Applicators, Vegetation

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00652.02.1	Reading Comprehension	3.00	.00	.00	2.88	.35	.13
00652.02.1	Active Listening	3.25	.46	.16	3.00	.00	.00
00652.02.1	Writing	2.50	.53	.19	2.25	.46	.16
00652.02.1	Speaking	3.13	.35	.13	3.00	.00	.00
00652.02.1	Mathematics	2.25	.46	.16	2.00	.00	.00
00652.02.1	Science	2.00	.53	.19	1.38	.92	.32
00652.02.1	Critical Thinking	3.13	.35	.13	2.88	.35	.13
00652.02.1	Active Learning	2.88	.35	.13	2.38	.52	.18
00652.02.1	Learning Strategies	2.25	.46	.16	2.00	.00	.00
00652.02.1	Monitoring	2.88	.35	.13	2.75	.46	.16
00652.02.1	Social Perceptiveness	3.00	.00	.00	2.50	.53	.19
00652.02.1	Coordination	3.00	.00	.00	2.75	.46	.16
00652.02.1	Persuasion	2.38	.52	.18	2.38	.52	.18
00652.02.1	Negotiation	2.38	.52	.18	1.75	.46	.16
00652.02.1	Instructing	2.38	.52	.18	2.13	.35	.13
00652.02.1	Service Orientation	2.50	.53	.19	2.25	.46	.16
00652.02.1	Complex Problem Solving	3.00	.53	.19	2.88	.35	.13
00652.02.1	Operations Analysis	1.25	.46	.16	.38	.74	.26
00652.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
00652.02.1	Equipment Selection	2.25	.46	.16	1.88	.35	.13
00652.02.1	Installation	1.00	.00	.00	.00	.00	.00
00652.02.1	Programming	1.00	.00	.00	.00	.00	.00
00652.02.1	Quality Control Analysis	2.38	.52	.18	2.25	.46	.16
00652.02.1	Operations Monitoring	3.00	.00	.00	2.88	.35	.13
00652.02.1	Operation and Control	3.00	.00	.00	3.00	.00	.00
00652.02.1	Equipment Maintenance	2.88	.64	.23	2.25	.46	.16
00652.02.1	Troubleshooting	2.25	.46	.16	2.13	.35	.13
00652.02.1	Repairing	2.25	.46	.16	1.88	.35	.13
00652.02.1	Systems Analysis	2.13	.35	.13	2.00	.00	.00
00652.02.1	Systems Evaluation	2.13	.35	.13	2.00	.00	.00
00652.02.1	Judg. and Dec. Making	3.00	.53	.19	2.88	.35	.13
00652.02.1	Time Management	3.13	.64	.23	2.88	.64	.23
00652.02.1	M. of Financial Resources	1.75	.46	.16	1.13	.83	.30
00652.02.1	M. of Material Resources	1.88	.35	.13	1.25	.71	.25
00652.02.1	M. of Personnel Resources	2.50	.53	.19	2.25	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## First-Line Supervisors of Personal Service Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00535.02.1	Reading Comprehension	3.50	.53	.19	3.50	.53	.19
00535.02.1	Active Listening	3.88	.35	.13	3.75	.46	.16
00535.02.1	Writing	3.13	.35	.13	3.13	.35	.13
00535.02.1	Speaking	3.75	.46	.16	3.75	.46	.16
00535.02.1	Mathematics	2.13	.35	.13	2.13	.35	.13
00535.02.1	Science	1.50	.53	.19	.63	.74	.26
00535.02.1	Critical Thinking	3.88	.35	.13	3.75	.46	.16
00535.02.1	Active Learning	3.00	.53	.19	3.00	.53	.19
00535.02.1	Learning Strategies	3.00	.53	.19	3.00	.53	.19
00535.02.1	Monitoring	3.25	.46	.16	3.50	.53	.19
00535.02.1	Social Perceptiveness	3.75	.46	.16	3.75	.46	.16
00535.02.1	Coordination	3.63	.52	.18	3.50	.53	.19
00535.02.1	Persuasion	3.50	.53	.19	3.25	.46	.16
00535.02.1	Negotiation	3.13	.35	.13	3.13	.35	.13
00535.02.1	Instructing	3.38	.52	.18	3.13	.35	.13
00535.02.1	Service Orientation	3.50	.53	.19	3.00	.00	.00
00535.02.1	Complex Problem Solving	3.38	.52	.18	3.13	.35	.13
00535.02.1	Operations Analysis	1.75	.46	.16	1.38	.92	.32
00535.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00535.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00535.02.1	Installation	1.00	.00	.00	.00	.00	.00
00535.02.1	Programming	1.38	.52	.18	.38	.52	.18
00535.02.1	Quality Control Analysis	2.75	.46	.16	2.50	.53	.19
00535.02.1	Operations Monitoring	2.38	.52	.18	2.13	.64	.23
00535.02.1	Operation and Control	1.50	.53	.19	1.00	1.07	.38
00535.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00535.02.1	Troubleshooting	1.88	.35	.13	1.00	.53	.19
00535.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00535.02.1	Systems Analysis	3.00	.53	.19	2.88	.35	.13
00535.02.1	Systems Evaluation	3.00	.53	.19	3.00	.53	.19
00535.02.1	Judg. and Dec. Making	3.38	.52	.18	3.13	.35	.13
00535.02.1	Time Management	3.63	.52	.18	3.88	.35	.13
00535.02.1	M. of Financial Resources	2.00	.00	.00	1.88	.35	.13
00535.02.1	M. of Material Resources	2.25	.46	.16	2.13	.35	.13
00535.02.1	M. of Personnel Resources	3.75	.46	.16	3.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Ushers, Lobby Attendants, and Ticket Takers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00610.02.1	Reading Comprehension	2.75	.46	.16	2.25	.46	.16
00610.02.1	Active Listening	3.13	.35	.13	2.75	.71	.25
00610.02.1	Writing	2.25	.46	.16	2.13	.35	.13
00610.02.1	Speaking	3.25	.46	.16	2.50	.53	.19
00610.02.1	Mathematics	1.88	.64	.23	1.38	.92	.32
00610.02.1	Science	1.00	.00	.00	.00	.00	.00
00610.02.1	Critical Thinking	2.75	.46	.16	2.63	.52	.18
00610.02.1	Active Learning	2.63	.52	.18	2.13	.35	.13
00610.02.1	Learning Strategies	1.63	.52	.18	1.25	1.04	.37
00610.02.1	Monitoring	2.75	.46	.16	2.63	.52	.18
00610.02.1	Social Perceptiveness	3.38	.52	.18	3.00	.53	.19
00610.02.1	Coordination	3.00	.00	.00	2.38	.52	.18
00610.02.1	Persuasion	2.88	.35	.13	2.50	.53	.19
00610.02.1	Negotiation	2.88	.35	.13	2.25	.46	.16
00610.02.1	Instructing	1.63	.52	.18	1.13	.99	.35
00610.02.1	Service Orientation	3.25	.46	.16	3.00	.00	.00
00610.02.1	Complex Problem Solving	2.50	.53	.19	2.13	.35	.13
00610.02.1	Operations Analysis	1.25	.46	.16	.38	.74	.26
00610.02.1	Technology Design	1.00	.00	.00	.00	.00	.00
00610.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00610.02.1	Installation	1.00	.00	.00	.00	.00	.00
00610.02.1	Programming	1.38	.52	.18	.38	.52	.18
00610.02.1	Quality Control Analysis	2.00	.00	.00	1.63	.52	.18
00610.02.1	Operations Monitoring	2.00	.00	.00	1.75	.46	.16
00610.02.1	Operation and Control	1.63	.52	.18	.63	.52	.18
00610.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00610.02.1	Troubleshooting	1.88	.35	.13	.88	.35	.13
00610.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00610.02.1	Systems Analysis	2.00	.00	.00	1.38	.52	.18
00610.02.1	Systems Evaluation	2.00	.00	.00	1.38	.52	.18
00610.02.1	Judg. and Dec. Making	2.38	.52	.18	2.13	.35	.13
00610.02.1	Time Management	2.50	.53	.19	2.00	.53	.19
00610.02.1	M. of Financial Resources	1.00	.00	.00	.00	.00	.00
00610.02.1	M. of Material Resources	1.00	.00	.00	.00	.00	.00
00610.02.1	M. of Personnel Resources	2.38	.52	.18	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Manicurists and Pedicurists

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00605.02.1	Reading Comprehension	2.75	.46	.16	2.13	.35	.13
00605.02.1	Active Listening	3.00	.00	.00	2.75	.46	.16
00605.02.1	Writing	2.13	.35	.13	1.88	.35	.13
00605.02.1	Speaking	3.00	.00	.00	2.63	.52	.18
00605.02.1	Mathematics	1.88	.64	.23	1.25	.89	.31
00605.02.1	Science	1.00	.00	.00	.00	.00	.00
00605.02.1	Critical Thinking	2.50	.53	.19	2.50	.53	.19
00605.02.1	Active Learning	2.75	.46	.16	2.25	.46	.16
00605.02.1	Learning Strategies	2.13	.35	.13	1.88	.35	.13
00605.02.1	Monitoring	2.63	.52	.18	2.13	.35	.13
00605.02.1	Social Perceptiveness	3.00	.00	.00	2.63	.52	.18
00605.02.1	Coordination	2.75	.46	.16	2.25	.46	.16
00605.02.1	Persuasion	2.63	.52	.18	2.13	.35	.13
00605.02.1	Negotiation	2.50	.53	.19	2.13	.35	.13
00605.02.1	Instructing	2.13	.35	.13	2.00	.00	.00
00605.02.1	Service Orientation	3.00	.00	.00	2.63	.52	.18
00605.02.1	Complex Problem Solving	2.25	.46	.16	2.00	.00	.00
00605.02.1	Operations Analysis	1.50	.53	.19	.50	.53	.19
00605.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
00605.02.1	Equipment Selection	1.50	.53	.19	.63	.74	.26
00605.02.1	Installation	1.00	.00	.00	.00	.00	.00
00605.02.1	Programming	1.00	.00	.00	.00	.00	.00
00605.02.1	Quality Control Analysis	1.75	.46	.16	1.38	.92	.32
00605.02.1	Operations Monitoring	1.50	.53	.19	.88	.99	.35
00605.02.1	Operation and Control	1.13	.35	.13	.13	.35	.13
00605.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00605.02.1	Troubleshooting	1.38	.52	.18	.38	.52	.18
00605.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00605.02.1	Systems Analysis	2.00	.00	.00	1.75	.46	.16
00605.02.1	Systems Evaluation	2.00	.00	.00	1.75	.46	.16
00605.02.1	Judg. and Dec. Making	2.38	.52	.18	2.13	.35	.13
00605.02.1	Time Management	2.75	.46	.16	2.13	.35	.13
00605.02.1	M. of Financial Resources	1.38	.52	.18	.38	.52	.18
00605.02.1	M. of Material Resources	1.50	.53	.19	.50	.53	.19
00605.02.1	M. of Personnel Resources	2.00	.00	.00	1.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Parts Salespersons

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00436.02.1	Reading Comprehension	3.88	.35	.13	3.13	.35	.13
00436.02.1	Active Listening	4.00	.00	.00	3.88	.35	.13
00436.02.1	Writing	3.13	.35	.13	2.88	.35	.13
00436.02.1	Speaking	4.00	.00	.00	3.13	.35	.13
00436.02.1	Mathematics	2.50	.53	.19	2.50	.53	.19
00436.02.1	Science	1.00	.00	.00	.00	.00	.00
00436.02.1	Critical Thinking	3.25	.46	.16	3.13	.35	.13
00436.02.1	Active Learning	2.88	.35	.13	3.00	.00	.00
00436.02.1	Learning Strategies	2.25	.46	.16	2.13	.35	.13
00436.02.1	Monitoring	3.13	.35	.13	2.88	.35	.13
00436.02.1	Social Perceptiveness	3.50	.53	.19	3.00	.53	.19
00436.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
00436.02.1	Persuasion	3.63	.52	.18	3.25	.46	.16
00436.02.1	Negotiation	3.00	.00	.00	3.00	.00	.00
00436.02.1	Instructing	2.88	.35	.13	2.25	.46	.16
00436.02.1	Service Orientation	3.88	.35	.13	3.13	.35	.13
00436.02.1	Complex Problem Solving	3.00	.00	.00	3.00	.00	.00
00436.02.1	Operations Analysis	1.38	.52	.18	.38	.52	.18
00436.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00436.02.1	Equipment Selection	2.25	.46	.16	2.00	.00	.00
00436.02.1	Installation	1.13	.35	.13	.13	.35	.13
00436.02.1	Programming	1.50	.53	.19	.63	.74	.26
00436.02.1	Quality Control Analysis	2.25	.46	.16	2.00	.00	.00
00436.02.1	Operations Monitoring	2.38	.52	.18	2.00	.00	.00
00436.02.1	Operation and Control	2.00	.53	.19	1.50	.76	.27
00436.02.1	Equipment Maintenance	2.00	.53	.19	1.38	.74	.26
00436.02.1	Troubleshooting	2.13	.35	.13	1.88	.35	.13
00436.02.1	Repairing	2.13	.35	.13	2.00	.00	.00
00436.02.1	Systems Analysis	2.25	.46	.16	2.13	.35	.13
00436.02.1	Systems Evaluation	2.00	.00	.00	2.00	.00	.00
00436.02.1	Judg. and Dec. Making	3.00	.53	.19	3.00	.00	.00
00436.02.1	Time Management	3.00	.00	.00	2.50	.53	.19
00436.02.1	M. of Financial Resources	1.63	.52	.18	1.00	.93	.33
00436.02.1	M. of Material Resources	2.00	.53	.19	1.50	.93	.33
00436.02.1	M. of Personnel Resources	2.25	.46	.16	1.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Sales Agents, Securities and Commodities

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00419.02.1	Reading Comprehension	4.00	.00	.00	4.50	.53	.19
00419.02.1	Active Listening	4.13	.35	.13	4.38	.52	.18
00419.02.1	Writing	3.63	.52	.18	4.00	.00	.00
00419.02.1	Speaking	4.00	.00	.00	4.25	.46	.16
00419.02.1	Mathematics	3.13	.35	.13	3.38	.52	.18
00419.02.1	Science	1.50	.53	.19	.50	.53	.19
00419.02.1	Critical Thinking	4.00	.00	.00	4.38	.52	.18
00419.02.1	Active Learning	3.63	.52	.18	4.13	.35	.13
00419.02.1	Learning Strategies	2.75	.71	.25	2.75	.46	.16
00419.02.1	Monitoring	3.13	.35	.13	3.75	.46	.16
00419.02.1	Social Perceptiveness	3.38	.52	.18	3.63	.52	.18
00419.02.1	Coordination	3.13	.35	.13	3.25	.46	.16
00419.02.1	Persuasion	4.00	.00	.00	4.38	.52	.18
00419.02.1	Negotiation	3.13	.35	.13	3.75	.46	.16
00419.02.1	Instructing	2.63	.52	.18	3.13	.35	.13
00419.02.1	Service Orientation	3.38	.74	.26	3.50	.76	.27
00419.02.1	Complex Problem Solving	3.50	.53	.19	3.63	.52	.18
00419.02.1	Operations Analysis	2.00	.76	.27	1.88	1.25	.44
00419.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00419.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00419.02.1	Installation	1.00	.00	.00	.00	.00	.00
00419.02.1	Programming	1.75	.46	.16	1.13	.83	.30
00419.02.1	Quality Control Analysis	1.25	.46	.16	.50	.93	.33
00419.02.1	Operations Monitoring	1.50	.53	.19	.63	.74	.26
00419.02.1	Operation and Control	1.00	.00	.00	.00	.00	.00
00419.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00419.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00419.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00419.02.1	Systems Analysis	3.38	.52	.18	3.88	.35	.13
00419.02.1	Systems Evaluation	3.13	.35	.13	3.50	.53	.19
00419.02.1	Judg. and Dec. Making	3.88	.35	.13	4.13	.35	.13
00419.02.1	Time Management	3.38	.52	.18	3.25	.46	.16
00419.02.1	M. of Financial Resources	2.25	.71	.25	2.25	1.16	.41
00419.02.1	M. of Material Resources	1.75	.46	.16	1.00	.76	.27
00419.02.1	M. of Personnel Resources	2.38	.74	.26	2.50	1.07	.38

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Securities and Commodities Traders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01667.01.1	Reading Comprehension	3.75	.46	.16	4.25	.46	.16
01667.01.1	Active Listening	3.75	.46	.16	4.00	.76	.27
01667.01.1	Writing	3.25	.46	.16	3.75	.46	.16
01667.01.1	Speaking	3.75	.46	.16	4.00	.53	.19
01667.01.1	Mathematics	3.50	.53	.19	4.25	.89	.31
01667.01.1	Science	1.13	.35	.13	.13	.35	.13
01667.01.1	Critical Thinking	3.75	.46	.16	4.25	.46	.16
01667.01.1	Active Learning	3.13	.64	.23	3.50	.93	.33
01667.01.1	Learning Strategies	2.38	.52	.18	2.25	1.04	.37
01667.01.1	Monitoring	3.50	.53	.19	4.13	.99	.35
01667.01.1	Social Perceptiveness	3.25	.46	.16	3.50	.53	.19
01667.01.1	Coordination	2.88	.64	.23	3.13	.64	.23
01667.01.1	Persuasion	3.25	.46	.16	3.63	.74	.26
01667.01.1	Negotiation	3.50	.53	.19	3.88	.64	.23
01667.01.1	Instructing	2.50	.53	.19	2.88	.64	.23
01667.01.1	Service Orientation	3.00	.76	.27	3.13	.83	.30
01667.01.1	Complex Problem Solving	3.13	.35	.13	3.38	.52	.18
01667.01.1	Operations Analysis	1.50	.76	.27	.88	1.25	.44
01667.01.1	Technology Design	1.63	.52	.18	.75	.71	.25
01667.01.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
01667.01.1	Installation	1.00	.00	.00	.00	.00	.00
01667.01.1	Programming	1.88	.64	.23	1.38	1.06	.38
01667.01.1	Quality Control Analysis	1.50	.76	.27	1.13	1.55	.55
01667.01.1	Operations Monitoring	1.75	.46	.16	1.13	.83	.30
01667.01.1	Operation and Control	1.25	.46	.16	.25	.46	.16
01667.01.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01667.01.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
01667.01.1	Repairing	1.00	.00	.00	.00	.00	.00
01667.01.1	Systems Analysis	2.75	.89	.31	3.25	1.39	.49
01667.01.1	Systems Evaluation	2.75	.71	.25	3.13	.99	.35
01667.01.1	Judg. and Dec. Making	3.63	.52	.18	3.88	.83	.30
01667.01.1	Time Management	2.88	.35	.13	3.00	.76	.27
01667.01.1	M. of Financial Resources	2.38	.74	.26	2.38	1.30	.46
01667.01.1	M. of Material Resources	1.75	.46	.16	1.38	.92	.32
01667.01.1	M. of Personnel Resources	2.63	.52	.18	2.50	.93	.33

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Real Estate Brokers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01369.02.1	Reading Comprehension	3.88	.35	.13	4.13	.35	.13
01369.02.1	Active Listening	3.88	.35	.13	4.00	.00	.00
01369.02.1	Writing	3.38	.52	.18	3.50	.53	.19
01369.02.1	Speaking	4.00	.00	.00	4.00	.00	.00
01369.02.1	Mathematics	2.88	.35	.13	3.00	.53	.19
01369.02.1	Science	1.13	.35	.13	.13	.35	.13
01369.02.1	Critical Thinking	3.88	.35	.13	3.88	.35	.13
01369.02.1	Active Learning	3.63	.52	.18	3.75	.46	.16
01369.02.1	Learning Strategies	2.50	.53	.19	2.00	.93	.33
01369.02.1	Monitoring	3.13	.35	.13	3.38	.52	.18
01369.02.1	Social Perceptiveness	3.38	.52	.18	3.13	.35	.13
01369.02.1	Coordination	3.13	.35	.13	2.88	.35	.13
01369.02.1	Persuasion	3.50	.53	.19	4.00	.53	.19
01369.02.1	Negotiation	3.63	.52	.18	4.00	.00	.00
01369.02.1	Instructing	2.50	.53	.19	2.25	1.04	.37
01369.02.1	Service Orientation	3.25	.71	.25	3.25	.46	.16
01369.02.1	Complex Problem Solving	3.00	.53	.19	2.88	.35	.13
01369.02.1	Operations Analysis	1.63	.52	.18	1.00	.93	.33
01369.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
01369.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
01369.02.1	Installation	1.00	.00	.00	.00	.00	.00
01369.02.1	Programming	1.50	.53	.19	.50	.53	.19
01369.02.1	Quality Control Analysis	2.63	.52	.18	2.25	.46	.16
01369.02.1	Operations Monitoring	1.75	.71	.25	.75	.71	.25
01369.02.1	Operation and Control	1.75	.71	.25	1.00	1.07	.38
01369.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01369.02.1	Troubleshooting	1.63	.52	.18	.63	.52	.18
01369.02.1	Repairing	1.00	.00	.00	.00	.00	.00
01369.02.1	Systems Analysis	2.38	.52	.18	2.25	.46	.16
01369.02.1	Systems Evaluation	2.25	.46	.16	2.38	.52	.18
01369.02.1	Judg. and Dec. Making	3.38	.52	.18	4.00	.00	.00
01369.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
01369.02.1	M. of Financial Resources	2.13	.35	.13	2.00	.53	.19
01369.02.1	M. of Material Resources	1.75	.46	.16	.88	.64	.23
01369.02.1	M. of Personnel Resources	2.63	.52	.18	2.75	.71	.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## First-Line Supervisors/Managers of Office and Administrative Support Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01373.02.1	Reading Comprehension	4.00	.00	.00	3.75	.46	.16
01373.02.1	Active Listening	4.00	.00	.00	3.88	.35	.13
01373.02.1	Writing	3.75	.46	.16	3.75	.46	.16
01373.02.1	Speaking	4.00	.00	.00	4.00	.00	.00
01373.02.1	Mathematics	2.75	.46	.16	2.75	.46	.16
01373.02.1	Science	1.00	.00	.00	.00	.00	.00
01373.02.1	Critical Thinking	3.88	.35	.13	3.88	.35	.13
01373.02.1	Active Learning	3.75	.46	.16	3.75	.46	.16
01373.02.1	Learning Strategies	3.63	.52	.18	3.75	.46	.16
01373.02.1	Monitoring	4.00	.53	.19	4.00	.00	.00
01373.02.1	Social Perceptiveness	4.00	.00	.00	3.88	.35	.13
01373.02.1	Coordination	4.00	.00	.00	3.75	.46	.16
01373.02.1	Persuasion	3.63	.52	.18	3.50	.76	.27
01373.02.1	Negotiation	3.63	.52	.18	3.63	.52	.18
01373.02.1	Instructing	3.75	.46	.16	3.63	.52	.18
01373.02.1	Service Orientation	3.63	.52	.18	3.50	.53	.19
01373.02.1	Complex Problem Solving	3.38	.52	.18	3.25	.46	.16
01373.02.1	Operations Analysis	2.38	.74	.26	2.50	1.07	.38
01373.02.1	Technology Design	1.50	.53	.19	.63	.74	.26
01373.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
01373.02.1	Installation	1.00	.00	.00	.00	.00	.00
01373.02.1	Programming	1.88	.35	.13	1.00	.53	.19
01373.02.1	Quality Control Analysis	2.88	.35	.13	2.75	.46	.16
01373.02.1	Operations Monitoring	2.25	.46	.16	2.00	.53	.19
01373.02.1	Operation and Control	1.13	.35	.13	.25	.71	.25
01373.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
01373.02.1	Troubleshooting	2.00	.00	.00	1.38	.52	.18
01373.02.1	Repairing	1.00	.00	.00	.00	.00	.00
01373.02.1	Systems Analysis	3.00	.00	.00	3.00	.00	.00
01373.02.1	Systems Evaluation	3.13	.35	.13	3.00	.00	.00
01373.02.1	Judg. and Dec. Making	3.75	.46	.16	3.13	.35	.13
01373.02.1	Time Management	3.75	.46	.16	3.75	.46	.16
01373.02.1	M. of Financial Resources	2.50	.53	.19	2.63	.52	.18
01373.02.1	M. of Material Resources	2.75	.46	.16	2.63	.52	.18
01373.02.1	M. of Personnel Resources	3.75	.46	.16	3.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Procurement Clerks

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00488.02.1	Reading Comprehension	4.00	.00	.00	3.88	.35	.13
00488.02.1	Active Listening	3.75	.46	.16	4.00	.00	.00
00488.02.1	Writing	3.75	.46	.16	3.25	.46	.16
00488.02.1	Speaking	4.00	.00	.00	3.75	.46	.16
00488.02.1	Mathematics	2.88	.35	.13	2.38	.52	.18
00488.02.1	Science	1.00	.00	.00	.00	.00	.00
00488.02.1	Critical Thinking	3.63	.52	.18	3.63	.52	.18
00488.02.1	Active Learning	3.25	.46	.16	3.50	.53	.19
00488.02.1	Learning Strategies	2.25	.46	.16	2.25	.46	.16
00488.02.1	Monitoring	3.50	.53	.19	3.38	.52	.18
00488.02.1	Social Perceptiveness	3.50	.53	.19	3.00	.00	.00
00488.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
00488.02.1	Persuasion	2.88	.35	.13	2.38	.52	.18
00488.02.1	Negotiation	2.88	.35	.13	3.63	.52	.18
00488.02.1	Instructing	2.38	.52	.18	2.38	.52	.18
00488.02.1	Service Orientation	3.00	.00	.00	3.00	.00	.00
00488.02.1	Complex Problem Solving	3.63	.52	.18	3.00	.00	.00
00488.02.1	Operations Analysis	1.88	.35	.13	1.25	.71	.25
00488.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
00488.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00488.02.1	Installation	1.00	.00	.00	.00	.00	.00
00488.02.1	Programming	1.38	.52	.18	.50	.76	.27
00488.02.1	Quality Control Analysis	1.75	1.04	.37	.88	1.13	.40
00488.02.1	Operations Monitoring	1.38	.52	.18	.50	.76	.27
00488.02.1	Operation and Control	1.13	.35	.13	.25	.71	.25
00488.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00488.02.1	Troubleshooting	1.13	.35	.13	.25	.71	.25
00488.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00488.02.1	Systems Analysis	2.25	.46	.16	2.25	.46	.16
00488.02.1	Systems Evaluation	2.13	.35	.13	2.00	.00	.00
00488.02.1	Judg. and Dec. Making	3.50	.53	.19	3.25	.46	.16
00488.02.1	Time Management	3.25	.46	.16	3.00	.00	.00
00488.02.1	M. of Financial Resources	2.25	.46	.16	2.50	.53	.19
00488.02.1	M. of Material Resources	2.25	.46	.16	2.13	.35	.13
00488.02.1	M. of Personnel Resources	2.50	.53	.19	2.63	.74	.26

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Stock Clerks, Sales Floor

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00438.02.1	Reading Comprehension	2.63	.52	.18	2.50	.53	.19
00438.02.1	Active Listening	3.25	.46	.16	3.00	.00	.00
00438.02.1	Writing	2.25	.46	.16	2.13	.64	.23
00438.02.1	Speaking	3.50	.53	.19	3.00	.00	.00
00438.02.1	Mathematics	2.50	.53	.19	2.00	.00	.00
00438.02.1	Science	1.00	.00	.00	.00	.00	.00
00438.02.1	Critical Thinking	2.88	.35	.13	3.00	.00	.00
00438.02.1	Active Learning	2.75	.46	.16	2.50	.53	.19
00438.02.1	Learning Strategies	2.13	.35	.13	1.63	.52	.18
00438.02.1	Monitoring	2.88	.35	.13	2.25	.46	.16
00438.02.1	Social Perceptiveness	2.88	.35	.13	2.38	.52	.18
00438.02.1	Coordination	3.00	.00	.00	2.63	.52	.18
00438.02.1	Persuasion	2.50	.53	.19	2.25	.46	.16
00438.02.1	Negotiation	2.13	.35	.13	1.88	.35	.13
00438.02.1	Instructing	2.00	.00	.00	2.13	.35	.13
00438.02.1	Service Orientation	3.13	.64	.23	2.50	.53	.19
00438.02.1	Complex Problem Solving	2.63	.52	.18	2.13	.35	.13
00438.02.1	Operations Analysis	1.63	.52	.18	.75	.71	.25
00438.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
00438.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00438.02.1	Installation	1.00	.00	.00	.00	.00	.00
00438.02.1	Programming	1.38	.52	.18	.38	.52	.18
00438.02.1	Quality Control Analysis	2.00	.53	.19	1.13	.64	.23
00438.02.1	Operations Monitoring	1.63	.52	.18	.63	.52	.18
00438.02.1	Operation and Control	1.75	.46	.16	.88	.64	.23
00438.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00438.02.1	Troubleshooting	1.50	.53	.19	.50	.53	.19
00438.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00438.02.1	Systems Analysis	2.00	.00	.00	1.38	.52	.18
00438.02.1	Systems Evaluation	2.00	.00	.00	1.13	.35	.13
00438.02.1	Judg. and Dec. Making	2.75	.46	.16	2.25	.46	.16
00438.02.1	Time Management	2.75	.46	.16	2.25	.71	.25
00438.02.1	M. of Financial Resources	1.63	.52	.18	.63	.52	.18
00438.02.1	M. of Material Resources	1.75	.46	.16	.88	.64	.23
00438.02.1	M. of Personnel Resources	2.00	.53	.19	1.63	.74	.26

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Stock Clerks- Stockroom, Warehouse, or Storage Yard

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00522.02.1	Reading Comprehension	2.75	.46	.16	2.50	.53	.19
00522.02.1	Active Listening	3.00	.00	.00	2.88	.35	.13
00522.02.1	Writing	2.38	.52	.18	2.13	.35	.13
00522.02.1	Speaking	3.00	.00	.00	2.75	.46	.16
00522.02.1	Mathematics	2.38	.52	.18	1.88	.35	.13
00522.02.1	Science	1.00	.00	.00	.00	.00	.00
00522.02.1	Critical Thinking	2.88	.35	.13	2.88	.35	.13
00522.02.1	Active Learning	2.25	.46	.16	2.13	.35	.13
00522.02.1	Learning Strategies	1.50	.76	.27	.63	.92	.32
00522.02.1	Monitoring	2.63	.52	.18	2.50	.53	.19
00522.02.1	Social Perceptiveness	2.63	.52	.18	2.38	.52	.18
00522.02.1	Coordination	3.00	.00	.00	2.88	.64	.23
00522.02.1	Persuasion	2.63	.52	.18	2.75	.46	.16
00522.02.1	Negotiation	2.50	.53	.19	2.50	.53	.19
00522.02.1	Instructing	2.13	.35	.13	1.50	.53	.19
00522.02.1	Service Orientation	2.88	.35	.13	2.88	.35	.13
00522.02.1	Complex Problem Solving	2.50	.53	.19	2.38	.52	.18
00522.02.1	Operations Analysis	1.50	.53	.19	.63	.74	.26
00522.02.1	Technology Design	1.00	.00	.00	.00	.00	.00
00522.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00522.02.1	Installation	1.00	.00	.00	.00	.00	.00
00522.02.1	Programming	1.13	.35	.13	.13	.35	.13
00522.02.1	Quality Control Analysis	2.25	.71	.25	1.25	.46	.16
00522.02.1	Operations Monitoring	2.00	.53	.19	1.38	.74	.26
00522.02.1	Operation and Control	2.25	.46	.16	1.88	.35	.13
00522.02.1	Equipment Maintenance	1.50	.53	.19	.63	.74	.26
00522.02.1	Troubleshooting	1.50	.53	.19	.63	.74	.26
00522.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00522.02.1	Systems Analysis	2.00	.00	.00	1.88	.35	.13
00522.02.1	Systems Evaluation	1.75	.46	.16	1.00	.76	.27
00522.02.1	Judg. and Dec. Making	2.88	.35	.13	2.50	.53	.19
00522.02.1	Time Management	3.00	.00	.00	2.75	.46	.16
00522.02.1	M. of Financial Resources	1.25	.46	.16	.25	.46	.16
00522.02.1	M. of Material Resources	2.50	.53	.19	2.00	.00	.00
00522.02.1	M. of Personnel Resources	2.00	.00	.00	1.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Order Fillers, Wholesale and Retail Sales

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00523.02.1	Reading Comprehension	3.00	.00	.00	2.63	.52	.18
00523.02.1	Active Listening	2.88	.35	.13	2.25	.46	.16
00523.02.1	Writing	2.38	.52	.18	2.13	.35	.13
00523.02.1	Speaking	2.88	.35	.13	2.00	.00	.00
00523.02.1	Mathematics	2.63	.52	.18	2.00	.00	.00
00523.02.1	Science	1.13	.35	.13	.13	.35	.13
00523.02.1	Critical Thinking	2.88	.35	.13	2.63	.52	.18
00523.02.1	Active Learning	2.00	.00	.00	1.75	.46	.16
00523.02.1	Learning Strategies	1.88	.35	.13	1.25	.71	.25
00523.02.1	Monitoring	2.50	.76	.27	2.25	.46	.16
00523.02.1	Social Perceptiveness	2.75	.46	.16	2.13	.64	.23
00523.02.1	Coordination	2.38	.52	.18	2.50	.53	.19
00523.02.1	Persuasion	1.88	.64	.23	1.38	1.06	.38
00523.02.1	Negotiation	1.88	.64	.23	1.50	1.07	.38
00523.02.1	Instructing	1.75	.46	.16	1.25	.89	.31
00523.02.1	Service Orientation	2.13	.64	.23	1.88	.83	.30
00523.02.1	Complex Problem Solving	2.25	.46	.16	1.63	.52	.18
00523.02.1	Operations Analysis	1.38	.52	.18	.38	.52	.18
00523.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
00523.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00523.02.1	Installation	1.00	.00	.00	.00	.00	.00
00523.02.1	Programming	1.38	.52	.18	.38	.52	.18
00523.02.1	Quality Control Analysis	1.88	.64	.23	1.13	.83	.30
00523.02.1	Operations Monitoring	1.63	.52	.18	.75	.71	.25
00523.02.1	Operation and Control	1.88	.64	.23	1.00	.76	.27
00523.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00523.02.1	Troubleshooting	1.63	.52	.18	.75	.71	.25
00523.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00523.02.1	Systems Analysis	1.75	.46	.16	1.00	.76	.27
00523.02.1	Systems Evaluation	1.88	.64	.23	.88	.64	.23
00523.02.1	Judg. and Dec. Making	2.25	.46	.16	2.00	.00	.00
00523.02.1	Time Management	2.50	.53	.19	2.13	.64	.23
00523.02.1	M. of Financial Resources	1.38	.52	.18	.38	.52	.18
00523.02.1	M. of Material Resources	1.88	.35	.13	1.00	.53	.19
00523.02.1	M. of Personnel Resources	1.75	.46	.16	1.00	.76	.27

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Insurance Claims Clerks

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00461.02.1	Reading Comprehension	3.88	.35	.13	3.88	.35	.13
00461.02.1	Active Listening	3.88	.35	.13	3.75	.46	.16
00461.02.1	Writing	3.38	.52	.18	3.00	.00	.00
00461.02.1	Speaking	3.75	.46	.16	3.88	.35	.13
00461.02.1	Mathematics	2.88	.35	.13	2.88	.64	.23
00461.02.1	Science	1.00	.00	.00	.00	.00	.00
00461.02.1	Critical Thinking	3.50	.53	.19	3.50	.53	.19
00461.02.1	Active Learning	2.88	.64	.23	2.50	.53	.19
00461.02.1	Learning Strategies	2.38	.52	.18	2.13	.35	.13
00461.02.1	Monitoring	2.88	.35	.13	2.75	.46	.16
00461.02.1	Social Perceptiveness	3.00	.53	.19	2.75	.46	.16
00461.02.1	Coordination	2.63	.74	.26	2.38	1.06	.38
00461.02.1	Persuasion	2.63	.74	.26	2.25	1.04	.37
00461.02.1	Negotiation	2.38	.52	.18	2.38	.52	.18
00461.02.1	Instructing	2.25	.46	.16	2.13	.35	.13
00461.02.1	Service Orientation	3.25	.46	.16	2.88	.35	.13
00461.02.1	Complex Problem Solving	2.88	.35	.13	2.88	.35	.13
00461.02.1	Operations Analysis	1.13	.35	.13	.13	.35	.13
00461.02.1	Technology Design	1.00	.00	.00	.00	.00	.00
00461.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00461.02.1	Installation	1.00	.00	.00	.00	.00	.00
00461.02.1	Programming	1.63	.52	.18	.75	.71	.25
00461.02.1	Quality Control Analysis	1.50	.53	.19	.75	.89	.31
00461.02.1	Operations Monitoring	1.38	.52	.18	.38	.52	.18
00461.02.1	Operation and Control	1.38	.52	.18	.38	.52	.18
00461.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00461.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00461.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00461.02.1	Systems Analysis	2.13	.35	.13	1.88	.35	.13
00461.02.1	Systems Evaluation	2.00	.00	.00	1.50	.53	.19
00461.02.1	Judg. and Dec. Making	2.88	.35	.13	2.88	.35	.13
00461.02.1	Time Management	2.88	.35	.13	2.63	.52	.18
00461.02.1	M. of Financial Resources	1.25	.46	.16	.25	.46	.16
00461.02.1	M. of Material Resources	1.00	.00	.00	.00	.00	.00
00461.02.1	M. of Personnel Resources	2.13	.35	.13	1.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Statistical Assistants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00489.02.1	Reading Comprehension	3.75	.46	.16	4.00	.00	.00
00489.02.1	Active Listening	3.38	.52	.18	3.63	.52	.18
00489.02.1	Writing	3.50	.53	.19	3.75	.46	.16
00489.02.1	Speaking	3.38	.52	.18	3.75	.46	.16
00489.02.1	Mathematics	4.38	.52	.18	4.88	.35	.13
00489.02.1	Science	2.13	.35	.13	2.50	.53	.19
00489.02.1	Critical Thinking	3.75	.46	.16	3.88	.35	.13
00489.02.1	Active Learning	3.63	.52	.18	3.75	.46	.16
00489.02.1	Learning Strategies	2.88	.35	.13	3.00	.00	.00
00489.02.1	Monitoring	3.00	.00	.00	3.00	.00	.00
00489.02.1	Social Perceptiveness	2.88	.35	.13	2.88	.35	.13
00489.02.1	Coordination	2.88	.35	.13	2.75	.46	.16
00489.02.1	Persuasion	2.75	.46	.16	2.63	.52	.18
00489.02.1	Negotiation	2.63	.52	.18	2.63	.52	.18
00489.02.1	Instructing	2.75	.46	.16	2.88	.35	.13
00489.02.1	Service Orientation	2.88	.35	.13	2.75	.46	.16
00489.02.1	Complex Problem Solving	3.63	.52	.18	3.38	.52	.18
00489.02.1	Operations Analysis	1.88	.35	.13	1.38	.74	.26
00489.02.1	Technology Design	1.88	.35	.13	1.00	.53	.19
00489.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00489.02.1	Installation	1.00	.00	.00	.00	.00	.00
00489.02.1	Programming	3.00	.76	.27	3.50	.76	.27
00489.02.1	Quality Control Analysis	2.25	.89	.31	1.75	1.28	.45
00489.02.1	Operations Monitoring	1.38	.52	.18	.75	1.04	.37
00489.02.1	Operation and Control	1.00	.00	.00	.00	.00	.00
00489.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00489.02.1	Troubleshooting	1.00	.00	.00	.00	.00	.00
00489.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00489.02.1	Systems Analysis	2.50	.53	.19	2.50	.53	.19
00489.02.1	Systems Evaluation	2.50	.53	.19	2.63	.52	.18
00489.02.1	Judg. and Dec. Making	3.25	.46	.16	3.00	.00	.00
00489.02.1	Time Management	3.25	.46	.16	3.00	.00	.00
00489.02.1	M. of Financial Resources	1.38	.52	.18	.50	.76	.27
00489.02.1	M. of Material Resources	1.38	.52	.18	.38	.52	.18
00489.02.1	M. of Personnel Resources	2.63	.52	.18	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Boilermakers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00863.02.1	Reading Comprehension	3.13	.35	.13	3.00	.00	.00
00863.02.1	Active Listening	3.00	.53	.19	3.00	.00	.00
00863.02.1	Writing	2.75	.46	.16	2.88	.35	.13
00863.02.1	Speaking	2.88	.35	.13	2.88	.35	.13
00863.02.1	Mathematics	2.25	.46	.16	2.00	.00	.00
00863.02.1	Science	2.00	.53	.19	1.88	.83	.30
00863.02.1	Critical Thinking	3.50	.53	.19	3.13	.35	.13
00863.02.1	Active Learning	3.00	.00	.00	3.00	.00	.00
00863.02.1	Learning Strategies	2.75	.46	.16	2.75	.46	.16
00863.02.1	Monitoring	3.13	.35	.13	3.13	.35	.13
00863.02.1	Social Perceptiveness	2.75	.46	.16	2.63	.52	.18
00863.02.1	Coordination	2.75	.46	.16	2.75	.46	.16
00863.02.1	Persuasion	2.25	.46	.16	2.13	.35	.13
00863.02.1	Negotiation	2.38	.52	.18	2.13	.35	.13
00863.02.1	Instructing	2.63	.52	.18	2.38	.52	.18
00863.02.1	Service Orientation	2.50	.53	.19	2.25	.46	.16
00863.02.1	Complex Problem Solving	3.00	.00	.00	3.13	.35	.13
00863.02.1	Operations Analysis	2.75	.46	.16	2.50	.53	.19
00863.02.1	Technology Design	1.75	.46	.16	1.00	.76	.27
00863.02.1	Equipment Selection	3.13	.35	.13	2.75	.46	.16
00863.02.1	Installation	2.13	.99	.35	1.50	1.07	.38
00863.02.1	Programming	1.00	.00	.00	.00	.00	.00
00863.02.1	Quality Control Analysis	3.38	.52	.18	3.25	.46	.16
00863.02.1	Operations Monitoring	3.75	.46	.16	3.38	.52	.18
00863.02.1	Operation and Control	3.63	.52	.18	3.50	.53	.19
00863.02.1	Equipment Maintenance	3.38	.52	.18	3.00	.00	.00
00863.02.1	Troubleshooting	3.25	.46	.16	3.00	.00	.00
00863.02.1	Repairing	3.25	.46	.16	3.13	.35	.13
00863.02.1	Systems Analysis	2.38	.52	.18	2.38	.52	.18
00863.02.1	Systems Evaluation	2.38	.52	.18	2.25	.46	.16
00863.02.1	Judg. and Dec. Making	3.00	.00	.00	3.13	.35	.13
00863.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
00863.02.1	M. of Financial Resources	1.50	.53	.19	.63	.74	.26
00863.02.1	M. of Material Resources	1.88	.35	.13	1.50	.93	.33
00863.02.1	M. of Personnel Resources	2.25	.46	.16	2.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Terrazzo Workers and Finishers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01399.02.1	Reading Comprehension	2.13	.64	.23	1.75	.71	.25
01399.02.1	Active Listening	2.50	.53	.19	2.00	.53	.19
01399.02.1	Writing	1.88	.35	.13	1.63	.74	.26
01399.02.1	Speaking	2.88	.35	.13	2.00	.53	.19
01399.02.1	Mathematics	2.38	.52	.18	2.25	.71	.25
01399.02.1	Science	1.63	.52	.18	.63	.52	.18
01399.02.1	Critical Thinking	2.63	.52	.18	2.38	.74	.26
01399.02.1	Active Learning	2.38	.52	.18	2.13	.64	.23
01399.02.1	Learning Strategies	2.13	.35	.13	2.13	.35	.13
01399.02.1	Monitoring	2.75	.46	.16	2.63	.52	.18
01399.02.1	Social Perceptiveness	2.63	.52	.18	2.00	.53	.19
01399.02.1	Coordination	3.00	.00	.00	3.13	.35	.13
01399.02.1	Persuasion	2.00	.53	.19	1.75	.71	.25
01399.02.1	Negotiation	1.88	.35	.13	1.63	.74	.26
01399.02.1	Instructing	2.13	.35	.13	2.00	.53	.19
01399.02.1	Service Orientation	2.38	.52	.18	1.88	.35	.13
01399.02.1	Complex Problem Solving	2.63	.52	.18	2.38	.52	.18
01399.02.1	Operations Analysis	1.88	.35	.13	1.00	.53	.19
01399.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
01399.02.1	Equipment Selection	2.50	.53	.19	2.00	.00	.00
01399.02.1	Installation	1.25	.46	.16	.25	.46	.16
01399.02.1	Programming	1.00	.00	.00	.00	.00	.00
01399.02.1	Quality Control Analysis	3.00	.53	.19	2.38	.52	.18
01399.02.1	Operations Monitoring	2.75	.46	.16	2.00	.53	.19
01399.02.1	Operation and Control	2.75	.46	.16	2.50	.53	.19
01399.02.1	Equipment Maintenance	2.13	.35	.13	1.75	.46	.16
01399.02.1	Troubleshooting	2.13	.35	.13	1.88	.35	.13
01399.02.1	Repairing	2.00	.53	.19	1.75	.71	.25
01399.02.1	Systems Analysis	2.00	.00	.00	1.75	.46	.16
01399.02.1	Systems Evaluation	1.88	.35	.13	1.50	.76	.27
01399.02.1	Judg. and Dec. Making	2.88	.35	.13	2.25	.46	.16
01399.02.1	Time Management	2.75	.46	.16	2.50	.53	.19
01399.02.1	M. of Financial Resources	1.63	.52	.18	.63	.52	.18
01399.02.1	M. of Material Resources	1.88	.35	.13	1.00	.53	.19
01399.02.1	M. of Personnel Resources	2.13	.35	.13	1.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Tapers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00787.02.1	Reading Comprehension	2.25	.46	.16	2.13	.35	.13
00787.02.1	Active Listening	2.88	.35	.13	2.63	.52	.18
00787.02.1	Writing	2.00	.00	.00	2.00	.00	.00
00787.02.1	Speaking	2.88	.35	.13	2.13	.35	.13
00787.02.1	Mathematics	1.63	.52	.18	.63	.52	.18
00787.02.1	Science	1.13	.35	.13	.25	.71	.25
00787.02.1	Critical Thinking	2.63	.52	.18	2.38	.52	.18
00787.02.1	Active Learning	2.25	.46	.16	2.00	.00	.00
00787.02.1	Learning Strategies	2.13	.35	.13	2.00	.00	.00
00787.02.1	Monitoring	2.88	.35	.13	2.63	.52	.18
00787.02.1	Social Perceptiveness	2.63	.52	.18	2.13	.35	.13
00787.02.1	Coordination	2.50	.53	.19	2.38	.52	.18
00787.02.1	Persuasion	2.00	.00	.00	2.00	.00	.00
00787.02.1	Negotiation	2.00	.00	.00	1.75	.46	.16
00787.02.1	Instructing	2.13	.35	.13	1.88	.35	.13
00787.02.1	Service Orientation	2.13	.35	.13	2.13	.35	.13
00787.02.1	Complex Problem Solving	2.13	.35	.13	2.25	.46	.16
00787.02.1	Operations Analysis	1.75	.46	.16	1.13	.83	.30
00787.02.1	Technology Design	1.13	.35	.13	.13	.35	.13
00787.02.1	Equipment Selection	1.63	.74	.26	.88	.99	.35
00787.02.1	Installation	1.63	.52	.18	1.00	.93	.33
00787.02.1	Programming	1.00	.00	.00	.00	.00	.00
00787.02.1	Quality Control Analysis	2.13	.35	.13	1.88	.83	.30
00787.02.1	Operations Monitoring	2.25	.46	.16	2.13	.35	.13
00787.02.1	Operation and Control	2.13	.35	.13	2.00	.00	.00
00787.02.1	Equipment Maintenance	1.63	.52	.18	.75	.71	.25
00787.02.1	Troubleshooting	2.00	.00	.00	1.38	.52	.18
00787.02.1	Repairing	1.50	.53	.19	.88	.99	.35
00787.02.1	Systems Analysis	2.00	.00	.00	1.38	.52	.18
00787.02.1	Systems Evaluation	2.00	.00	.00	1.25	.46	.16
00787.02.1	Judg. and Dec. Making	2.38	.52	.18	2.38	.52	.18
00787.02.1	Time Management	2.75	.46	.16	2.63	.52	.18
00787.02.1	M. of Financial Resources	1.00	.00	.00	.00	.00	.00
00787.02.1	M. of Material Resources	1.63	.74	.26	.88	.99	.35
00787.02.1	M. of Personnel Resources	2.13	.35	.13	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Insulation Workers, Floor, Ceiling, and Wall

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01402.02.1	Reading Comprehension	2.63	.52	.18	2.25	.46	.16
01402.02.1	Active Listening	3.00	.00	.00	2.25	.46	.16
01402.02.1	Writing	2.13	.35	.13	2.13	.35	.13
01402.02.1	Speaking	3.00	.00	.00	2.25	.46	.16
01402.02.1	Mathematics	2.25	.46	.16	1.88	.35	.13
01402.02.1	Science	1.00	.00	.00	.00	.00	.00
01402.02.1	Critical Thinking	3.00	.00	.00	2.75	.46	.16
01402.02.1	Active Learning	2.63	.52	.18	2.13	.35	.13
01402.02.1	Learning Strategies	2.13	.35	.13	2.00	.00	.00
01402.02.1	Monitoring	2.88	.35	.13	2.75	.46	.16
01402.02.1	Social Perceptiveness	2.75	.46	.16	2.25	.46	.16
01402.02.1	Coordination	2.88	.35	.13	2.75	.46	.16
01402.02.1	Persuasion	2.63	.52	.18	2.13	.35	.13
01402.02.1	Negotiation	2.50	.53	.19	2.00	.00	.00
01402.02.1	Instructing	2.25	.46	.16	2.13	.35	.13
01402.02.1	Service Orientation	2.38	.52	.18	2.13	.35	.13
01402.02.1	Complex Problem Solving	2.75	.46	.16	2.13	.35	.13
01402.02.1	Operations Analysis	1.88	.35	.13	1.13	.64	.23
01402.02.1	Technology Design	1.75	.46	.16	1.00	.93	.33
01402.02.1	Equipment Selection	2.25	.46	.16	1.88	.35	.13
01402.02.1	Installation	1.25	.46	.16	.38	.74	.26
01402.02.1	Programming	1.00	.00	.00	.00	.00	.00
01402.02.1	Quality Control Analysis	2.63	.52	.18	2.63	.52	.18
01402.02.1	Operations Monitoring	2.88	.35	.13	2.88	.35	.13
01402.02.1	Operation and Control	3.00	.00	.00	3.00	.00	.00
01402.02.1	Equipment Maintenance	2.00	.00	.00	1.88	.35	.13
01402.02.1	Troubleshooting	2.38	.52	.18	2.00	.00	.00
01402.02.1	Repairing	2.13	.35	.13	1.88	.35	.13
01402.02.1	Systems Analysis	2.00	.00	.00	1.75	.46	.16
01402.02.1	Systems Evaluation	2.00	.00	.00	1.75	.46	.16
01402.02.1	Judg. and Dec. Making	2.63	.52	.18	2.38	.52	.18
01402.02.1	Time Management	2.75	.46	.16	2.38	.52	.18
01402.02.1	M. of Financial Resources	2.00	.00	.00	1.00	.00	.00
01402.02.1	M. of Material Resources	2.00	.00	.00	1.00	.00	.00
01402.02.1	M. of Personnel Resources	2.13	.35	.13	2.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Pipelayers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00803.02.1	Reading Comprehension	2.88	.35	.13	2.88	.35	.13
00803.02.1	Active Listening	3.13	.35	.13	3.00	.00	.00
00803.02.1	Writing	2.00	.00	.00	2.13	.35	.13
00803.02.1	Speaking	2.88	.35	.13	3.00	.00	.00
00803.02.1	Mathematics	2.13	.35	.13	2.13	.35	.13
00803.02.1	Science	1.38	.52	.18	.50	.76	.27
00803.02.1	Critical Thinking	3.00	.00	.00	3.00	.00	.00
00803.02.1	Active Learning	2.38	.52	.18	2.13	.35	.13
00803.02.1	Learning Strategies	2.13	.35	.13	2.00	.00	.00
00803.02.1	Monitoring	2.88	.35	.13	2.75	.46	.16
00803.02.1	Social Perceptiveness	2.88	.35	.13	2.63	.52	.18
00803.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
00803.02.1	Persuasion	2.25	.46	.16	2.00	.00	.00
00803.02.1	Negotiation	2.25	.46	.16	2.00	.00	.00
00803.02.1	Instructing	2.25	.46	.16	2.00	.00	.00
00803.02.1	Service Orientation	2.13	.35	.13	2.13	.35	.13
00803.02.1	Complex Problem Solving	2.50	.53	.19	2.38	.52	.18
00803.02.1	Operations Analysis	1.38	.52	.18	.63	.92	.32
00803.02.1	Technology Design	1.63	.52	.18	.88	.83	.30
00803.02.1	Equipment Selection	2.75	.46	.16	2.00	.00	.00
00803.02.1	Installation	2.50	.76	.27	2.50	.76	.27
00803.02.1	Programming	1.00	.00	.00	.00	.00	.00
00803.02.1	Quality Control Analysis	3.00	.00	.00	3.00	.00	.00
00803.02.1	Operations Monitoring	3.13	.35	.13	3.13	.35	.13
00803.02.1	Operation and Control	3.25	.46	.16	3.00	.00	.00
00803.02.1	Equipment Maintenance	2.75	.46	.16	2.25	.46	.16
00803.02.1	Troubleshooting	2.88	.35	.13	3.00	.00	.00
00803.02.1	Repairing	2.88	.35	.13	2.75	.46	.16
00803.02.1	Systems Analysis	2.00	.00	.00	2.00	.00	.00
00803.02.1	Systems Evaluation	2.00	.00	.00	1.75	.46	.16
00803.02.1	Judg. and Dec. Making	2.75	.46	.16	2.50	.53	.19
00803.02.1	Time Management	2.75	.46	.16	2.88	.35	.13
00803.02.1	M. of Financial Resources	1.75	.46	.16	.88	.64	.23
00803.02.1	M. of Material Resources	1.88	.35	.13	1.25	.71	.25
00803.02.1	M. of Personnel Resources	2.25	.46	.16	2.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Plasterers and Stucco Masons

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00797.02.1	Reading Comprehension	2.75	.46	.16	2.25	.46	.16
00797.02.1	Active Listening	3.00	.00	.00	2.25	.46	.16
00797.02.1	Writing	2.13	.35	.13	2.25	.46	.16
00797.02.1	Speaking	2.88	.35	.13	2.13	.35	.13
00797.02.1	Mathematics	2.00	.00	.00	1.88	.35	.13
00797.02.1	Science	1.13	.35	.13	.25	.71	.25
00797.02.1	Critical Thinking	2.75	.46	.16	2.63	.52	.18
00797.02.1	Active Learning	2.75	.46	.16	2.13	.35	.13
00797.02.1	Learning Strategies	2.63	.52	.18	2.00	.00	.00
00797.02.1	Monitoring	2.88	.35	.13	2.63	.52	.18
00797.02.1	Social Perceptiveness	2.75	.46	.16	2.13	.35	.13
00797.02.1	Coordination	2.88	.35	.13	2.75	.46	.16
00797.02.1	Persuasion	2.25	.46	.16	2.13	.35	.13
00797.02.1	Negotiation	2.25	.46	.16	2.13	.35	.13
00797.02.1	Instructing	2.50	.53	.19	2.13	.35	.13
00797.02.1	Service Orientation	2.88	.35	.13	2.25	.46	.16
00797.02.1	Complex Problem Solving	2.75	.46	.16	2.25	.46	.16
00797.02.1	Operations Analysis	1.88	.35	.13	1.25	.71	.25
00797.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
00797.02.1	Equipment Selection	2.13	.35	.13	1.63	.52	.18
00797.02.1	Installation	1.75	.46	.16	.88	.64	.23
00797.02.1	Programming	1.00	.00	.00	.00	.00	.00
00797.02.1	Quality Control Analysis	3.00	.53	.19	2.88	.35	.13
00797.02.1	Operations Monitoring	2.88	.35	.13	2.50	.53	.19
00797.02.1	Operation and Control	2.75	.46	.16	2.25	.46	.16
00797.02.1	Equipment Maintenance	1.50	.53	.19	.63	.74	.26
00797.02.1	Troubleshooting	2.13	.35	.13	1.88	.35	.13
00797.02.1	Repairing	1.63	.74	.26	.88	.99	.35
00797.02.1	Systems Analysis	2.13	.35	.13	1.63	.52	.18
00797.02.1	Systems Evaluation	2.13	.35	.13	1.88	.35	.13
00797.02.1	Judg. and Dec. Making	2.75	.46	.16	2.50	.53	.19
00797.02.1	Time Management	3.00	.00	.00	2.75	.46	.16
00797.02.1	M. of Financial Resources	1.88	.35	.13	1.25	.71	.25
00797.02.1	M. of Material Resources	2.25	.46	.16	1.88	.83	.30
00797.02.1	M. of Personnel Resources	2.63	.52	.18	2.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Reinforcing Iron and Rebar Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00796.02.1	Reading Comprehension	2.63	.74	.26	2.13	.99	.35
00796.02.1	Active Listening	2.63	.52	.18	2.38	.74	.26
00796.02.1	Writing	1.88	.64	.23	1.63	1.06	.38
00796.02.1	Speaking	2.63	.52	.18	2.00	.53	.19
00796.02.1	Mathematics	2.38	.52	.18	2.25	.71	.25
00796.02.1	Science	1.25	.46	.16	.25	.46	.16
00796.02.1	Critical Thinking	3.00	.00	.00	2.88	.35	.13
00796.02.1	Active Learning	2.38	.52	.18	1.88	.35	.13
00796.02.1	Learning Strategies	2.25	.46	.16	2.00	.53	.19
00796.02.1	Monitoring	2.88	.35	.13	2.25	.71	.25
00796.02.1	Social Perceptiveness	2.50	.53	.19	2.13	.64	.23
00796.02.1	Coordination	3.13	.35	.13	3.25	.46	.16
00796.02.1	Persuasion	1.88	.35	.13	1.63	.74	.26
00796.02.1	Negotiation	1.88	.35	.13	1.63	.74	.26
00796.02.1	Instructing	2.25	.46	.16	2.13	.35	.13
00796.02.1	Service Orientation	2.00	.53	.19	1.63	.74	.26
00796.02.1	Complex Problem Solving	2.75	.46	.16	2.38	.52	.18
00796.02.1	Operations Analysis	1.88	.35	.13	1.00	.53	.19
00796.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
00796.02.1	Equipment Selection	2.00	.00	.00	1.75	.46	.16
00796.02.1	Installation	1.13	.35	.13	.13	.35	.13
00796.02.1	Programming	1.00	.00	.00	.00	.00	.00
00796.02.1	Quality Control Analysis	2.63	.52	.18	2.38	.74	.26
00796.02.1	Operations Monitoring	2.75	.46	.16	2.38	.74	.26
00796.02.1	Operation and Control	2.88	.35	.13	2.88	.35	.13
00796.02.1	Equipment Maintenance	1.75	.46	.16	1.13	.83	.30
00796.02.1	Troubleshooting	2.00	.00	.00	1.75	.46	.16
00796.02.1	Repairing	1.63	.52	.18	.88	.83	.30
00796.02.1	Systems Analysis	2.13	.35	.13	2.00	.53	.19
00796.02.1	Systems Evaluation	1.88	.35	.13	1.75	.71	.25
00796.02.1	Judg. and Dec. Making	2.88	.35	.13	2.75	.46	.16
00796.02.1	Time Management	2.75	.46	.16	2.50	.53	.19
00796.02.1	M. of Financial Resources	1.63	.52	.18	.63	.52	.18
00796.02.1	M. of Material Resources	1.75	.46	.16	.75	.46	.16
00796.02.1	M. of Personnel Resources	2.13	.35	.13	1.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Roofers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00816.02.1	Reading Comprehension	2.75	.46	.16	2.63	.52	.18
00816.02.1	Active Listening	3.13	.35	.13	2.75	.46	.16
00816.02.1	Writing	2.00	.00	.00	2.00	.00	.00
00816.02.1	Speaking	3.00	.00	.00	2.50	.76	.27
00816.02.1	Mathematics	2.25	.46	.16	2.13	.64	.23
00816.02.1	Science	1.25	.46	.16	.25	.46	.16
00816.02.1	Critical Thinking	3.13	.35	.13	2.88	.35	.13
00816.02.1	Active Learning	2.63	.52	.18	2.38	.74	.26
00816.02.1	Learning Strategies	2.13	.35	.13	2.00	.00	.00
00816.02.1	Monitoring	3.00	.00	.00	2.75	.71	.25
00816.02.1	Social Perceptiveness	2.75	.46	.16	2.50	.76	.27
00816.02.1	Coordination	3.63	.52	.18	3.88	.35	.13
00816.02.1	Persuasion	2.25	.46	.16	1.88	.35	.13
00816.02.1	Negotiation	2.00	.53	.19	1.75	.89	.31
00816.02.1	Instructing	2.50	.53	.19	2.13	.64	.23
00816.02.1	Service Orientation	2.38	.52	.18	2.25	.71	.25
00816.02.1	Complex Problem Solving	2.88	.35	.13	2.75	.46	.16
00816.02.1	Operations Analysis	1.75	.46	.16	1.25	.89	.31
00816.02.1	Technology Design	1.75	.46	.16	.75	.46	.16
00816.02.1	Equipment Selection	2.00	.53	.19	1.13	.64	.23
00816.02.1	Installation	1.75	.71	.25	.88	.83	.30
00816.02.1	Programming	1.00	.00	.00	.00	.00	.00
00816.02.1	Quality Control Analysis	2.38	.74	.26	2.13	.35	.13
00816.02.1	Operations Monitoring	3.00	.00	.00	2.63	.74	.26
00816.02.1	Operation and Control	3.00	.00	.00	2.88	.35	.13
00816.02.1	Equipment Maintenance	1.88	.35	.13	1.13	.64	.23
00816.02.1	Troubleshooting	2.13	.35	.13	1.75	.46	.16
00816.02.1	Repairing	1.75	.46	.16	1.25	.89	.31
00816.02.1	Systems Analysis	2.00	.00	.00	1.50	.53	.19
00816.02.1	Systems Evaluation	2.00	.00	.00	1.25	.46	.16
00816.02.1	Judg. and Dec. Making	2.75	.46	.16	2.50	.53	.19
00816.02.1	Time Management	3.00	.00	.00	2.75	.46	.16
00816.02.1	M. of Financial Resources	1.88	.35	.13	1.00	.53	.19
00816.02.1	M. of Material Resources	2.00	.00	.00	1.00	.00	.00
00816.02.1	M. of Personnel Resources	2.13	.35	.13	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Structural Iron and Steel Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00818.02.1	Reading Comprehension	2.75	.46	.16	3.00	.00	.00
00818.02.1	Active Listening	3.13	.35	.13	3.00	.00	.00
00818.02.1	Writing	2.25	.46	.16	2.38	.52	.18
00818.02.1	Speaking	3.00	.00	.00	2.38	.52	.18
00818.02.1	Mathematics	2.13	.35	.13	2.13	.35	.13
00818.02.1	Science	1.13	.35	.13	.25	.71	.25
00818.02.1	Critical Thinking	3.13	.35	.13	3.13	.35	.13
00818.02.1	Active Learning	3.00	.00	.00	3.00	.00	.00
00818.02.1	Learning Strategies	2.88	.35	.13	3.00	.00	.00
00818.02.1	Monitoring	3.00	.00	.00	3.00	.00	.00
00818.02.1	Social Perceptiveness	2.88	.35	.13	2.75	.46	.16
00818.02.1	Coordination	3.63	.52	.18	3.38	.52	.18
00818.02.1	Persuasion	2.38	.52	.18	2.13	.35	.13
00818.02.1	Negotiation	2.13	.35	.13	2.00	.00	.00
00818.02.1	Instructing	2.88	.35	.13	2.88	.35	.13
00818.02.1	Service Orientation	2.75	.46	.16	2.25	.46	.16
00818.02.1	Complex Problem Solving	3.00	.53	.19	2.88	.35	.13
00818.02.1	Operations Analysis	2.00	.00	.00	2.00	.00	.00
00818.02.1	Technology Design	2.00	.00	.00	1.25	.46	.16
00818.02.1	Equipment Selection	2.13	.64	.23	2.25	1.04	.37
00818.02.1	Installation	1.75	.46	.16	1.13	.83	.30
00818.02.1	Programming	1.00	.00	.00	.00	.00	.00
00818.02.1	Quality Control Analysis	3.00	.53	.19	3.00	.53	.19
00818.02.1	Operations Monitoring	3.63	.52	.18	3.00	.00	.00
00818.02.1	Operation and Control	3.63	.52	.18	3.00	.00	.00
00818.02.1	Equipment Maintenance	2.25	.89	.31	1.50	.93	.33
00818.02.1	Troubleshooting	2.50	.53	.19	1.88	.35	.13
00818.02.1	Repairing	2.25	.89	.31	1.63	1.06	.38
00818.02.1	Systems Analysis	2.00	.00	.00	2.13	.35	.13
00818.02.1	Systems Evaluation	2.00	.00	.00	2.00	.00	.00
00818.02.1	Judg. and Dec. Making	3.00	.00	.00	2.75	.46	.16
00818.02.1	Time Management	3.00	.00	.00	2.88	.35	.13
00818.02.1	M. of Financial Resources	1.75	.46	.16	1.00	.76	.27
00818.02.1	M. of Material Resources	2.00	.00	.00	1.63	.52	.18
00818.02.1	M. of Personnel Resources	2.88	.35	.13	2.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Hazardous Materials Removal Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01407.02.1	Reading Comprehension	3.13	.35	.13	3.00	.00	.00
01407.02.1	Active Listening	3.25	.46	.16	3.00	.00	.00
01407.02.1	Writing	3.00	.00	.00	2.88	.35	.13
01407.02.1	Speaking	3.13	.35	.13	2.88	.35	.13
01407.02.1	Mathematics	2.00	.00	.00	2.13	.35	.13
01407.02.1	Science	2.00	.00	.00	1.75	.46	.16
01407.02.1	Critical Thinking	3.50	.53	.19	3.63	.52	.18
01407.02.1	Active Learning	3.00	.00	.00	3.00	.00	.00
01407.02.1	Learning Strategies	2.50	.53	.19	2.25	.46	.16
01407.02.1	Monitoring	3.63	.52	.18	3.13	.35	.13
01407.02.1	Social Perceptiveness	3.00	.00	.00	2.75	.46	.16
01407.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
01407.02.1	Persuasion	2.88	.35	.13	2.75	.46	.16
01407.02.1	Negotiation	2.75	.46	.16	2.75	.46	.16
01407.02.1	Instructing	2.88	.35	.13	2.88	.35	.13
01407.02.1	Service Orientation	2.88	.35	.13	2.75	.46	.16
01407.02.1	Complex Problem Solving	3.00	.00	.00	3.00	.00	.00
01407.02.1	Operations Analysis	1.75	.46	.16	1.13	.83	.30
01407.02.1	Technology Design	1.50	.53	.19	.50	.53	.19
01407.02.1	Equipment Selection	2.63	.52	.18	2.13	.35	.13
01407.02.1	Installation	1.63	.52	.18	.88	.83	.30
01407.02.1	Programming	1.25	.46	.16	.25	.46	.16
01407.02.1	Quality Control Analysis	3.00	.53	.19	2.75	.46	.16
01407.02.1	Operations Monitoring	3.25	.46	.16	3.00	.00	.00
01407.02.1	Operation and Control	3.38	.74	.26	3.00	.00	.00
01407.02.1	Equipment Maintenance	2.63	.52	.18	2.63	.52	.18
01407.02.1	Troubleshooting	2.88	.35	.13	2.75	.46	.16
01407.02.1	Repairing	2.25	.46	.16	2.13	.35	.13
01407.02.1	Systems Analysis	2.75	.46	.16	2.13	.35	.13
01407.02.1	Systems Evaluation	2.13	.35	.13	2.00	.00	.00
01407.02.1	Judg. and Dec. Making	3.00	.00	.00	3.00	.00	.00
01407.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
01407.02.1	M. of Financial Resources	1.88	.35	.13	1.00	.53	.19
01407.02.1	M. of Material Resources	2.00	.00	.00	1.75	.46	.16
01407.02.1	M. of Personnel Resources	2.63	.52	.18	2.50	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Rail-Track Laying and Maintenance Equipment Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00812.02.1	Reading Comprehension	2.38	.52	.18	2.25	.46	.16
00812.02.1	Active Listening	3.00	.00	.00	2.75	.46	.16
00812.02.1	Writing	2.25	.46	.16	2.13	.35	.13
00812.02.1	Speaking	2.88	.35	.13	2.25	.46	.16
00812.02.1	Mathematics	2.25	.46	.16	2.00	.53	.19
00812.02.1	Science	1.25	.46	.16	.25	.46	.16
00812.02.1	Critical Thinking	3.13	.35	.13	3.00	.00	.00
00812.02.1	Active Learning	2.63	.52	.18	2.38	.52	.18
00812.02.1	Learning Strategies	2.50	.53	.19	2.25	.46	.16
00812.02.1	Monitoring	3.13	.35	.13	2.88	.35	.13
00812.02.1	Social Perceptiveness	2.75	.46	.16	2.00	.53	.19
00812.02.1	Coordination	3.13	.35	.13	3.13	.35	.13
00812.02.1	Persuasion	2.13	.35	.13	1.88	.35	.13
00812.02.1	Negotiation	1.88	.35	.13	1.75	.71	.25
00812.02.1	Instructing	2.38	.52	.18	2.63	.52	.18
00812.02.1	Service Orientation	2.25	.46	.16	1.88	.35	.13
00812.02.1	Complex Problem Solving	2.88	.64	.23	2.38	.52	.18
00812.02.1	Operations Analysis	1.75	.46	.16	.75	.46	.16
00812.02.1	Technology Design	1.75	.46	.16	.75	.46	.16
00812.02.1	Equipment Selection	2.63	.52	.18	2.25	.46	.16
00812.02.1	Installation	1.50	.76	.27	.50	.76	.27
00812.02.1	Programming	1.00	.00	.00	.00	.00	.00
00812.02.1	Quality Control Analysis	3.13	.35	.13	3.00	.53	.19
00812.02.1	Operations Monitoring	3.75	.46	.16	3.25	.46	.16
00812.02.1	Operation and Control	3.75	.46	.16	3.13	.35	.13
00812.02.1	Equipment Maintenance	3.25	.46	.16	3.00	.00	.00
00812.02.1	Troubleshooting	3.25	.46	.16	3.00	.00	.00
00812.02.1	Repairing	3.13	.35	.13	3.00	.00	.00
00812.02.1	Systems Analysis	2.13	.35	.13	2.13	.35	.13
00812.02.1	Systems Evaluation	2.13	.35	.13	2.00	.00	.00
00812.02.1	Judg. and Dec. Making	3.00	.00	.00	2.75	.46	.16
00812.02.1	Time Management	3.00	.00	.00	2.75	.46	.16
00812.02.1	M. of Financial Resources	1.75	.46	.16	.75	.46	.16
00812.02.1	M. of Material Resources	1.88	.35	.13	1.00	.53	.19
00812.02.1	M. of Personnel Resources	2.50	.53	.19	2.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Solar Thermal Installers and Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01675.01.1	Reading Comprehension	3.38	.52	.18	3.25	.46	.16
01675.01.1	Active Listening	3.25	.46	.16	3.25	.46	.16
01675.01.1	Writing	2.88	.35	.13	3.13	.35	.13
01675.01.1	Speaking	3.25	.46	.16	3.13	.35	.13
01675.01.1	Mathematics	2.50	.53	.19	2.75	.71	.25
01675.01.1	Science	1.50	.76	.27	1.13	1.64	.58
01675.01.1	Critical Thinking	3.25	.46	.16	3.50	.53	.19
01675.01.1	Active Learning	3.00	.00	.00	3.13	.35	.13
01675.01.1	Learning Strategies	2.50	.53	.19	2.88	.35	.13
01675.01.1	Monitoring	3.25	.46	.16	3.25	.46	.16
01675.01.1	Social Perceptiveness	2.88	.35	.13	2.88	.64	.23
01675.01.1	Coordination	2.88	.35	.13	2.88	.64	.23
01675.01.1	Persuasion	2.75	.46	.16	2.88	.64	.23
01675.01.1	Negotiation	2.75	.46	.16	2.88	.64	.23
01675.01.1	Instructing	3.00	.00	.00	3.25	.46	.16
01675.01.1	Service Orientation	3.00	.00	.00	3.00	.53	.19
01675.01.1	Complex Problem Solving	3.00	.00	.00	3.00	.53	.19
01675.01.1	Operations Analysis	1.75	.89	.31	1.13	1.36	.48
01675.01.1	Technology Design	2.25	.89	.31	1.88	1.36	.48
01675.01.1	Equipment Selection	2.88	.64	.23	3.00	.76	.27
01675.01.1	Installation	4.75	.46	.16	4.13	.35	.13
01675.01.1	Programming	1.63	.74	.26	.75	.89	.31
01675.01.1	Quality Control Analysis	3.38	1.06	.38	3.63	.92	.32
01675.01.1	Operations Monitoring	3.25	.71	.25	3.38	.74	.26
01675.01.1	Operation and Control	2.88	.83	.30	2.88	.64	.23
01675.01.1	Equipment Maintenance	3.00	.76	.27	3.25	.89	.31
01675.01.1	Troubleshooting	3.13	.83	.30	3.25	.89	.31
01675.01.1	Repairing	2.88	.64	.23	3.13	.83	.30
01675.01.1	Systems Analysis	2.75	.71	.25	2.75	.46	.16
01675.01.1	Systems Evaluation	2.75	.46	.16	3.13	.64	.23
01675.01.1	Judg. and Dec. Making	3.13	.35	.13	2.88	.64	.23
01675.01.1	Time Management	3.13	.35	.13	3.00	.53	.19
01675.01.1	M. of Financial Resources	1.75	.71	.25	1.13	1.13	.40
01675.01.1	M. of Material Resources	1.88	.64	.23	1.38	1.06	.38
01675.01.1	M. of Personnel Resources	2.38	.74	.26	2.38	1.06	.38

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Computer, Automated Teller, and Office Machine Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01413.02.1	Reading Comprehension	3.13	.35	.13	3.13	.35	.13
01413.02.1	Active Listening	3.63	.52	.18	3.00	.00	.00
01413.02.1	Writing	3.00	.00	.00	3.00	.00	.00
01413.02.1	Speaking	3.25	.46	.16	3.00	.00	.00
01413.02.1	Mathematics	1.88	.35	.13	1.75	.71	.25
01413.02.1	Science	1.88	.35	.13	1.63	.74	.26
01413.02.1	Critical Thinking	3.50	.53	.19	3.13	.35	.13
01413.02.1	Active Learning	3.00	.00	.00	3.00	.00	.00
01413.02.1	Learning Strategies	2.63	.52	.18	2.63	.52	.18
01413.02.1	Monitoring	3.00	.00	.00	3.00	.00	.00
01413.02.1	Social Perceptiveness	2.88	.35	.13	3.00	.53	.19
01413.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
01413.02.1	Persuasion	2.50	.53	.19	2.75	.46	.16
01413.02.1	Negotiation	2.75	.46	.16	2.13	.35	.13
01413.02.1	Instructing	2.63	.52	.18	2.88	.35	.13
01413.02.1	Service Orientation	3.00	.53	.19	2.88	.35	.13
01413.02.1	Complex Problem Solving	3.38	.52	.18	3.13	.35	.13
01413.02.1	Operations Analysis	2.13	.35	.13	2.00	.53	.19
01413.02.1	Technology Design	2.00	.00	.00	1.88	.35	.13
01413.02.1	Equipment Selection	3.25	.46	.16	3.00	.00	.00
01413.02.1	Installation	3.00	.53	.19	2.50	.53	.19
01413.02.1	Programming	2.13	.83	.30	1.25	.71	.25
01413.02.1	Quality Control Analysis	3.25	.46	.16	3.00	.00	.00
01413.02.1	Operations Monitoring	3.13	.35	.13	3.00	.00	.00
01413.02.1	Operation and Control	2.75	.46	.16	2.88	.35	.13
01413.02.1	Equipment Maintenance	3.25	.71	.25	2.88	.35	.13
01413.02.1	Troubleshooting	3.38	.52	.18	3.25	.46	.16
01413.02.1	Repairing	3.63	.74	.26	3.13	.35	.13
01413.02.1	Systems Analysis	2.75	.46	.16	2.63	.52	.18
01413.02.1	Systems Evaluation	2.38	.52	.18	2.38	.74	.26
01413.02.1	Judg. and Dec. Making	3.00	.00	.00	2.63	.52	.18
01413.02.1	Time Management	3.25	.46	.16	3.00	.00	.00
01413.02.1	M. of Financial Resources	1.75	.46	.16	.88	.64	.23
01413.02.1	M. of Material Resources	2.13	.64	.23	1.25	.71	.25
01413.02.1	M. of Personnel Resources	2.50	.53	.19	2.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Avionics Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00742.02.1	Reading Comprehension	3.25	.46	.16	3.50	.53	.19
00742.02.1	Active Listening	3.38	.52	.18	3.25	.46	.16
00742.02.1	Writing	3.25	.46	.16	3.13	.35	.13
00742.02.1	Speaking	3.38	.52	.18	3.00	.00	.00
00742.02.1	Mathematics	2.13	.35	.13	2.13	.35	.13
00742.02.1	Science	2.88	.64	.23	2.88	.64	.23
00742.02.1	Critical Thinking	3.75	.46	.16	3.75	.46	.16
00742.02.1	Active Learning	3.00	.00	.00	3.13	.35	.13
00742.02.1	Learning Strategies	2.63	.52	.18	2.63	.52	.18
00742.02.1	Monitoring	3.13	.35	.13	3.25	.46	.16
00742.02.1	Social Perceptiveness	2.88	.35	.13	3.00	.00	.00
00742.02.1	Coordination	3.00	.00	.00	3.13	.35	.13
00742.02.1	Persuasion	2.88	.35	.13	2.75	.46	.16
00742.02.1	Negotiation	2.38	.52	.18	2.25	.46	.16
00742.02.1	Instructing	2.88	.35	.13	2.88	.35	.13
00742.02.1	Service Orientation	2.75	.46	.16	2.63	.52	.18
00742.02.1	Complex Problem Solving	3.50	.53	.19	3.50	.53	.19
00742.02.1	Operations Analysis	2.25	.71	.25	2.13	.99	.35
00742.02.1	Technology Design	1.88	.64	.23	1.13	.99	.35
00742.02.1	Equipment Selection	3.00	.53	.19	3.00	.00	.00
00742.02.1	Installation	2.75	.71	.25	2.88	.83	.30
00742.02.1	Programming	1.63	.74	.26	.88	1.13	.40
00742.02.1	Quality Control Analysis	3.75	.46	.16	3.63	.52	.18
00742.02.1	Operations Monitoring	3.75	.46	.16	3.63	.52	.18
00742.02.1	Operation and Control	2.50	.53	.19	2.50	.76	.27
00742.02.1	Equipment Maintenance	3.88	.35	.13	4.00	.53	.19
00742.02.1	Troubleshooting	3.88	.35	.13	4.00	.00	.00
00742.02.1	Repairing	3.88	.35	.13	4.00	.00	.00
00742.02.1	Systems Analysis	3.00	.00	.00	3.13	.35	.13
00742.02.1	Systems Evaluation	2.88	.35	.13	3.13	.35	.13
00742.02.1	Judg. and Dec. Making	3.25	.46	.16	3.25	.46	.16
00742.02.1	Time Management	3.13	.35	.13	3.25	.46	.16
00742.02.1	M. of Financial Resources	1.50	.53	.19	.63	.74	.26
00742.02.1	M. of Material Resources	1.75	.46	.16	1.13	.83	.30
00742.02.1	M. of Personnel Resources	2.63	.52	.18	2.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Security and Fire Alarm Systems Installers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01418.02.1	Reading Comprehension	3.13	.35	.13	3.25	.46	.16
01418.02.1	Active Listening	3.25	.71	.25	3.13	.64	.23
01418.02.1	Writing	2.88	.64	.23	2.88	.35	.13
01418.02.1	Speaking	3.38	.52	.18	3.00	.00	.00
01418.02.1	Mathematics	2.13	.35	.13	2.13	.35	.13
01418.02.1	Science	1.75	.46	.16	1.25	.89	.31
01418.02.1	Critical Thinking	3.38	.52	.18	3.50	.53	.19
01418.02.1	Active Learning	2.88	.35	.13	3.00	.53	.19
01418.02.1	Learning Strategies	2.38	.52	.18	2.38	.52	.18
01418.02.1	Monitoring	3.00	.00	.00	3.13	.35	.13
01418.02.1	Social Perceptiveness	2.88	.35	.13	2.88	.35	.13
01418.02.1	Coordination	2.88	.35	.13	2.88	.35	.13
01418.02.1	Persuasion	2.13	.35	.13	1.88	.35	.13
01418.02.1	Negotiation	2.00	.00	.00	1.88	.35	.13
01418.02.1	Instructing	2.63	.52	.18	2.63	.52	.18
01418.02.1	Service Orientation	2.88	.35	.13	2.88	.35	.13
01418.02.1	Complex Problem Solving	3.13	.35	.13	3.00	.00	.00
01418.02.1	Operations Analysis	1.88	.35	.13	1.75	.71	.25
01418.02.1	Technology Design	1.88	.35	.13	.88	.35	.13
01418.02.1	Equipment Selection	2.25	.46	.16	2.00	.00	.00
01418.02.1	Installation	3.38	.52	.18	3.13	.35	.13
01418.02.1	Programming	1.75	.46	.16	.88	.64	.23
01418.02.1	Quality Control Analysis	3.13	.35	.13	3.13	.35	.13
01418.02.1	Operations Monitoring	3.13	.35	.13	2.88	.35	.13
01418.02.1	Operation and Control	2.88	.35	.13	2.75	.46	.16
01418.02.1	Equipment Maintenance	2.75	.46	.16	2.63	.52	.18
01418.02.1	Troubleshooting	3.00	.00	.00	3.25	.46	.16
01418.02.1	Repairing	3.00	.00	.00	2.75	.46	.16
01418.02.1	Systems Analysis	2.63	.74	.26	2.50	.53	.19
01418.02.1	Systems Evaluation	2.63	.74	.26	2.50	.76	.27
01418.02.1	Judg. and Dec. Making	3.13	.35	.13	3.00	.00	.00
01418.02.1	Time Management	3.00	.00	.00	2.88	.35	.13
01418.02.1	M. of Financial Resources	1.75	.46	.16	.75	.46	.16
01418.02.1	M. of Material Resources	1.88	.35	.13	1.00	.53	.19
01418.02.1	M. of Personnel Resources	2.13	.35	.13	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Motorboat Mechanics and Service Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00718.02.1	Reading Comprehension	2.75	.46	.16	2.75	.46	.16
00718.02.1	Active Listening	3.13	.64	.23	3.00	.00	.00
00718.02.1	Writing	2.50	.53	.19	2.50	.53	.19
00718.02.1	Speaking	3.00	.00	.00	2.63	.52	.18
00718.02.1	Mathematics	2.25	.46	.16	2.00	.53	.19
00718.02.1	Science	2.00	.00	.00	1.75	.46	.16
00718.02.1	Critical Thinking	3.38	.52	.18	3.13	.35	.13
00718.02.1	Active Learning	2.38	.52	.18	2.25	.46	.16
00718.02.1	Learning Strategies	2.00	.00	.00	2.00	.00	.00
00718.02.1	Monitoring	2.88	.35	.13	3.00	.00	.00
00718.02.1	Social Perceptiveness	2.63	.52	.18	2.63	.52	.18
00718.02.1	Coordination	2.50	.76	.27	2.25	1.04	.37
00718.02.1	Persuasion	2.00	.53	.19	1.63	.74	.26
00718.02.1	Negotiation	1.88	.35	.13	1.50	.76	.27
00718.02.1	Instructing	1.88	.35	.13	1.88	.83	.30
00718.02.1	Service Orientation	2.63	.52	.18	2.13	.35	.13
00718.02.1	Complex Problem Solving	3.13	.35	.13	2.88	.35	.13
00718.02.1	Operations Analysis	1.50	.53	.19	.50	.53	.19
00718.02.1	Technology Design	1.88	.35	.13	.88	.35	.13
00718.02.1	Equipment Selection	3.13	.35	.13	2.63	.52	.18
00718.02.1	Installation	1.63	.52	.18	.75	.71	.25
00718.02.1	Programming	1.63	.52	.18	.63	.52	.18
00718.02.1	Quality Control Analysis	3.13	.35	.13	3.00	.00	.00
00718.02.1	Operations Monitoring	3.50	.53	.19	3.38	.74	.26
00718.02.1	Operation and Control	3.63	.52	.18	3.38	.74	.26
00718.02.1	Equipment Maintenance	3.88	.35	.13	3.50	.53	.19
00718.02.1	Troubleshooting	3.75	.46	.16	3.75	.46	.16
00718.02.1	Repairing	4.00	.00	.00	4.00	.00	.00
00718.02.1	Systems Analysis	2.25	.46	.16	2.25	.46	.16
00718.02.1	Systems Evaluation	2.25	.46	.16	2.25	.46	.16
00718.02.1	Judg. and Dec. Making	3.13	.35	.13	2.75	.46	.16
00718.02.1	Time Management	2.75	.46	.16	2.38	.52	.18
00718.02.1	M. of Financial Resources	1.75	.46	.16	.75	.46	.16
00718.02.1	M. of Material Resources	2.00	.00	.00	1.38	.52	.18
00718.02.1	M. of Personnel Resources	1.88	.35	.13	1.75	.71	.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Recreational Vehicle Service Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01421.02.1	Reading Comprehension	3.00	.00	.00	2.88	.35	.13
01421.02.1	Active Listening	3.38	.52	.18	3.25	.46	.16
01421.02.1	Writing	2.88	.35	.13	2.75	.46	.16
01421.02.1	Speaking	3.38	.52	.18	3.13	.35	.13
01421.02.1	Mathematics	2.00	.00	.00	1.75	.46	.16
01421.02.1	Science	1.63	.52	.18	.88	.83	.30
01421.02.1	Critical Thinking	3.38	.52	.18	3.50	.53	.19
01421.02.1	Active Learning	3.00	.00	.00	3.13	.35	.13
01421.02.1	Learning Strategies	2.38	.52	.18	2.38	.52	.18
01421.02.1	Monitoring	3.00	.00	.00	3.00	.00	.00
01421.02.1	Social Perceptiveness	2.88	.35	.13	2.75	.46	.16
01421.02.1	Coordination	3.00	.00	.00	3.13	.35	.13
01421.02.1	Persuasion	2.63	.52	.18	2.63	.52	.18
01421.02.1	Negotiation	2.63	.52	.18	2.50	.53	.19
01421.02.1	Instructing	2.75	.46	.16	2.63	.52	.18
01421.02.1	Service Orientation	2.88	.35	.13	2.88	.35	.13
01421.02.1	Complex Problem Solving	3.25	.46	.16	2.88	.35	.13
01421.02.1	Operations Analysis	1.75	.46	.16	1.00	.76	.27
01421.02.1	Technology Design	1.88	.35	.13	1.00	.53	.19
01421.02.1	Equipment Selection	3.13	.35	.13	2.63	.52	.18
01421.02.1	Installation	1.63	.52	.18	.88	.83	.30
01421.02.1	Programming	1.50	.53	.19	.50	.53	.19
01421.02.1	Quality Control Analysis	3.13	.35	.13	3.13	.35	.13
01421.02.1	Operations Monitoring	3.13	.64	.23	2.88	.35	.13
01421.02.1	Operation and Control	3.13	.64	.23	2.88	.35	.13
01421.02.1	Equipment Maintenance	3.13	.35	.13	3.13	.35	.13
01421.02.1	Troubleshooting	3.50	.53	.19	3.50	.53	.19
01421.02.1	Repairing	3.88	.35	.13	3.88	.35	.13
01421.02.1	Systems Analysis	2.75	.46	.16	2.38	.52	.18
01421.02.1	Systems Evaluation	2.75	.46	.16	2.50	.53	.19
01421.02.1	Judg. and Dec. Making	3.00	.00	.00	2.88	.35	.13
01421.02.1	Time Management	3.00	.00	.00	2.75	.46	.16
01421.02.1	M. of Financial Resources	1.63	.52	.18	.63	.52	.18
01421.02.1	M. of Material Resources	1.75	.46	.16	.75	.46	.16
01421.02.1	M. of Personnel Resources	2.13	.64	.23	1.75	.71	.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Mechanical Door Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00760.02.1	Reading Comprehension	3.13	.35	.13	2.88	.35	.13
00760.02.1	Active Listening	3.13	.35	.13	3.00	.00	.00
00760.02.1	Writing	2.75	.46	.16	2.88	.35	.13
00760.02.1	Speaking	3.13	.35	.13	3.00	.00	.00
00760.02.1	Mathematics	2.50	.53	.19	2.50	.53	.19
00760.02.1	Science	1.00	.00	.00	.00	.00	.00
00760.02.1	Critical Thinking	3.50	.53	.19	3.00	.00	.00
00760.02.1	Active Learning	3.00	.00	.00	2.25	.46	.16
00760.02.1	Learning Strategies	2.63	.52	.18	2.13	.35	.13
00760.02.1	Monitoring	3.00	.00	.00	3.00	.00	.00
00760.02.1	Social Perceptiveness	3.00	.00	.00	2.88	.35	.13
00760.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
00760.02.1	Persuasion	2.88	.35	.13	2.75	.46	.16
00760.02.1	Negotiation	2.63	.52	.18	2.25	.46	.16
00760.02.1	Instructing	3.00	.00	.00	2.63	.52	.18
00760.02.1	Service Orientation	3.00	.00	.00	2.88	.35	.13
00760.02.1	Complex Problem Solving	3.00	.53	.19	2.88	.35	.13
00760.02.1	Operations Analysis	1.88	.35	.13	1.13	.64	.23
00760.02.1	Technology Design	2.00	.53	.19	1.50	.76	.27
00760.02.1	Equipment Selection	2.75	.46	.16	2.50	.53	.19
00760.02.1	Installation	3.13	.99	.35	2.75	1.16	.41
00760.02.1	Programming	1.00	.00	.00	.00	.00	.00
00760.02.1	Quality Control Analysis	3.25	.46	.16	3.25	.46	.16
00760.02.1	Operations Monitoring	3.00	.53	.19	2.88	.35	.13
00760.02.1	Operation and Control	2.75	.46	.16	2.75	.46	.16
00760.02.1	Equipment Maintenance	2.75	.46	.16	2.88	.35	.13
00760.02.1	Troubleshooting	2.88	.35	.13	3.00	.53	.19
00760.02.1	Repairing	3.00	.53	.19	2.75	.46	.16
00760.02.1	Systems Analysis	2.13	.35	.13	2.00	.00	.00
00760.02.1	Systems Evaluation	2.25	.46	.16	2.13	.35	.13
00760.02.1	Judg. and Dec. Making	2.88	.35	.13	2.63	.52	.18
00760.02.1	Time Management	2.88	.35	.13	2.88	.35	.13
00760.02.1	M. of Financial Resources	1.88	.35	.13	1.00	.53	.19
00760.02.1	M. of Material Resources	1.88	.35	.13	1.50	.76	.27
00760.02.1	M. of Personnel Resources	2.88	.35	.13	2.25	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Maintenance Workers, Machinery

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00700.02.1	Reading Comprehension	3.00	.00	.00	2.88	.35	.13
00700.02.1	Active Listening	3.00	.00	.00	3.00	.00	.00
00700.02.1	Writing	2.13	.35	.13	2.25	.46	.16
00700.02.1	Speaking	2.88	.35	.13	2.75	.46	.16
00700.02.1	Mathematics	2.13	.35	.13	1.63	.74	.26
00700.02.1	Science	1.63	.52	.18	.75	.71	.25
00700.02.1	Critical Thinking	3.00	.00	.00	3.00	.00	.00
00700.02.1	Active Learning	2.75	.46	.16	2.13	.35	.13
00700.02.1	Learning Strategies	2.13	.35	.13	1.88	.35	.13
00700.02.1	Monitoring	2.88	.35	.13	2.75	.46	.16
00700.02.1	Social Perceptiveness	2.63	.52	.18	2.13	.35	.13
00700.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
00700.02.1	Persuasion	2.25	.46	.16	2.13	.35	.13
00700.02.1	Negotiation	2.13	.35	.13	2.13	.35	.13
00700.02.1	Instructing	2.13	.35	.13	2.13	.35	.13
00700.02.1	Service Orientation	2.13	.35	.13	2.13	.35	.13
00700.02.1	Complex Problem Solving	2.88	.35	.13	2.88	.35	.13
00700.02.1	Operations Analysis	1.88	.35	.13	1.75	.71	.25
00700.02.1	Technology Design	1.88	.35	.13	1.13	.64	.23
00700.02.1	Equipment Selection	2.75	.46	.16	2.75	.46	.16
00700.02.1	Installation	2.50	.76	.27	2.25	.46	.16
00700.02.1	Programming	1.63	.52	.18	.75	.71	.25
00700.02.1	Quality Control Analysis	3.00	.53	.19	3.13	.35	.13
00700.02.1	Operations Monitoring	3.75	.46	.16	3.63	.52	.18
00700.02.1	Operation and Control	3.50	.76	.27	3.25	.46	.16
00700.02.1	Equipment Maintenance	3.75	.71	.25	3.88	.35	.13
00700.02.1	Troubleshooting	3.63	.74	.26	3.25	.46	.16
00700.02.1	Repairing	3.75	.71	.25	3.75	.71	.25
00700.02.1	Systems Analysis	2.13	.35	.13	2.13	.35	.13
00700.02.1	Systems Evaluation	2.13	.35	.13	2.00	.00	.00
00700.02.1	Judg. and Dec. Making	3.00	.00	.00	2.38	.52	.18
00700.02.1	Time Management	2.88	.35	.13	2.38	.52	.18
00700.02.1	M. of Financial Resources	1.63	.52	.18	.75	.71	.25
00700.02.1	M. of Material Resources	1.88	.35	.13	1.00	.53	.19
00700.02.1	M. of Personnel Resources	2.25	.46	.16	1.88	.64	.23

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Telecommunications Line Installers and Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00728.02.1	Reading Comprehension	2.88	.35	.13	3.00	.00	.00
00728.02.1	Active Listening	3.00	.53	.19	3.00	.00	.00
00728.02.1	Writing	2.63	.52	.18	2.88	.35	.13
00728.02.1	Speaking	3.13	.35	.13	2.75	.46	.16
00728.02.1	Mathematics	2.00	.00	.00	1.75	.46	.16
00728.02.1	Science	1.75	.46	.16	1.13	.83	.30
00728.02.1	Critical Thinking	3.13	.35	.13	3.13	.35	.13
00728.02.1	Active Learning	2.75	.46	.16	2.63	.52	.18
00728.02.1	Learning Strategies	2.25	.46	.16	2.00	.00	.00
00728.02.1	Monitoring	3.00	.00	.00	2.88	.35	.13
00728.02.1	Social Perceptiveness	2.88	.35	.13	2.88	.35	.13
00728.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
00728.02.1	Persuasion	2.25	.46	.16	2.25	.46	.16
00728.02.1	Negotiation	2.13	.35	.13	2.13	.35	.13
00728.02.1	Instructing	2.13	.35	.13	2.13	.35	.13
00728.02.1	Service Orientation	2.75	.46	.16	2.88	.35	.13
00728.02.1	Complex Problem Solving	3.13	.35	.13	3.00	.00	.00
00728.02.1	Operations Analysis	1.88	.35	.13	1.00	.53	.19
00728.02.1	Technology Design	1.88	.35	.13	.88	.35	.13
00728.02.1	Equipment Selection	2.25	.46	.16	2.00	.00	.00
00728.02.1	Installation	2.38	.92	.32	1.88	1.13	.40
00728.02.1	Programming	1.63	.52	.18	.63	.52	.18
00728.02.1	Quality Control Analysis	2.88	.64	.23	3.00	.00	.00
00728.02.1	Operations Monitoring	3.13	.35	.13	3.00	.53	.19
00728.02.1	Operation and Control	3.00	.00	.00	3.00	.00	.00
00728.02.1	Equipment Maintenance	3.00	.00	.00	2.75	.46	.16
00728.02.1	Troubleshooting	3.00	.00	.00	3.13	.35	.13
00728.02.1	Repairing	2.88	.35	.13	2.75	.46	.16
00728.02.1	Systems Analysis	2.38	.52	.18	2.38	.52	.18
00728.02.1	Systems Evaluation	2.25	.46	.16	2.38	.52	.18
00728.02.1	Judg. and Dec. Making	3.00	.00	.00	3.00	.00	.00
00728.02.1	Time Management	2.88	.35	.13	2.75	.46	.16
00728.02.1	M. of Financial Resources	1.75	.46	.16	.75	.46	.16
00728.02.1	M. of Material Resources	1.75	.46	.16	.75	.46	.16
00728.02.1	M. of Personnel Resources	2.00	.53	.19	1.88	.83	.30

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Camera and Photographic Equipment Repairers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00750.02.1	Reading Comprehension	3.13	.35	.13	3.50	.53	.19
00750.02.1	Active Listening	3.13	.35	.13	3.13	.35	.13
00750.02.1	Writing	2.63	.52	.18	3.00	.00	.00
00750.02.1	Speaking	3.00	.00	.00	3.00	.00	.00
00750.02.1	Mathematics	2.38	.52	.18	2.50	.53	.19
00750.02.1	Science	2.13	.64	.23	1.88	1.13	.40
00750.02.1	Critical Thinking	3.50	.53	.19	3.38	.52	.18
00750.02.1	Active Learning	3.00	.00	.00	3.13	.35	.13
00750.02.1	Learning Strategies	2.63	.52	.18	2.25	.46	.16
00750.02.1	Monitoring	2.88	.35	.13	2.88	.35	.13
00750.02.1	Social Perceptiveness	2.75	.46	.16	2.50	.53	.19
00750.02.1	Coordination	2.25	.46	.16	2.25	.46	.16
00750.02.1	Persuasion	2.13	.35	.13	2.13	.35	.13
00750.02.1	Negotiation	2.00	.00	.00	2.00	.00	.00
00750.02.1	Instructing	1.63	.52	.18	.88	.83	.30
00750.02.1	Service Orientation	2.38	.52	.18	2.25	.46	.16
00750.02.1	Complex Problem Solving	3.13	.35	.13	3.13	.35	.13
00750.02.1	Operations Analysis	1.88	.35	.13	1.75	.71	.25
00750.02.1	Technology Design	2.13	.64	.23	2.25	1.04	.37
00750.02.1	Equipment Selection	3.00	.76	.27	3.13	.83	.30
00750.02.1	Installation	1.88	.64	.23	1.38	1.30	.46
00750.02.1	Programming	1.75	.46	.16	1.25	1.04	.37
00750.02.1	Quality Control Analysis	3.38	.52	.18	3.38	.52	.18
00750.02.1	Operations Monitoring	3.00	.53	.19	3.00	.00	.00
00750.02.1	Operation and Control	2.13	.83	.30	1.75	1.28	.45
00750.02.1	Equipment Maintenance	3.38	.52	.18	3.63	.52	.18
00750.02.1	Troubleshooting	3.88	.35	.13	3.63	.52	.18
00750.02.1	Repairing	3.75	.46	.16	3.88	.35	.13
00750.02.1	Systems Analysis	2.13	.35	.13	2.13	.35	.13
00750.02.1	Systems Evaluation	2.13	.35	.13	2.13	.35	.13
00750.02.1	Judg. and Dec. Making	3.13	.35	.13	3.00	.00	.00
00750.02.1	Time Management	3.13	.35	.13	3.00	.00	.00
00750.02.1	M. of Financial Resources	2.00	.00	.00	1.75	.46	.16
00750.02.1	M. of Material Resources	2.25	.46	.16	1.88	.35	.13
00750.02.1	M. of Personnel Resources	2.00	.00	.00	1.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Commercial Divers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00777.02.1	Reading Comprehension	3.25	.46	.16	3.50	.53	.19
00777.02.1	Active Listening	3.75	.46	.16	3.63	.52	.18
00777.02.1	Writing	3.00	.00	.00	3.00	.53	.19
00777.02.1	Speaking	3.63	.52	.18	3.38	.52	.18
00777.02.1	Mathematics	2.13	.35	.13	2.13	.35	.13
00777.02.1	Science	2.50	.76	.27	2.25	.46	.16
00777.02.1	Critical Thinking	3.88	.35	.13	3.75	.46	.16
00777.02.1	Active Learning	3.00	.00	.00	3.13	.35	.13
00777.02.1	Learning Strategies	2.88	.35	.13	3.00	.00	.00
00777.02.1	Monitoring	3.13	.35	.13	3.25	.46	.16
00777.02.1	Social Perceptiveness	3.00	.00	.00	3.00	.00	.00
00777.02.1	Coordination	3.25	.46	.16	3.13	.35	.13
00777.02.1	Persuasion	2.88	.35	.13	2.63	.52	.18
00777.02.1	Negotiation	3.00	.00	.00	2.63	.52	.18
00777.02.1	Instructing	3.13	.35	.13	3.13	.35	.13
00777.02.1	Service Orientation	2.75	.46	.16	2.38	.74	.26
00777.02.1	Complex Problem Solving	3.25	.46	.16	3.13	.35	.13
00777.02.1	Operations Analysis	1.88	.35	.13	1.75	.71	.25
00777.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
00777.02.1	Equipment Selection	3.00	.53	.19	2.88	.64	.23
00777.02.1	Installation	2.50	.53	.19	2.38	.52	.18
00777.02.1	Programming	1.00	.00	.00	.00	.00	.00
00777.02.1	Quality Control Analysis	3.50	.53	.19	3.25	.46	.16
00777.02.1	Operations Monitoring	3.75	.46	.16	3.63	.52	.18
00777.02.1	Operation and Control	3.38	.52	.18	3.13	.35	.13
00777.02.1	Equipment Maintenance	3.25	.46	.16	3.00	.53	.19
00777.02.1	Troubleshooting	3.25	.46	.16	3.13	.35	.13
00777.02.1	Repairing	3.25	.46	.16	3.25	.46	.16
00777.02.1	Systems Analysis	2.88	.35	.13	2.75	.71	.25
00777.02.1	Systems Evaluation	2.63	.52	.18	2.50	.76	.27
00777.02.1	Judg. and Dec. Making	3.25	.46	.16	3.25	.46	.16
00777.02.1	Time Management	3.38	.52	.18	3.13	.35	.13
00777.02.1	M. of Financial Resources	1.63	.52	.18	.88	.99	.35
00777.02.1	M. of Material Resources	2.00	.53	.19	1.38	.92	.32
00777.02.1	M. of Personnel Resources	2.75	.46	.16	3.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Aircraft Structure, Surfaces, Rigging, and Systems Assemblers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01429.02.1	Reading Comprehension	3.00	.00	.00	3.13	.35	.13
01429.02.1	Active Listening	3.13	.35	.13	3.13	.35	.13
01429.02.1	Writing	2.75	.46	.16	3.00	.00	.00
01429.02.1	Speaking	3.00	.00	.00	3.00	.00	.00
01429.02.1	Mathematics	2.50	.53	.19	2.75	.46	.16
01429.02.1	Science	1.75	.46	.16	1.50	.93	.33
01429.02.1	Critical Thinking	3.13	.35	.13	3.13	.35	.13
01429.02.1	Active Learning	2.88	.35	.13	3.00	.00	.00
01429.02.1	Learning Strategies	2.63	.52	.18	2.88	.35	.13
01429.02.1	Monitoring	3.13	.35	.13	3.13	.35	.13
01429.02.1	Social Perceptiveness	2.75	.46	.16	2.25	.46	.16
01429.02.1	Coordination	2.88	.35	.13	2.88	.35	.13
01429.02.1	Persuasion	2.25	.46	.16	2.25	.46	.16
01429.02.1	Negotiation	2.25	.46	.16	2.25	.46	.16
01429.02.1	Instructing	2.88	.35	.13	2.88	.35	.13
01429.02.1	Service Orientation	2.38	.52	.18	2.38	.52	.18
01429.02.1	Complex Problem Solving	3.00	.00	.00	2.88	.35	.13
01429.02.1	Operations Analysis	1.88	.35	.13	1.38	.74	.26
01429.02.1	Technology Design	2.00	.00	.00	1.88	.35	.13
01429.02.1	Equipment Selection	2.88	.35	.13	2.88	.35	.13
01429.02.1	Installation	2.88	.35	.13	3.00	.53	.19
01429.02.1	Programming	1.50	.53	.19	1.00	1.20	.42
01429.02.1	Quality Control Analysis	3.38	.52	.18	3.75	.46	.16
01429.02.1	Operations Monitoring	2.88	.35	.13	3.00	.53	.19
01429.02.1	Operation and Control	2.88	.35	.13	2.88	.35	.13
01429.02.1	Equipment Maintenance	3.00	.00	.00	3.00	.00	.00
01429.02.1	Troubleshooting	2.88	.35	.13	2.88	.35	.13
01429.02.1	Repairing	2.88	.35	.13	3.13	.35	.13
01429.02.1	Systems Analysis	2.88	.35	.13	2.88	.35	.13
01429.02.1	Systems Evaluation	2.88	.35	.13	2.63	.52	.18
01429.02.1	Judg. and Dec. Making	3.00	.00	.00	3.00	.00	.00
01429.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
01429.02.1	M. of Financial Resources	2.00	.00	.00	1.38	.52	.18
01429.02.1	M. of Material Resources	2.13	.35	.13	1.63	.74	.26
01429.02.1	M. of Personnel Resources	2.25	.46	.16	2.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Bakers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01434.02.1	Reading Comprehension	2.88	.35	.13	2.75	.46	.16
01434.02.1	Active Listening	3.00	.00	.00	2.75	.46	.16
01434.02.1	Writing	2.25	.46	.16	2.13	.35	.13
01434.02.1	Speaking	3.00	.00	.00	2.88	.35	.13
01434.02.1	Mathematics	2.25	.46	.16	2.13	.35	.13
01434.02.1	Science	1.75	.46	.16	.88	.64	.23
01434.02.1	Critical Thinking	3.00	.00	.00	3.00	.00	.00
01434.02.1	Active Learning	3.00	.00	.00	3.00	.00	.00
01434.02.1	Learning Strategies	2.25	.46	.16	2.00	.00	.00
01434.02.1	Monitoring	3.25	.46	.16	2.88	.35	.13
01434.02.1	Social Perceptiveness	2.75	.46	.16	2.63	.52	.18
01434.02.1	Coordination	3.00	.00	.00	2.88	.35	.13
01434.02.1	Persuasion	2.00	.53	.19	1.75	.71	.25
01434.02.1	Negotiation	2.13	.35	.13	1.88	.35	.13
01434.02.1	Instructing	2.00	.00	.00	2.00	.00	.00
01434.02.1	Service Orientation	2.50	.53	.19	2.25	.46	.16
01434.02.1	Complex Problem Solving	2.25	.46	.16	2.00	.00	.00
01434.02.1	Operations Analysis	2.00	.00	.00	1.88	.35	.13
01434.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
01434.02.1	Equipment Selection	1.50	.53	.19	.63	.74	.26
01434.02.1	Installation	1.00	.00	.00	.00	.00	.00
01434.02.1	Programming	1.00	.00	.00	.00	.00	.00
01434.02.1	Quality Control Analysis	2.88	.83	.30	2.25	.46	.16
01434.02.1	Operations Monitoring	2.88	.64	.23	2.63	.52	.18
01434.02.1	Operation and Control	2.25	.46	.16	2.00	.00	.00
01434.02.1	Equipment Maintenance	1.50	.53	.19	.50	.53	.19
01434.02.1	Troubleshooting	2.13	.35	.13	1.25	.46	.16
01434.02.1	Repairing	1.13	.35	.13	.13	.35	.13
01434.02.1	Systems Analysis	2.00	.00	.00	2.00	.00	.00
01434.02.1	Systems Evaluation	2.00	.00	.00	2.00	.00	.00
01434.02.1	Judg. and Dec. Making	3.00	.00	.00	2.75	.46	.16
01434.02.1	Time Management	3.00	.00	.00	2.75	.46	.16
01434.02.1	M. of Financial Resources	1.75	.46	.16	.88	.64	.23
01434.02.1	M. of Material Resources	2.00	.00	.00	1.38	.52	.18
01434.02.1	M. of Personnel Resources	2.00	.53	.19	1.63	.74	.26

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00946.02.1	Reading Comprehension	2.88	.35	.13	2.88	.35	.13
00946.02.1	Active Listening	2.88	.35	.13	2.63	.52	.18
00946.02.1	Writing	2.63	.52	.18	2.00	.00	.00
00946.02.1	Speaking	3.00	.00	.00	2.50	.76	.27
00946.02.1	Mathematics	2.50	.53	.19	2.50	.53	.19
00946.02.1	Science	1.88	.35	.13	1.13	.64	.23
00946.02.1	Critical Thinking	3.13	.35	.13	2.75	.46	.16
00946.02.1	Active Learning	2.63	.52	.18	2.25	.46	.16
00946.02.1	Learning Strategies	2.25	.46	.16	2.13	.35	.13
00946.02.1	Monitoring	3.13	.35	.13	3.25	.46	.16
00946.02.1	Social Perceptiveness	2.75	.46	.16	2.38	.52	.18
00946.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
00946.02.1	Persuasion	2.38	.74	.26	1.88	.83	.30
00946.02.1	Negotiation	1.75	.46	.16	1.50	.93	.33
00946.02.1	Instructing	2.25	.46	.16	2.25	.46	.16
00946.02.1	Service Orientation	2.25	.71	.25	1.75	.71	.25
00946.02.1	Complex Problem Solving	3.00	.00	.00	2.63	.52	.18
00946.02.1	Operations Analysis	1.75	.46	.16	1.38	.92	.32
00946.02.1	Technology Design	1.88	.35	.13	.88	.35	.13
00946.02.1	Equipment Selection	2.63	.52	.18	2.50	.53	.19
00946.02.1	Installation	2.13	.64	.23	1.63	.74	.26
00946.02.1	Programming	1.50	.53	.19	.50	.53	.19
00946.02.1	Quality Control Analysis	3.13	.35	.13	3.38	.52	.18
00946.02.1	Operations Monitoring	3.50	.53	.19	3.63	.52	.18
00946.02.1	Operation and Control	3.38	.52	.18	3.50	.53	.19
00946.02.1	Equipment Maintenance	2.63	.52	.18	2.63	.52	.18
00946.02.1	Troubleshooting	3.00	.00	.00	2.75	.46	.16
00946.02.1	Repairing	2.75	.46	.16	2.88	.35	.13
00946.02.1	Systems Analysis	2.38	.52	.18	2.25	.46	.16
00946.02.1	Systems Evaluation	2.38	.52	.18	2.25	.46	.16
00946.02.1	Judg. and Dec. Making	3.13	.35	.13	2.75	.46	.16
00946.02.1	Time Management	2.88	.35	.13	2.50	.76	.27
00946.02.1	M. of Financial Resources	1.75	.46	.16	.75	.46	.16
00946.02.1	M. of Material Resources	1.75	.46	.16	1.25	.89	.31
00946.02.1	M. of Personnel Resources	2.25	.46	.16	1.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01436.02.1	Reading Comprehension	2.88	.35	.13	2.88	.35	.13
01436.02.1	Active Listening	3.00	.00	.00	2.75	.46	.16
01436.02.1	Writing	2.63	.52	.18	2.38	.52	.18
01436.02.1	Speaking	3.00	.00	.00	2.75	.46	.16
01436.02.1	Mathematics	2.38	.52	.18	2.38	.52	.18
01436.02.1	Science	1.63	.52	.18	.88	.83	.30
01436.02.1	Critical Thinking	3.00	.00	.00	2.75	.46	.16
01436.02.1	Active Learning	2.63	.52	.18	2.25	.46	.16
01436.02.1	Learning Strategies	2.00	.00	.00	2.00	.00	.00
01436.02.1	Monitoring	3.25	.46	.16	3.00	.00	.00
01436.02.1	Social Perceptiveness	2.50	.53	.19	2.00	.53	.19
01436.02.1	Coordination	2.75	.71	.25	2.50	1.07	.38
01436.02.1	Persuasion	2.00	.53	.19	1.75	.71	.25
01436.02.1	Negotiation	1.88	.35	.13	1.88	.83	.30
01436.02.1	Instructing	2.25	.46	.16	2.50	.53	.19
01436.02.1	Service Orientation	1.88	.35	.13	1.63	.74	.26
01436.02.1	Complex Problem Solving	2.63	.52	.18	2.63	.52	.18
01436.02.1	Operations Analysis	1.75	.46	.16	1.25	.89	.31
01436.02.1	Technology Design	1.75	.46	.16	.75	.46	.16
01436.02.1	Equipment Selection	2.00	.53	.19	1.50	.76	.27
01436.02.1	Installation	1.50	.53	.19	.88	1.13	.40
01436.02.1	Programming	1.13	.35	.13	.13	.35	.13
01436.02.1	Quality Control Analysis	3.25	.46	.16	3.38	.52	.18
01436.02.1	Operations Monitoring	3.50	.53	.19	3.50	.53	.19
01436.02.1	Operation and Control	3.38	.52	.18	3.50	.53	.19
01436.02.1	Equipment Maintenance	2.75	.46	.16	2.75	.46	.16
01436.02.1	Troubleshooting	3.00	.00	.00	2.88	.35	.13
01436.02.1	Repairing	2.50	.53	.19	2.50	.53	.19
01436.02.1	Systems Analysis	2.00	.00	.00	1.50	.53	.19
01436.02.1	Systems Evaluation	2.00	.00	.00	1.50	.53	.19
01436.02.1	Judg. and Dec. Making	2.88	.35	.13	2.75	.46	.16
01436.02.1	Time Management	2.75	.46	.16	2.63	.52	.18
01436.02.1	M. of Financial Resources	1.50	.53	.19	.50	.53	.19
01436.02.1	M. of Material Resources	1.75	.46	.16	.75	.46	.16
01436.02.1	M. of Personnel Resources	2.00	.00	.00	1.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Solderers and Brazers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01528.02.1	Reading Comprehension	2.38	.74	.26	2.00	.93	.33
01528.02.1	Active Listening	2.75	.46	.16	2.25	.71	.25
01528.02.1	Writing	1.63	.52	.18	1.13	.99	.35
01528.02.1	Speaking	2.50	.53	.19	2.00	.76	.27
01528.02.1	Mathematics	1.63	.52	.18	.63	.52	.18
01528.02.1	Science	1.25	.46	.16	.25	.46	.16
01528.02.1	Critical Thinking	2.63	.52	.18	2.38	.74	.26
01528.02.1	Active Learning	2.00	.00	.00	1.88	.35	.13
01528.02.1	Learning Strategies	1.75	.46	.16	1.38	.92	.32
01528.02.1	Monitoring	2.88	.35	.13	2.50	.53	.19
01528.02.1	Social Perceptiveness	2.25	.46	.16	2.00	.53	.19
01528.02.1	Coordination	2.25	.71	.25	1.88	.99	.35
01528.02.1	Persuasion	1.88	.35	.13	1.38	.74	.26
01528.02.1	Negotiation	1.88	.35	.13	1.38	.74	.26
01528.02.1	Instructing	2.00	.53	.19	1.50	.76	.27
01528.02.1	Service Orientation	2.00	.00	.00	1.75	.46	.16
01528.02.1	Complex Problem Solving	2.38	.52	.18	2.25	.46	.16
01528.02.1	Operations Analysis	1.38	.52	.18	.38	.52	.18
01528.02.1	Technology Design	1.50	.53	.19	.50	.53	.19
01528.02.1	Equipment Selection	1.75	.46	.16	1.50	.93	.33
01528.02.1	Installation	1.13	.35	.13	.13	.35	.13
01528.02.1	Programming	1.13	.35	.13	.13	.35	.13
01528.02.1	Quality Control Analysis	3.00	.00	.00	2.75	.46	.16
01528.02.1	Operations Monitoring	2.75	.46	.16	2.50	.53	.19
01528.02.1	Operation and Control	2.25	.46	.16	2.13	.35	.13
01528.02.1	Equipment Maintenance	1.88	.64	.23	1.63	1.06	.38
01528.02.1	Troubleshooting	2.13	.35	.13	2.13	.35	.13
01528.02.1	Repairing	1.88	.64	.23	1.38	.92	.32
01528.02.1	Systems Analysis	2.00	.00	.00	1.38	.52	.18
01528.02.1	Systems Evaluation	1.63	.52	.18	.63	.52	.18
01528.02.1	Judg. and Dec. Making	2.50	.53	.19	2.13	.64	.23
01528.02.1	Time Management	2.63	.52	.18	2.13	.64	.23
01528.02.1	M. of Financial Resources	1.13	.35	.13	.13	.35	.13
01528.02.1	M. of Material Resources	1.38	.52	.18	.38	.52	.18
01528.02.1	M. of Personnel Resources	1.88	.35	.13	1.25	.71	.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01441.02.1	Reading Comprehension	2.75	.46	.16	2.63	.52	.18
01441.02.1	Active Listening	3.13	.35	.13	2.63	.52	.18
01441.02.1	Writing	2.25	.46	.16	2.00	.00	.00
01441.02.1	Speaking	3.13	.35	.13	2.88	.35	.13
01441.02.1	Mathematics	2.25	.46	.16	1.63	.74	.26
01441.02.1	Science	1.75	.46	.16	.75	.46	.16
01441.02.1	Critical Thinking	3.13	.35	.13	3.00	.53	.19
01441.02.1	Active Learning	2.50	.53	.19	2.00	.00	.00
01441.02.1	Learning Strategies	2.25	.46	.16	1.88	.64	.23
01441.02.1	Monitoring	3.00	.00	.00	3.13	.35	.13
01441.02.1	Social Perceptiveness	2.63	.52	.18	2.50	.53	.19
01441.02.1	Coordination	2.75	.46	.16	2.75	.46	.16
01441.02.1	Persuasion	2.00	.53	.19	1.75	.71	.25
01441.02.1	Negotiation	2.00	.53	.19	1.75	.89	.31
01441.02.1	Instructing	2.38	.52	.18	2.25	.46	.16
01441.02.1	Service Orientation	2.13	.35	.13	1.50	.53	.19
01441.02.1	Complex Problem Solving	3.00	.53	.19	2.50	.53	.19
01441.02.1	Operations Analysis	1.75	.46	.16	1.25	.89	.31
01441.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
01441.02.1	Equipment Selection	2.13	.35	.13	2.00	.53	.19
01441.02.1	Installation	1.25	.46	.16	.25	.46	.16
01441.02.1	Programming	1.13	.35	.13	.13	.35	.13
01441.02.1	Quality Control Analysis	2.38	.52	.18	2.50	.53	.19
01441.02.1	Operations Monitoring	3.38	.52	.18	3.25	.46	.16
01441.02.1	Operation and Control	3.13	.35	.13	3.13	.35	.13
01441.02.1	Equipment Maintenance	2.38	.52	.18	2.38	.52	.18
01441.02.1	Troubleshooting	2.38	.52	.18	2.38	.52	.18
01441.02.1	Repairing	2.13	.35	.13	2.13	.35	.13
01441.02.1	Systems Analysis	1.88	.35	.13	1.25	.71	.25
01441.02.1	Systems Evaluation	2.00	.00	.00	1.50	.53	.19
01441.02.1	Judg. and Dec. Making	2.75	.46	.16	2.50	.53	.19
01441.02.1	Time Management	2.63	.52	.18	2.50	.53	.19
01441.02.1	M. of Financial Resources	1.38	.52	.18	.38	.52	.18
01441.02.1	M. of Material Resources	1.63	.52	.18	.63	.52	.18
01441.02.1	M. of Personnel Resources	2.38	.52	.18	1.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Print Binding and Finishing Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01711.01.2	Reading Comprehension	3.13	.35	.13	2.88	.64	.23
01711.01.2	Active Listening	2.88	.35	.13	2.88	.64	.23
01711.01.2	Writing	2.75	.46	.16	2.63	.52	.18
01711.01.2	Speaking	3.00	.00	.00	2.75	.46	.16
01711.01.2	Mathematics	2.13	.35	.13	2.13	.64	.23
01711.01.2	Science	1.13	.35	.13	.13	.35	.13
01711.01.2	Critical Thinking	3.25	.71	.25	3.00	.53	.19
01711.01.2	Active Learning	2.50	.53	.19	2.38	.74	.26
01711.01.2	Learning Strategies	2.50	.53	.19	2.88	.99	.35
01711.01.2	Monitoring	3.13	.64	.23	3.00	.53	.19
01711.01.2	Social Perceptiveness	2.63	.52	.18	2.63	.52	.18
01711.01.2	Coordination	2.88	.35	.13	2.75	.46	.16
01711.01.2	Persuasion	2.13	.64	.23	2.25	1.04	.37
01711.01.2	Negotiation	2.13	.64	.23	1.88	.83	.30
01711.01.2	Instructing	2.88	.35	.13	2.75	.46	.16
01711.01.2	Service Orientation	2.63	.52	.18	2.25	.46	.16
01711.01.2	Complex Problem Solving	3.00	.53	.19	2.88	.35	.13
01711.01.2	Operations Analysis	1.25	.46	.16	.50	.93	.33
01711.01.2	Technology Design	1.63	.52	.18	1.00	.93	.33
01711.01.2	Equipment Selection	2.50	.76	.27	2.25	.71	.25
01711.01.2	Installation	1.88	.64	.23	1.50	1.20	.42
01711.01.2	Programming	1.63	.52	.18	.88	.83	.30
01711.01.2	Quality Control Analysis	3.00	.93	.33	2.88	.64	.23
01711.01.2	Operations Monitoring	3.38	.74	.26	3.13	.83	.30
01711.01.2	Operation and Control	2.88	.83	.30	3.13	.83	.30
01711.01.2	Equipment Maintenance	2.88	.64	.23	3.13	.83	.30
01711.01.2	Troubleshooting	2.63	.74	.26	2.75	.89	.31
01711.01.2	Repairing	2.88	.64	.23	2.75	.71	.25
01711.01.2	Systems Analysis	2.50	.53	.19	2.13	.35	.13
01711.01.2	Systems Evaluation	2.38	.52	.18	2.38	.52	.18
01711.01.2	Judg. and Dec. Making	3.13	.35	.13	2.75	.46	.16
01711.01.2	Time Management	2.88	.35	.13	2.63	.52	.18
01711.01.2	M. of Financial Resources	1.63	.52	.18	.75	.71	.25
01711.01.2	M. of Material Resources	1.63	.52	.18	.75	.71	.25
01711.01.2	M. of Personnel Resources	2.50	.53	.19	2.50	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Laundry and Dry-Cleaning Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01448.02.1	Reading Comprehension	2.75	.46	.16	2.13	.35	.13
01448.02.1	Active Listening	3.00	.00	.00	2.25	.46	.16
01448.02.1	Writing	2.13	.35	.13	2.13	.35	.13
01448.02.1	Speaking	2.88	.35	.13	2.38	.52	.18
01448.02.1	Mathematics	1.63	.52	.18	.88	.83	.30
01448.02.1	Science	1.00	.00	.00	.00	.00	.00
01448.02.1	Critical Thinking	2.75	.46	.16	2.50	.53	.19
01448.02.1	Active Learning	2.63	.52	.18	2.13	.35	.13
01448.02.1	Learning Strategies	2.25	.46	.16	2.13	.35	.13
01448.02.1	Monitoring	3.00	.00	.00	2.25	.46	.16
01448.02.1	Social Perceptiveness	2.88	.35	.13	2.25	.46	.16
01448.02.1	Coordination	2.50	.53	.19	2.25	.46	.16
01448.02.1	Persuasion	2.25	.46	.16	2.13	.35	.13
01448.02.1	Negotiation	2.25	.46	.16	2.13	.35	.13
01448.02.1	Instructing	2.38	.52	.18	2.13	.35	.13
01448.02.1	Service Orientation	2.38	.52	.18	2.38	.52	.18
01448.02.1	Complex Problem Solving	2.38	.52	.18	2.25	.46	.16
01448.02.1	Operations Analysis	1.63	.52	.18	.88	.83	.30
01448.02.1	Technology Design	1.00	.00	.00	.00	.00	.00
01448.02.1	Equipment Selection	1.75	.71	.25	1.13	.99	.35
01448.02.1	Installation	1.00	.00	.00	.00	.00	.00
01448.02.1	Programming	1.00	.00	.00	.00	.00	.00
01448.02.1	Quality Control Analysis	2.25	.46	.16	2.00	.76	.27
01448.02.1	Operations Monitoring	2.88	.35	.13	2.50	.53	.19
01448.02.1	Operation and Control	2.75	.46	.16	2.13	.35	.13
01448.02.1	Equipment Maintenance	1.75	.71	.25	1.25	1.04	.37
01448.02.1	Troubleshooting	2.13	.35	.13	2.25	.46	.16
01448.02.1	Repairing	1.75	.71	.25	1.25	1.04	.37
01448.02.1	Systems Analysis	2.00	.00	.00	1.63	.52	.18
01448.02.1	Systems Evaluation	2.00	.00	.00	1.50	.53	.19
01448.02.1	Judg. and Dec. Making	2.75	.46	.16	2.13	.35	.13
01448.02.1	Time Management	2.88	.35	.13	2.38	.52	.18
01448.02.1	M. of Financial Resources	1.63	.52	.18	1.00	.93	.33
01448.02.1	M. of Material Resources	1.63	.52	.18	1.00	.93	.33
01448.02.1	M. of Personnel Resources	2.25	.46	.16	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Cabinetmakers and Bench Carpenters

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00869.02.1	Reading Comprehension	2.88	.35	.13	2.63	.52	.18
00869.02.1	Active Listening	2.88	.35	.13	2.50	.53	.19
00869.02.1	Writing	2.38	.52	.18	2.38	.52	.18
00869.02.1	Speaking	3.00	.00	.00	2.50	.53	.19
00869.02.1	Mathematics	2.88	.35	.13	3.00	.53	.19
00869.02.1	Science	1.38	.52	.18	.38	.52	.18
00869.02.1	Critical Thinking	3.00	.00	.00	3.00	.53	.19
00869.02.1	Active Learning	2.75	.46	.16	2.75	.46	.16
00869.02.1	Learning Strategies	2.25	.46	.16	2.25	.46	.16
00869.02.1	Monitoring	3.13	.35	.13	3.13	.35	.13
00869.02.1	Social Perceptiveness	2.63	.52	.18	2.38	.52	.18
00869.02.1	Coordination	2.75	.71	.25	2.50	1.07	.38
00869.02.1	Persuasion	2.25	.46	.16	2.25	.46	.16
00869.02.1	Negotiation	2.00	.00	.00	2.00	.00	.00
00869.02.1	Instructing	2.25	.46	.16	2.25	.46	.16
00869.02.1	Service Orientation	2.38	.52	.18	2.00	.53	.19
00869.02.1	Complex Problem Solving	2.88	.64	.23	2.75	.46	.16
00869.02.1	Operations Analysis	3.00	.00	.00	2.88	.35	.13
00869.02.1	Technology Design	1.88	.35	.13	1.50	.76	.27
00869.02.1	Equipment Selection	3.00	.00	.00	2.88	.35	.13
00869.02.1	Installation	1.63	.52	.18	.63	.52	.18
00869.02.1	Programming	1.63	.52	.18	.75	.71	.25
00869.02.1	Quality Control Analysis	3.38	.52	.18	3.38	.52	.18
00869.02.1	Operations Monitoring	3.50	.53	.19	3.13	.64	.23
00869.02.1	Operation and Control	3.13	.35	.13	2.88	.35	.13
00869.02.1	Equipment Maintenance	2.88	.35	.13	2.88	.35	.13
00869.02.1	Troubleshooting	3.00	.00	.00	2.88	.35	.13
00869.02.1	Repairing	2.88	.35	.13	2.50	.53	.19
00869.02.1	Systems Analysis	2.00	.00	.00	2.00	.00	.00
00869.02.1	Systems Evaluation	2.25	.46	.16	2.00	.00	.00
00869.02.1	Judg. and Dec. Making	3.00	.00	.00	2.88	.35	.13
00869.02.1	Time Management	3.00	.00	.00	3.00	.00	.00
00869.02.1	M. of Financial Resources	1.75	.46	.16	1.25	.89	.31
00869.02.1	M. of Material Resources	1.75	.46	.16	1.50	.93	.33
00869.02.1	M. of Personnel Resources	2.50	.53	.19	2.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Woodworking Machine Setters, Operators, and Tenders, Except Sawing

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01460.02.1	Reading Comprehension	2.75	.46	.16	2.75	.46	.16
01460.02.1	Active Listening	2.88	.35	.13	2.75	.46	.16
01460.02.1	Writing	1.88	.35	.13	1.75	.71	.25
01460.02.1	Speaking	3.00	.00	.00	2.50	.76	.27
01460.02.1	Mathematics	2.38	.52	.18	2.50	.53	.19
01460.02.1	Science	1.50	.53	.19	.50	.53	.19
01460.02.1	Critical Thinking	3.00	.00	.00	2.88	.35	.13
01460.02.1	Active Learning	2.50	.53	.19	2.13	.64	.23
01460.02.1	Learning Strategies	2.25	.46	.16	2.13	.35	.13
01460.02.1	Monitoring	3.13	.35	.13	2.88	.35	.13
01460.02.1	Social Perceptiveness	2.25	.71	.25	2.00	.93	.33
01460.02.1	Coordination	2.13	.64	.23	2.00	.93	.33
01460.02.1	Persuasion	1.88	.35	.13	1.75	.71	.25
01460.02.1	Negotiation	1.88	.35	.13	1.38	.74	.26
01460.02.1	Instructing	1.88	.35	.13	1.75	.89	.31
01460.02.1	Service Orientation	1.88	.35	.13	1.38	.74	.26
01460.02.1	Complex Problem Solving	2.75	.46	.16	2.50	.53	.19
01460.02.1	Operations Analysis	1.88	.35	.13	1.63	.74	.26
01460.02.1	Technology Design	1.88	.35	.13	1.38	.74	.26
01460.02.1	Equipment Selection	2.88	.64	.23	2.50	.53	.19
01460.02.1	Installation	1.88	.35	.13	1.25	.71	.25
01460.02.1	Programming	1.75	.46	.16	1.13	.83	.30
01460.02.1	Quality Control Analysis	3.25	.46	.16	3.00	.00	.00
01460.02.1	Operations Monitoring	3.63	.52	.18	3.50	.53	.19
01460.02.1	Operation and Control	3.50	.53	.19	3.25	.46	.16
01460.02.1	Equipment Maintenance	3.00	.00	.00	3.00	.00	.00
01460.02.1	Troubleshooting	3.00	.00	.00	3.00	.00	.00
01460.02.1	Repairing	2.88	.35	.13	3.00	.00	.00
01460.02.1	Systems Analysis	1.75	.46	.16	.88	.64	.23
01460.02.1	Systems Evaluation	2.00	.00	.00	1.63	.52	.18
01460.02.1	Judg. and Dec. Making	2.88	.35	.13	2.13	.64	.23
01460.02.1	Time Management	2.75	.46	.16	2.13	.35	.13
01460.02.1	M. of Financial Resources	1.63	.52	.18	.63	.52	.18
01460.02.1	M. of Material Resources	1.75	.46	.16	1.13	.83	.30
01460.02.1	M. of Personnel Resources	1.88	.35	.13	1.50	.76	.27

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Chemical Plant and System Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01088.02.1	Reading Comprehension	3.25	.46	.16	3.75	.46	.16
01088.02.1	Active Listening	3.38	.52	.18	3.75	.46	.16
01088.02.1	Writing	3.00	.00	.00	3.00	.00	.00
01088.02.1	Speaking	3.13	.35	.13	3.13	.35	.13
01088.02.1	Mathematics	2.63	.52	.18	2.88	.83	.30
01088.02.1	Science	2.88	.64	.23	2.88	.64	.23
01088.02.1	Critical Thinking	3.50	.53	.19	3.75	.46	.16
01088.02.1	Active Learning	3.25	.46	.16	3.00	.00	.00
01088.02.1	Learning Strategies	2.88	.35	.13	2.88	.35	.13
01088.02.1	Monitoring	3.63	.52	.18	3.75	.46	.16
01088.02.1	Social Perceptiveness	2.63	.52	.18	2.63	.52	.18
01088.02.1	Coordination	2.88	.35	.13	2.75	.46	.16
01088.02.1	Persuasion	2.38	.52	.18	2.13	.35	.13
01088.02.1	Negotiation	2.25	.46	.16	2.13	.35	.13
01088.02.1	Instructing	2.63	.52	.18	2.63	.52	.18
01088.02.1	Service Orientation	2.50	.53	.19	2.13	.35	.13
01088.02.1	Complex Problem Solving	3.25	.46	.16	3.13	.35	.13
01088.02.1	Operations Analysis	2.13	.35	.13	2.00	.53	.19
01088.02.1	Technology Design	1.00	.00	.00	.00	.00	.00
01088.02.1	Equipment Selection	2.13	.35	.13	2.00	.00	.00
01088.02.1	Installation	1.00	.00	.00	.00	.00	.00
01088.02.1	Programming	1.75	.46	.16	1.00	.76	.27
01088.02.1	Quality Control Analysis	3.63	.52	.18	3.50	.53	.19
01088.02.1	Operations Monitoring	4.13	.64	.23	4.50	.53	.19
01088.02.1	Operation and Control	4.00	.00	.00	3.88	.35	.13
01088.02.1	Equipment Maintenance	2.75	.46	.16	2.75	.71	.25
01088.02.1	Troubleshooting	2.88	.35	.13	2.63	.52	.18
01088.02.1	Repairing	2.75	.46	.16	2.75	.46	.16
01088.02.1	Systems Analysis	2.63	.74	.26	2.50	.53	.19
01088.02.1	Systems Evaluation	2.88	.64	.23	2.75	.46	.16
01088.02.1	Judg. and Dec. Making	3.25	.46	.16	3.00	.00	.00
01088.02.1	Time Management	3.25	.46	.16	3.00	.00	.00
01088.02.1	M. of Financial Resources	1.88	.35	.13	1.13	.64	.23
01088.02.1	M. of Material Resources	1.88	.35	.13	1.38	.74	.26
01088.02.1	M. of Personnel Resources	2.75	.46	.16	2.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Chemical Equipment Operators and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01467.02.1	Reading Comprehension	3.38	.52	.18	3.38	.52	.18
01467.02.1	Active Listening	3.38	.52	.18	3.13	.35	.13
01467.02.1	Writing	3.00	.53	.19	3.00	.00	.00
01467.02.1	Speaking	3.13	.35	.13	3.00	.00	.00
01467.02.1	Mathematics	2.88	.35	.13	2.88	.35	.13
01467.02.1	Science	2.63	.52	.18	2.13	.64	.23
01467.02.1	Critical Thinking	3.38	.52	.18	3.13	.35	.13
01467.02.1	Active Learning	3.00	.00	.00	2.88	.35	.13
01467.02.1	Learning Strategies	2.75	.46	.16	2.50	.53	.19
01467.02.1	Monitoring	3.75	.46	.16	3.13	.35	.13
01467.02.1	Social Perceptiveness	2.75	.46	.16	2.63	.52	.18
01467.02.1	Coordination	3.00	.00	.00	3.13	.35	.13
01467.02.1	Persuasion	2.13	.64	.23	1.88	.83	.30
01467.02.1	Negotiation	2.00	.53	.19	1.63	.74	.26
01467.02.1	Instructing	2.63	.52	.18	2.63	.52	.18
01467.02.1	Service Orientation	2.50	.53	.19	2.25	.71	.25
01467.02.1	Complex Problem Solving	3.13	.64	.23	2.88	.35	.13
01467.02.1	Operations Analysis	2.00	.00	.00	1.75	.46	.16
01467.02.1	Technology Design	1.75	.46	.16	.75	.46	.16
01467.02.1	Equipment Selection	2.38	.52	.18	2.13	.35	.13
01467.02.1	Installation	1.00	.00	.00	.00	.00	.00
01467.02.1	Programming	1.63	.52	.18	.63	.52	.18
01467.02.1	Quality Control Analysis	3.00	.53	.19	3.13	.35	.13
01467.02.1	Operations Monitoring	3.88	.35	.13	3.88	.35	.13
01467.02.1	Operation and Control	3.88	.35	.13	3.88	.35	.13
01467.02.1	Equipment Maintenance	2.75	.46	.16	2.63	.52	.18
01467.02.1	Troubleshooting	3.00	.00	.00	2.75	.46	.16
01467.02.1	Repairing	2.38	.52	.18	2.25	.46	.16
01467.02.1	Systems Analysis	2.75	.46	.16	2.63	.52	.18
01467.02.1	Systems Evaluation	2.75	.46	.16	2.50	.53	.19
01467.02.1	Judg. and Dec. Making	3.38	.52	.18	3.00	.53	.19
01467.02.1	Time Management	3.00	.00	.00	2.88	.35	.13
01467.02.1	M. of Financial Resources	1.50	.53	.19	.50	.53	.19
01467.02.1	M. of Material Resources	2.00	.53	.19	1.13	.64	.23
01467.02.1	M. of Personnel Resources	2.50	.53	.19	2.38	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01032.02.1	Reading Comprehension	3.00	.00	.00	2.88	.35	.13
01032.02.1	Active Listening	3.00	.00	.00	3.00	.00	.00
01032.02.1	Writing	2.88	.35	.13	2.88	.35	.13
01032.02.1	Speaking	2.88	.35	.13	2.88	.35	.13
01032.02.1	Mathematics	2.63	.52	.18	2.63	.52	.18
01032.02.1	Science	2.50	.53	.19	2.00	.53	.19
01032.02.1	Critical Thinking	3.13	.35	.13	3.00	.00	.00
01032.02.1	Active Learning	2.88	.35	.13	2.88	.35	.13
01032.02.1	Learning Strategies	2.75	.46	.16	2.88	.35	.13
01032.02.1	Monitoring	3.13	.35	.13	3.13	.35	.13
01032.02.1	Social Perceptiveness	2.75	.46	.16	2.63	.52	.18
01032.02.1	Coordination	2.88	.35	.13	2.88	.35	.13
01032.02.1	Persuasion	2.50	.53	.19	2.13	.35	.13
01032.02.1	Negotiation	2.13	.35	.13	2.00	.53	.19
01032.02.1	Instructing	2.63	.52	.18	2.63	.52	.18
01032.02.1	Service Orientation	2.38	.52	.18	2.13	.35	.13
01032.02.1	Complex Problem Solving	2.88	.35	.13	2.88	.35	.13
01032.02.1	Operations Analysis	1.75	.46	.16	1.00	.76	.27
01032.02.1	Technology Design	1.88	.35	.13	.88	.35	.13
01032.02.1	Equipment Selection	2.38	.52	.18	1.88	.35	.13
01032.02.1	Installation	2.00	.00	.00	1.75	.46	.16
01032.02.1	Programming	1.75	.46	.16	.75	.46	.16
01032.02.1	Quality Control Analysis	3.13	.35	.13	2.75	.71	.25
01032.02.1	Operations Monitoring	3.75	.46	.16	3.75	.46	.16
01032.02.1	Operation and Control	3.13	.35	.13	3.13	.35	.13
01032.02.1	Equipment Maintenance	2.88	.35	.13	2.63	.52	.18
01032.02.1	Troubleshooting	2.88	.35	.13	2.63	.52	.18
01032.02.1	Repairing	2.88	.35	.13	2.63	.52	.18
01032.02.1	Systems Analysis	2.63	.52	.18	2.50	.53	.19
01032.02.1	Systems Evaluation	2.00	.00	.00	2.13	.35	.13
01032.02.1	Judg. and Dec. Making	3.00	.00	.00	2.75	.46	.16
01032.02.1	Time Management	3.00	.00	.00	2.88	.35	.13
01032.02.1	M. of Financial Resources	1.88	.35	.13	1.38	.74	.26
01032.02.1	M. of Material Resources	2.00	.00	.00	1.75	.46	.16
01032.02.1	M. of Personnel Resources	2.75	.46	.16	2.38	.52	.18

*Note:* Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01017.02.1	Reading Comprehension	3.13	.35	.13	3.00	.53	.19
01017.02.1	Active Listening	3.13	.35	.13	3.13	.35	.13
01017.02.1	Writing	2.63	.52	.18	2.63	.52	.18
01017.02.1	Speaking	3.13	.35	.13	3.00	.00	.00
01017.02.1	Mathematics	2.25	.46	.16	2.00	.00	.00
01017.02.1	Science	1.88	.64	.23	1.13	.99	.35
01017.02.1	Critical Thinking	3.13	.35	.13	3.00	.00	.00
01017.02.1	Active Learning	2.38	.52	.18	2.38	.52	.18
01017.02.1	Learning Strategies	2.13	.35	.13	1.50	.53	.19
01017.02.1	Monitoring	3.13	.35	.13	3.13	.35	.13
01017.02.1	Social Perceptiveness	2.25	.46	.16	2.13	.35	.13
01017.02.1	Coordination	2.50	.53	.19	2.50	.53	.19
01017.02.1	Persuasion	2.13	.35	.13	1.50	.53	.19
01017.02.1	Negotiation	2.13	.35	.13	1.88	.35	.13
01017.02.1	Instructing	2.13	.35	.13	2.13	.35	.13
01017.02.1	Service Orientation	2.13	.35	.13	1.75	.71	.25
01017.02.1	Complex Problem Solving	2.38	.52	.18	2.63	.52	.18
01017.02.1	Operations Analysis	1.50	.53	.19	.63	.74	.26
01017.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
01017.02.1	Equipment Selection	1.50	.53	.19	.88	.99	.35
01017.02.1	Installation	1.00	.00	.00	.00	.00	.00
01017.02.1	Programming	1.25	.46	.16	.25	.46	.16
01017.02.1	Quality Control Analysis	3.00	.53	.19	2.75	.46	.16
01017.02.1	Operations Monitoring	3.88	.35	.13	3.50	.53	.19
01017.02.1	Operation and Control	3.13	.35	.13	3.25	.46	.16
01017.02.1	Equipment Maintenance	2.13	.35	.13	1.50	.53	.19
01017.02.1	Troubleshooting	2.13	.35	.13	2.00	.00	.00
01017.02.1	Repairing	1.75	.71	.25	1.00	.93	.33
01017.02.1	Systems Analysis	2.00	.53	.19	1.25	.71	.25
01017.02.1	Systems Evaluation	2.00	.53	.19	1.25	.71	.25
01017.02.1	Judg. and Dec. Making	2.38	.52	.18	2.13	.35	.13
01017.02.1	Time Management	2.38	.52	.18	2.13	.35	.13
01017.02.1	M. of Financial Resources	1.25	.46	.16	.25	.46	.16
01017.02.1	M. of Material Resources	1.38	.52	.18	.38	.52	.18
01017.02.1	M. of Personnel Resources	2.13	.35	.13	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Medical Appliance Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00931.02.1	Reading Comprehension	3.63	.52	.18	3.63	.52	.18
00931.02.1	Active Listening	3.88	.35	.13	3.63	.52	.18
00931.02.1	Writing	3.00	.00	.00	3.00	.00	.00
00931.02.1	Speaking	3.63	.52	.18	3.13	.35	.13
00931.02.1	Mathematics	2.75	.46	.16	2.88	.35	.13
00931.02.1	Science	1.88	.35	.13	1.63	.74	.26
00931.02.1	Critical Thinking	3.75	.46	.16	3.50	.53	.19
00931.02.1	Active Learning	3.00	.00	.00	3.00	.00	.00
00931.02.1	Learning Strategies	2.88	.35	.13	2.88	.35	.13
00931.02.1	Monitoring	3.25	.46	.16	3.13	.35	.13
00931.02.1	Social Perceptiveness	3.50	.53	.19	3.00	.00	.00
00931.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
00931.02.1	Persuasion	2.88	.35	.13	2.38	.52	.18
00931.02.1	Negotiation	2.75	.46	.16	2.13	.35	.13
00931.02.1	Instructing	3.00	.00	.00	3.13	.35	.13
00931.02.1	Service Orientation	3.13	.35	.13	3.00	.00	.00
00931.02.1	Complex Problem Solving	3.38	.52	.18	3.00	.00	.00
00931.02.1	Operations Analysis	2.38	.52	.18	2.25	.46	.16
00931.02.1	Technology Design	2.38	.74	.26	2.38	1.06	.38
00931.02.1	Equipment Selection	2.75	.46	.16	2.63	.52	.18
00931.02.1	Installation	1.50	.53	.19	.88	1.13	.40
00931.02.1	Programming	1.38	.52	.18	.38	.52	.18
00931.02.1	Quality Control Analysis	3.75	.46	.16	3.75	.46	.16
00931.02.1	Operations Monitoring	3.50	.53	.19	3.00	.00	.00
00931.02.1	Operation and Control	2.75	.46	.16	2.75	.46	.16
00931.02.1	Equipment Maintenance	3.00	.00	.00	3.00	.53	.19
00931.02.1	Troubleshooting	3.63	.52	.18	3.13	.35	.13
00931.02.1	Repairing	3.00	.00	.00	3.00	.00	.00
00931.02.1	Systems Analysis	2.88	.35	.13	3.00	.00	.00
00931.02.1	Systems Evaluation	2.50	.53	.19	2.50	.53	.19
00931.02.1	Judg. and Dec. Making	3.25	.46	.16	3.13	.35	.13
00931.02.1	Time Management	3.00	.00	.00	3.13	.35	.13
00931.02.1	M. of Financial Resources	1.88	.35	.13	1.38	.74	.26
00931.02.1	M. of Material Resources	2.13	.35	.13	2.13	.35	.13
00931.02.1	M. of Personnel Resources	2.63	.52	.18	2.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Ophthalmic Laboratory Technicians

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01474.01.1	Reading Comprehension	3.00	.00	.00	2.88	.35	.13
01474.01.1	Active Listening	2.88	.35	.13	2.88	.35	.13
01474.01.1	Writing	2.75	.46	.16	2.63	.52	.18
01474.01.1	Speaking	2.88	.35	.13	2.63	.52	.18
01474.01.1	Mathematics	2.13	.35	.13	2.25	.46	.16
01474.01.1	Science	1.75	.46	.16	.88	.64	.23
01474.01.1	Critical Thinking	3.00	.00	.00	2.88	.35	.13
01474.01.1	Active Learning	2.75	.46	.16	2.50	.76	.27
01474.01.1	Learning Strategies	2.50	.53	.19	2.38	.74	.26
01474.01.1	Monitoring	3.00	.00	.00	2.88	.35	.13
01474.01.1	Social Perceptiveness	2.63	.52	.18	2.50	.53	.19
01474.01.1	Coordination	2.63	.52	.18	2.50	.53	.19
01474.01.1	Persuasion	2.25	.71	.25	2.00	.93	.33
01474.01.1	Negotiation	2.13	.64	.23	1.63	.74	.26
01474.01.1	Instructing	2.25	.46	.16	2.25	.46	.16
01474.01.1	Service Orientation	2.75	.46	.16	2.63	.74	.26
01474.01.1	Complex Problem Solving	2.63	.52	.18	2.50	.53	.19
01474.01.1	Operations Analysis	1.63	.52	.18	1.25	1.04	.37
01474.01.1	Technology Design	1.75	.46	.16	1.00	.76	.27
01474.01.1	Equipment Selection	2.63	.52	.18	2.50	.53	.19
01474.01.1	Installation	1.00	.00	.00	.00	.00	.00
01474.01.1	Programming	1.75	.46	.16	.75	.46	.16
01474.01.1	Quality Control Analysis	3.13	.35	.13	3.38	.52	.18
01474.01.1	Operations Monitoring	3.13	.35	.13	2.88	.35	.13
01474.01.1	Operation and Control	3.25	.46	.16	3.13	.35	.13
01474.01.1	Equipment Maintenance	2.25	.46	.16	2.00	.53	.19
01474.01.1	Troubleshooting	2.38	.52	.18	2.13	.64	.23
01474.01.1	Repairing	2.63	.52	.18	2.50	.76	.27
01474.01.1	Systems Analysis	2.25	.46	.16	2.00	.00	.00
01474.01.1	Systems Evaluation	2.13	.35	.13	1.63	.52	.18
01474.01.1	Judg. and Dec. Making	3.00	.00	.00	2.63	.52	.18
01474.01.1	Time Management	3.13	.64	.23	2.75	.46	.16
01474.01.1	M. of Financial Resources	1.75	.46	.16	.88	.64	.23
01474.01.1	M. of Material Resources	1.75	.46	.16	.75	.46	.16
01474.01.1	M. of Personnel Resources	2.50	.53	.19	2.00	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Adhesive Bonding Machine Operators and Tenders

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01030.02.1	Reading Comprehension	3.00	.53	.19	2.50	.53	.19
01030.02.1	Active Listening	3.13	.35	.13	2.75	.46	.16
01030.02.1	Writing	2.75	.46	.16	2.25	.46	.16
01030.02.1	Speaking	3.13	.35	.13	2.63	.52	.18
01030.02.1	Mathematics	2.50	.53	.19	2.38	.52	.18
01030.02.1	Science	1.50	.53	.19	.50	.53	.19
01030.02.1	Critical Thinking	2.88	.35	.13	2.75	.46	.16
01030.02.1	Active Learning	2.63	.52	.18	2.38	.52	.18
01030.02.1	Learning Strategies	2.25	.46	.16	2.13	.35	.13
01030.02.1	Monitoring	3.13	.35	.13	3.13	.35	.13
01030.02.1	Social Perceptiveness	2.88	.35	.13	2.38	.52	.18
01030.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
01030.02.1	Persuasion	2.00	.53	.19	1.88	.83	.30
01030.02.1	Negotiation	1.88	.35	.13	1.63	.74	.26
01030.02.1	Instructing	2.25	.46	.16	2.38	.52	.18
01030.02.1	Service Orientation	2.25	.71	.25	2.00	.93	.33
01030.02.1	Complex Problem Solving	2.75	.46	.16	2.50	.53	.19
01030.02.1	Operations Analysis	1.75	.46	.16	.75	.46	.16
01030.02.1	Technology Design	1.25	.46	.16	.25	.46	.16
01030.02.1	Equipment Selection	2.13	.35	.13	2.13	.35	.13
01030.02.1	Installation	1.13	.35	.13	.13	.35	.13
01030.02.1	Programming	1.63	.52	.18	.63	.52	.18
01030.02.1	Quality Control Analysis	3.13	.35	.13	3.50	.53	.19
01030.02.1	Operations Monitoring	3.75	.46	.16	4.00	.00	.00
01030.02.1	Operation and Control	3.88	.35	.13	3.75	.46	.16
01030.02.1	Equipment Maintenance	2.88	.35	.13	3.13	.35	.13
01030.02.1	Troubleshooting	3.00	.00	.00	3.00	.00	.00
01030.02.1	Repairing	3.00	.00	.00	2.88	.35	.13
01030.02.1	Systems Analysis	2.75	.46	.16	2.63	.52	.18
01030.02.1	Systems Evaluation	2.13	.35	.13	1.88	.35	.13
01030.02.1	Judg. and Dec. Making	2.63	.52	.18	2.50	.53	.19
01030.02.1	Time Management	3.00	.00	.00	2.88	.35	.13
01030.02.1	M. of Financial Resources	1.75	.46	.16	.75	.46	.16
01030.02.1	M. of Material Resources	1.75	.46	.16	1.25	.89	.31
01030.02.1	M. of Personnel Resources	1.88	.35	.13	1.75	.71	.25

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Stone Cutters and Carvers, Manufacturing

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00911.02.1	Reading Comprehension	2.88	.35	.13	2.88	.35	.13
00911.02.1	Active Listening	3.00	.00	.00	2.75	.46	.16
00911.02.1	Writing	2.25	.46	.16	2.25	.46	.16
00911.02.1	Speaking	2.88	.35	.13	2.38	.52	.18
00911.02.1	Mathematics	2.25	.46	.16	1.63	.74	.26
00911.02.1	Science	1.38	.52	.18	.38	.52	.18
00911.02.1	Critical Thinking	3.00	.53	.19	2.88	.35	.13
00911.02.1	Active Learning	2.50	.53	.19	2.00	.00	.00
00911.02.1	Learning Strategies	2.25	.46	.16	2.25	.46	.16
00911.02.1	Monitoring	2.88	.35	.13	2.63	.52	.18
00911.02.1	Social Perceptiveness	2.75	.46	.16	2.50	.76	.27
00911.02.1	Coordination	2.63	.52	.18	2.38	.52	.18
00911.02.1	Persuasion	2.00	.53	.19	1.50	.76	.27
00911.02.1	Negotiation	2.13	.35	.13	1.63	.52	.18
00911.02.1	Instructing	2.13	.35	.13	2.25	.46	.16
00911.02.1	Service Orientation	2.25	.46	.16	1.63	.52	.18
00911.02.1	Complex Problem Solving	2.75	.71	.25	2.38	.52	.18
00911.02.1	Operations Analysis	2.13	.35	.13	2.13	.35	.13
00911.02.1	Technology Design	1.75	.46	.16	.75	.46	.16
00911.02.1	Equipment Selection	2.38	.52	.18	1.75	.71	.25
00911.02.1	Installation	1.13	.35	.13	.13	.35	.13
00911.02.1	Programming	1.50	.53	.19	.50	.53	.19
00911.02.1	Quality Control Analysis	2.38	.52	.18	2.38	.52	.18
00911.02.1	Operations Monitoring	2.50	.53	.19	2.38	.52	.18
00911.02.1	Operation and Control	2.50	.76	.27	2.38	.52	.18
00911.02.1	Equipment Maintenance	2.00	.53	.19	1.38	.74	.26
00911.02.1	Troubleshooting	2.00	.00	.00	1.50	.53	.19
00911.02.1	Repairing	1.75	.46	.16	1.13	.83	.30
00911.02.1	Systems Analysis	2.13	.35	.13	1.63	.52	.18
00911.02.1	Systems Evaluation	2.13	.35	.13	1.63	.52	.18
00911.02.1	Judg. and Dec. Making	3.00	.53	.19	2.25	.46	.16
00911.02.1	Time Management	2.88	.35	.13	2.13	.35	.13
00911.02.1	M. of Financial Resources	1.63	.52	.18	.63	.52	.18
00911.02.1	M. of Material Resources	1.88	.35	.13	1.00	.53	.19
00911.02.1	M. of Personnel Resources	2.13	.35	.13	1.88	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Glass Blowers, Molders, Benders, and Finishers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00912.02.1	Reading Comprehension	3.00	.53	.19	3.00	.00	.00
00912.02.1	Active Listening	3.00	.53	.19	3.00	.00	.00
00912.02.1	Writing	2.63	.52	.18	2.63	.52	.18
00912.02.1	Speaking	2.75	.46	.16	2.75	.46	.16
00912.02.1	Mathematics	2.63	.52	.18	2.13	.64	.23
00912.02.1	Science	1.75	.46	.16	1.25	.89	.31
00912.02.1	Critical Thinking	3.00	.00	.00	3.00	.00	.00
00912.02.1	Active Learning	2.88	.64	.23	2.88	.35	.13
00912.02.1	Learning Strategies	2.63	.52	.18	2.38	.74	.26
00912.02.1	Monitoring	3.25	.71	.25	3.00	.00	.00
00912.02.1	Social Perceptiveness	2.50	.53	.19	2.63	.52	.18
00912.02.1	Coordination	2.50	.53	.19	2.50	.76	.27
00912.02.1	Persuasion	2.38	.52	.18	2.00	.53	.19
00912.02.1	Negotiation	2.13	.35	.13	1.88	.35	.13
00912.02.1	Instructing	2.13	.35	.13	2.38	.52	.18
00912.02.1	Service Orientation	2.00	.00	.00	1.75	.46	.16
00912.02.1	Complex Problem Solving	2.75	.46	.16	2.75	.46	.16
00912.02.1	Operations Analysis	1.88	.64	.23	1.63	1.06	.38
00912.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
00912.02.1	Equipment Selection	2.38	.52	.18	2.25	.46	.16
00912.02.1	Installation	1.00	.00	.00	.00	.00	.00
00912.02.1	Programming	1.38	.52	.18	.38	.52	.18
00912.02.1	Quality Control Analysis	3.38	.74	.26	3.00	.00	.00
00912.02.1	Operations Monitoring	3.38	.74	.26	3.00	.00	.00
00912.02.1	Operation and Control	3.38	.74	.26	2.88	.35	.13
00912.02.1	Equipment Maintenance	2.50	.53	.19	2.38	.74	.26
00912.02.1	Troubleshooting	2.50	.53	.19	2.50	.53	.19
00912.02.1	Repairing	2.50	.53	.19	2.38	.74	.26
00912.02.1	Systems Analysis	2.38	.52	.18	1.75	.46	.16
00912.02.1	Systems Evaluation	2.25	.46	.16	1.88	.64	.23
00912.02.1	Judg. and Dec. Making	2.75	.46	.16	2.75	.46	.16
00912.02.1	Time Management	2.75	.46	.16	2.63	.52	.18
00912.02.1	M. of Financial Resources	1.88	.35	.13	1.13	.64	.23
00912.02.1	M. of Material Resources	2.13	.35	.13	1.63	.52	.18
00912.02.1	M. of Personnel Resources	2.38	.52	.18	2.13	.83	.30

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Molding and Casting Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01072.02.1	Reading Comprehension	3.13	.35	.13	3.00	.00	.00
01072.02.1	Active Listening	3.00	.00	.00	2.88	.35	.13
01072.02.1	Writing	2.50	.53	.19	2.13	.35	.13
01072.02.1	Speaking	2.88	.35	.13	2.63	.52	.18
01072.02.1	Mathematics	2.38	.52	.18	2.38	.52	.18
01072.02.1	Science	1.13	.35	.13	.25	.71	.25
01072.02.1	Critical Thinking	3.00	.00	.00	2.88	.35	.13
01072.02.1	Active Learning	2.88	.35	.13	2.50	.53	.19
01072.02.1	Learning Strategies	2.50	.53	.19	2.38	.52	.18
01072.02.1	Monitoring	3.00	.00	.00	2.88	.35	.13
01072.02.1	Social Perceptiveness	2.88	.35	.13	2.63	.52	.18
01072.02.1	Coordination	2.88	.35	.13	2.75	.46	.16
01072.02.1	Persuasion	2.00	.00	.00	2.25	.71	.25
01072.02.1	Negotiation	2.00	.00	.00	1.88	.35	.13
01072.02.1	Instructing	2.13	.35	.13	2.75	.46	.16
01072.02.1	Service Orientation	2.25	.46	.16	2.00	.00	.00
01072.02.1	Complex Problem Solving	3.00	.00	.00	2.88	.35	.13
01072.02.1	Operations Analysis	1.63	.52	.18	.75	.71	.25
01072.02.1	Technology Design	1.38	.52	.18	.63	.92	.32
01072.02.1	Equipment Selection	2.38	.52	.18	2.25	.46	.16
01072.02.1	Installation	1.13	.35	.13	.13	.35	.13
01072.02.1	Programming	1.00	.00	.00	.00	.00	.00
01072.02.1	Quality Control Analysis	2.88	.35	.13	2.88	.35	.13
01072.02.1	Operations Monitoring	3.38	.52	.18	3.13	.35	.13
01072.02.1	Operation and Control	3.00	.53	.19	2.88	.35	.13
01072.02.1	Equipment Maintenance	2.75	.46	.16	2.38	.52	.18
01072.02.1	Troubleshooting	2.75	.46	.16	2.75	.46	.16
01072.02.1	Repairing	2.88	.35	.13	2.75	.46	.16
01072.02.1	Systems Analysis	2.00	.00	.00	1.88	.35	.13
01072.02.1	Systems Evaluation	2.00	.00	.00	1.75	.46	.16
01072.02.1	Judg. and Dec. Making	2.88	.35	.13	2.63	.52	.18
01072.02.1	Time Management	2.88	.35	.13	2.75	.46	.16
01072.02.1	M. of Financial Resources	1.50	.53	.19	.50	.53	.19
01072.02.1	M. of Material Resources	2.00	.00	.00	1.75	.46	.16
01072.02.1	M. of Personnel Resources	2.13	.35	.13	2.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Helpers--Production Workers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01479.02.1	Reading Comprehension	2.63	.52	.18	2.25	.71	.25
01479.02.1	Active Listening	2.88	.35	.13	2.00	.53	.19
01479.02.1	Writing	1.88	.35	.13	1.63	.74	.26
01479.02.1	Speaking	2.75	.46	.16	2.13	.64	.23
01479.02.1	Mathematics	2.00	.00	.00	1.75	.46	.16
01479.02.1	Science	1.25	.46	.16	.25	.46	.16
01479.02.1	Critical Thinking	2.75	.46	.16	2.25	.71	.25
01479.02.1	Active Learning	2.00	.00	.00	1.88	.35	.13
01479.02.1	Learning Strategies	2.00	.00	.00	1.88	.35	.13
01479.02.1	Monitoring	2.88	.35	.13	2.38	.52	.18
01479.02.1	Social Perceptiveness	2.63	.52	.18	2.00	.53	.19
01479.02.1	Coordination	2.63	.52	.18	2.38	.52	.18
01479.02.1	Persuasion	1.88	.35	.13	1.38	.74	.26
01479.02.1	Negotiation	1.88	.35	.13	1.00	.53	.19
01479.02.1	Instructing	2.00	.00	.00	2.00	.00	.00
01479.02.1	Service Orientation	2.13	.35	.13	1.50	.53	.19
01479.02.1	Complex Problem Solving	2.25	.46	.16	2.00	.00	.00
01479.02.1	Operations Analysis	1.63	.52	.18	.63	.52	.18
01479.02.1	Technology Design	1.25	.46	.16	.25	.46	.16
01479.02.1	Equipment Selection	2.00	.00	.00	1.50	.53	.19
01479.02.1	Installation	1.00	.00	.00	.00	.00	.00
01479.02.1	Programming	1.25	.46	.16	.25	.46	.16
01479.02.1	Quality Control Analysis	2.63	.74	.26	2.25	.46	.16
01479.02.1	Operations Monitoring	2.75	.71	.25	2.50	.76	.27
01479.02.1	Operation and Control	2.63	.74	.26	2.50	.76	.27
01479.02.1	Equipment Maintenance	2.13	.35	.13	1.75	.46	.16
01479.02.1	Troubleshooting	2.13	.35	.13	1.88	.35	.13
01479.02.1	Repairing	2.13	.35	.13	1.75	.46	.16
01479.02.1	Systems Analysis	2.00	.00	.00	1.13	.35	.13
01479.02.1	Systems Evaluation	1.88	.35	.13	1.13	.64	.23
01479.02.1	Judg. and Dec. Making	2.25	.46	.16	1.88	.64	.23
01479.02.1	Time Management	2.25	.46	.16	1.88	.64	.23
01479.02.1	M. of Financial Resources	1.63	.52	.18	.63	.52	.18
01479.02.1	M. of Material Resources	1.75	.46	.16	.75	.46	.16
01479.02.1	M. of Personnel Resources	1.88	.35	.13	1.63	.74	.26

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00677.02.1	Reading Comprehension	3.13	.35	.13	3.75	.71	.25
00677.02.1	Active Listening	3.88	.35	.13	3.88	.35	.13
00677.02.1	Writing	3.00	.00	.00	3.38	.52	.18
00677.02.1	Speaking	3.75	.46	.16	3.75	.46	.16
00677.02.1	Mathematics	2.13	.35	.13	2.38	.52	.18
00677.02.1	Science	1.25	.46	.16	.25	.46	.16
00677.02.1	Critical Thinking	3.75	.46	.16	3.75	.46	.16
00677.02.1	Active Learning	2.88	.35	.13	2.88	.35	.13
00677.02.1	Learning Strategies	3.00	.53	.19	3.38	.52	.18
00677.02.1	Monitoring	3.38	.52	.18	3.50	.53	.19
00677.02.1	Social Perceptiveness	3.25	.46	.16	3.63	.52	.18
00677.02.1	Coordination	3.75	.46	.16	3.75	.46	.16
00677.02.1	Persuasion	3.25	.46	.16	3.38	.52	.18
00677.02.1	Negotiation	3.25	.46	.16	3.38	.52	.18
00677.02.1	Instructing	3.25	.46	.16	3.13	.35	.13
00677.02.1	Service Orientation	2.88	.35	.13	2.75	.46	.16
00677.02.1	Complex Problem Solving	3.50	.53	.19	3.13	.35	.13
00677.02.1	Operations Analysis	2.13	.83	.30	1.88	1.25	.44
00677.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
00677.02.1	Equipment Selection	1.25	.46	.16	.25	.46	.16
00677.02.1	Installation	1.00	.00	.00	.00	.00	.00
00677.02.1	Programming	1.38	.52	.18	.38	.52	.18
00677.02.1	Quality Control Analysis	2.38	.52	.18	2.25	.71	.25
00677.02.1	Operations Monitoring	2.63	.52	.18	2.25	.46	.16
00677.02.1	Operation and Control	2.25	.46	.16	1.75	.71	.25
00677.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00677.02.1	Troubleshooting	1.88	.35	.13	1.25	.71	.25
00677.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00677.02.1	Systems Analysis	2.75	.46	.16	2.88	.35	.13
00677.02.1	Systems Evaluation	3.00	.53	.19	3.00	.53	.19
00677.02.1	Judg. and Dec. Making	3.25	.46	.16	3.13	.35	.13
00677.02.1	Time Management	3.38	.52	.18	3.63	.52	.18
00677.02.1	M. of Financial Resources	2.13	.35	.13	2.38	.52	.18
00677.02.1	M. of Material Resources	2.13	.35	.13	2.50	.53	.19
00677.02.1	M. of Personnel Resources	3.63	.52	.18	3.63	.52	.18

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Commercial Pilots

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01483.02.1	Reading Comprehension	3.63	.52	.18	4.00	.53	.19
01483.02.1	Active Listening	3.88	.35	.13	3.88	.35	.13
01483.02.1	Writing	2.88	.35	.13	3.13	.35	.13
01483.02.1	Speaking	3.63	.52	.18	3.63	.52	.18
01483.02.1	Mathematics	2.75	.71	.25	2.63	1.06	.38
01483.02.1	Science	2.88	.35	.13	3.00	.00	.00
01483.02.1	Critical Thinking	4.00	.00	.00	4.00	.00	.00
01483.02.1	Active Learning	3.63	.52	.18	4.00	.53	.19
01483.02.1	Learning Strategies	3.25	.46	.16	3.38	.52	.18
01483.02.1	Monitoring	4.00	.53	.19	4.00	.53	.19
01483.02.1	Social Perceptiveness	3.00	.00	.00	3.00	.00	.00
01483.02.1	Coordination	3.38	.52	.18	3.63	.52	.18
01483.02.1	Persuasion	2.75	.46	.16	3.00	.00	.00
01483.02.1	Negotiation	2.38	.52	.18	2.63	.52	.18
01483.02.1	Instructing	3.00	.00	.00	3.63	.52	.18
01483.02.1	Service Orientation	2.88	.35	.13	2.88	.35	.13
01483.02.1	Complex Problem Solving	3.50	.53	.19	3.63	.52	.18
01483.02.1	Operations Analysis	1.75	.46	.16	1.50	1.07	.38
01483.02.1	Technology Design	1.50	.53	.19	.50	.53	.19
01483.02.1	Equipment Selection	1.13	.35	.13	.25	.71	.25
01483.02.1	Installation	1.00	.00	.00	.00	.00	.00
01483.02.1	Programming	1.63	.52	.18	.75	.71	.25
01483.02.1	Quality Control Analysis	2.63	.74	.26	2.38	.52	.18
01483.02.1	Operations Monitoring	4.13	.35	.13	4.38	.52	.18
01483.02.1	Operation and Control	4.63	.52	.18	5.25	.71	.25
01483.02.1	Equipment Maintenance	1.63	.52	.18	.75	.71	.25
01483.02.1	Troubleshooting	3.00	.53	.19	2.63	.74	.26
01483.02.1	Repairing	1.25	.46	.16	.50	.93	.33
01483.02.1	Systems Analysis	3.13	.35	.13	3.00	.53	.19
01483.02.1	Systems Evaluation	2.75	.71	.25	2.75	.71	.25
01483.02.1	Judg. and Dec. Making	3.75	.46	.16	3.75	.46	.16
01483.02.1	Time Management	3.00	.00	.00	3.13	.35	.13
01483.02.1	M. of Financial Resources	1.63	.52	.18	.75	.71	.25
01483.02.1	M. of Material Resources	1.88	.35	.13	1.13	.64	.23
01483.02.1	M. of Personnel Resources	2.75	.46	.16	3.25	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Locomotive Engineers

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01107.02.1	Reading Comprehension	3.38	.52	.18	3.50	.53	.19
01107.02.1	Active Listening	3.75	.46	.16	3.25	.46	.16
01107.02.1	Writing	3.00	.53	.19	2.88	.35	.13
01107.02.1	Speaking	3.63	.52	.18	3.00	.00	.00
01107.02.1	Mathematics	2.50	.53	.19	2.63	.52	.18
01107.02.1	Science	1.38	.52	.18	.38	.52	.18
01107.02.1	Critical Thinking	3.63	.52	.18	3.13	.35	.13
01107.02.1	Active Learning	3.13	.35	.13	3.00	.00	.00
01107.02.1	Learning Strategies	2.88	.35	.13	3.00	.00	.00
01107.02.1	Monitoring	3.63	.52	.18	3.75	.71	.25
01107.02.1	Social Perceptiveness	2.75	.46	.16	2.63	.74	.26
01107.02.1	Coordination	3.00	.00	.00	3.00	.00	.00
01107.02.1	Persuasion	2.00	.53	.19	1.75	.71	.25
01107.02.1	Negotiation	2.00	.53	.19	1.75	.71	.25
01107.02.1	Instructing	2.38	.52	.18	2.63	.52	.18
01107.02.1	Service Orientation	2.38	.74	.26	1.88	.83	.30
01107.02.1	Complex Problem Solving	3.13	.35	.13	3.00	.00	.00
01107.02.1	Operations Analysis	1.75	.46	.16	1.13	.83	.30
01107.02.1	Technology Design	1.25	.46	.16	.25	.46	.16
01107.02.1	Equipment Selection	1.50	.53	.19	.75	.89	.31
01107.02.1	Installation	1.00	.00	.00	.00	.00	.00
01107.02.1	Programming	1.00	.00	.00	.00	.00	.00
01107.02.1	Quality Control Analysis	2.88	.35	.13	3.00	.00	.00
01107.02.1	Operations Monitoring	4.00	.00	.00	4.00	.00	.00
01107.02.1	Operation and Control	4.13	.35	.13	4.13	.35	.13
01107.02.1	Equipment Maintenance	2.13	.35	.13	1.38	.52	.18
01107.02.1	Troubleshooting	2.75	.46	.16	2.63	.52	.18
01107.02.1	Repairing	1.88	.64	.23	1.38	1.06	.38
01107.02.1	Systems Analysis	2.25	.46	.16	2.25	.46	.16
01107.02.1	Systems Evaluation	2.13	.35	.13	2.13	.35	.13
01107.02.1	Judg. and Dec. Making	3.38	.52	.18	3.00	.00	.00
01107.02.1	Time Management	3.13	.35	.13	2.75	.46	.16
01107.02.1	M. of Financial Resources	1.63	.52	.18	.88	.83	.30
01107.02.1	M. of Material Resources	1.75	.46	.16	.88	.64	.23
01107.02.1	M. of Personnel Resources	2.50	.53	.19	2.50	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Ship and Boat Captains

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01115.02.1	Reading Comprehension	3.63	.52	.18	3.88	.35	.13
01115.02.1	Active Listening	3.88	.35	.13	3.88	.35	.13
01115.02.1	Writing	3.13	.35	.13	3.13	.35	.13
01115.02.1	Speaking	3.88	.35	.13	3.75	.46	.16
01115.02.1	Mathematics	2.88	.35	.13	2.75	.46	.16
01115.02.1	Science	2.13	.64	.23	1.63	.92	.32
01115.02.1	Critical Thinking	3.88	.35	.13	3.88	.35	.13
01115.02.1	Active Learning	3.75	.46	.16	3.38	.52	.18
01115.02.1	Learning Strategies	2.88	.35	.13	3.38	.52	.18
01115.02.1	Monitoring	3.75	.46	.16	3.88	.35	.13
01115.02.1	Social Perceptiveness	3.75	.46	.16	3.25	.46	.16
01115.02.1	Coordination	3.88	.35	.13	3.88	.35	.13
01115.02.1	Persuasion	3.13	.35	.13	3.00	.00	.00
01115.02.1	Negotiation	2.88	.35	.13	3.00	.00	.00
01115.02.1	Instructing	3.63	.74	.26	3.50	.53	.19
01115.02.1	Service Orientation	3.00	.00	.00	3.00	.00	.00
01115.02.1	Complex Problem Solving	3.88	.64	.23	3.13	.35	.13
01115.02.1	Operations Analysis	2.13	.35	.13	2.00	.00	.00
01115.02.1	Technology Design	1.75	.46	.16	.88	.64	.23
01115.02.1	Equipment Selection	2.50	.53	.19	2.25	.46	.16
01115.02.1	Installation	1.00	.00	.00	.00	.00	.00
01115.02.1	Programming	1.75	.46	.16	.88	.64	.23
01115.02.1	Quality Control Analysis	2.88	.64	.23	2.75	.46	.16
01115.02.1	Operations Monitoring	3.75	.46	.16	3.75	.46	.16
01115.02.1	Operation and Control	3.88	.35	.13	4.00	.53	.19
01115.02.1	Equipment Maintenance	2.75	.46	.16	2.50	.53	.19
01115.02.1	Troubleshooting	2.88	.64	.23	2.88	.35	.13
01115.02.1	Repairing	2.63	.52	.18	2.50	.53	.19
01115.02.1	Systems Analysis	2.88	.35	.13	2.88	.35	.13
01115.02.1	Systems Evaluation	2.88	.35	.13	3.00	.00	.00
01115.02.1	Judg. and Dec. Making	4.13	.35	.13	4.00	.00	.00
01115.02.1	Time Management	3.75	.46	.16	3.63	.52	.18
01115.02.1	M. of Financial Resources	2.50	.53	.19	2.63	.52	.18
01115.02.1	M. of Material Resources	2.88	.35	.13	3.00	.00	.00
01115.02.1	M. of Personnel Resources	3.75	.46	.16	3.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Mates- Ship, Boat, and Barge

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01116.02.1	Reading Comprehension	3.13	.35	.13	3.25	.46	.16
01116.02.1	Active Listening	3.75	.46	.16	3.13	.35	.13
01116.02.1	Writing	2.88	.35	.13	3.13	.35	.13
01116.02.1	Speaking	3.63	.52	.18	3.13	.35	.13
01116.02.1	Mathematics	2.25	.46	.16	2.25	.46	.16
01116.02.1	Science	1.88	.35	.13	1.50	.76	.27
01116.02.1	Critical Thinking	3.75	.46	.16	3.25	.46	.16
01116.02.1	Active Learning	2.88	.35	.13	3.13	.35	.13
01116.02.1	Learning Strategies	2.63	.52	.18	2.38	.52	.18
01116.02.1	Monitoring	3.75	.46	.16	3.25	.46	.16
01116.02.1	Social Perceptiveness	3.00	.00	.00	3.00	.00	.00
01116.02.1	Coordination	3.38	.52	.18	3.13	.35	.13
01116.02.1	Persuasion	2.75	.46	.16	2.63	.52	.18
01116.02.1	Negotiation	2.75	.46	.16	2.38	.52	.18
01116.02.1	Instructing	3.25	.46	.16	3.00	.00	.00
01116.02.1	Service Orientation	2.88	.35	.13	2.50	.53	.19
01116.02.1	Complex Problem Solving	3.13	.35	.13	3.13	.35	.13
01116.02.1	Operations Analysis	2.00	.00	.00	1.75	.71	.25
01116.02.1	Technology Design	1.63	.52	.18	.88	.83	.30
01116.02.1	Equipment Selection	2.13	.35	.13	2.00	.00	.00
01116.02.1	Installation	1.00	.00	.00	.00	.00	.00
01116.02.1	Programming	1.63	.52	.18	.63	.52	.18
01116.02.1	Quality Control Analysis	2.88	.35	.13	2.75	.46	.16
01116.02.1	Operations Monitoring	4.00	.00	.00	3.38	.52	.18
01116.02.1	Operation and Control	3.88	.35	.13	3.50	.53	.19
01116.02.1	Equipment Maintenance	2.88	.35	.13	2.88	.35	.13
01116.02.1	Troubleshooting	2.88	.35	.13	3.00	.00	.00
01116.02.1	Repairing	2.75	.46	.16	2.75	.46	.16
01116.02.1	Systems Analysis	2.25	.46	.16	2.50	.53	.19
01116.02.1	Systems Evaluation	2.25	.46	.16	2.50	.53	.19
01116.02.1	Judg. and Dec. Making	3.25	.46	.16	3.25	.46	.16
01116.02.1	Time Management	3.25	.46	.16	3.38	.52	.18
01116.02.1	M. of Financial Resources	2.00	.00	.00	1.38	.52	.18
01116.02.1	M. of Material Resources	2.13	.35	.13	1.63	.74	.26
01116.02.1	M. of Personnel Resources	3.25	.46	.16	3.13	.35	.13

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Pilots, Ship

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01117.02.1	Reading Comprehension	3.13	.35	.13	3.75	.46	.16
01117.02.1	Active Listening	3.88	.35	.13	3.75	.46	.16
01117.02.1	Writing	2.88	.35	.13	3.13	.35	.13
01117.02.1	Speaking	3.75	.46	.16	3.38	.52	.18
01117.02.1	Mathematics	2.88	.64	.23	2.88	.64	.23
01117.02.1	Science	1.75	.46	.16	1.25	.89	.31
01117.02.1	Critical Thinking	3.88	.35	.13	3.75	.46	.16
01117.02.1	Active Learning	3.25	.46	.16	3.38	.52	.18
01117.02.1	Learning Strategies	2.88	.64	.23	3.00	.00	.00
01117.02.1	Monitoring	3.63	.52	.18	3.88	.35	.13
01117.02.1	Social Perceptiveness	2.88	.35	.13	2.75	.46	.16
01117.02.1	Coordination	3.38	.52	.18	3.63	.52	.18
01117.02.1	Persuasion	2.63	.74	.26	2.63	1.06	.38
01117.02.1	Negotiation	2.50	.76	.27	2.38	1.06	.38
01117.02.1	Instructing	3.00	.53	.19	3.13	.35	.13
01117.02.1	Service Orientation	3.00	.00	.00	2.88	.35	.13
01117.02.1	Complex Problem Solving	3.63	.52	.18	3.38	.52	.18
01117.02.1	Operations Analysis	1.75	.46	.16	1.50	.93	.33
01117.02.1	Technology Design	1.63	.52	.18	.63	.52	.18
01117.02.1	Equipment Selection	1.38	.52	.18	.38	.52	.18
01117.02.1	Installation	1.00	.00	.00	.00	.00	.00
01117.02.1	Programming	1.25	.46	.16	.25	.46	.16
01117.02.1	Quality Control Analysis	2.88	.35	.13	2.88	.35	.13
01117.02.1	Operations Monitoring	4.00	.00	.00	4.13	.35	.13
01117.02.1	Operation and Control	4.38	.52	.18	4.75	.46	.16
01117.02.1	Equipment Maintenance	1.88	.64	.23	1.50	.93	.33
01117.02.1	Troubleshooting	2.75	.46	.16	2.75	.46	.16
01117.02.1	Repairing	1.88	.64	.23	1.63	1.06	.38
01117.02.1	Systems Analysis	2.88	.35	.13	2.88	.35	.13
01117.02.1	Systems Evaluation	2.75	.46	.16	2.50	.53	.19
01117.02.1	Judg. and Dec. Making	3.38	.52	.18	3.25	.46	.16
01117.02.1	Time Management	3.13	.35	.13	3.00	.53	.19
01117.02.1	M. of Financial Resources	1.63	.52	.18	1.00	.93	.33
01117.02.1	M. of Material Resources	1.88	.64	.23	1.38	.92	.32
01117.02.1	M. of Personnel Resources	2.88	.35	.13	3.13	.64	.23

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Parking Lot Attendants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01130.02.1	Reading Comprehension	2.50	.53	.19	1.88	.35	.13
01130.02.1	Active Listening	3.25	.46	.16	2.75	.46	.16
01130.02.1	Writing	2.75	.46	.16	2.00	.53	.19
01130.02.1	Speaking	3.50	.53	.19	2.38	.52	.18
01130.02.1	Mathematics	2.75	.46	.16	2.25	.46	.16
01130.02.1	Science	1.00	.00	.00	.00	.00	.00
01130.02.1	Critical Thinking	2.88	.35	.13	2.75	.46	.16
01130.02.1	Active Learning	2.25	.71	.25	1.75	.89	.31
01130.02.1	Learning Strategies	2.13	.35	.13	2.00	.53	.19
01130.02.1	Monitoring	2.75	.46	.16	2.38	.74	.26
01130.02.1	Social Perceptiveness	3.00	.76	.27	2.38	.52	.18
01130.02.1	Coordination	2.75	.46	.16	2.25	.71	.25
01130.02.1	Persuasion	2.25	.71	.25	1.75	.89	.31
01130.02.1	Negotiation	2.38	.74	.26	2.00	.93	.33
01130.02.1	Instructing	2.38	.52	.18	2.00	.00	.00
01130.02.1	Service Orientation	3.38	.52	.18	2.50	.76	.27
01130.02.1	Complex Problem Solving	2.50	.53	.19	2.13	.64	.23
01130.02.1	Operations Analysis	1.25	.46	.16	.25	.46	.16
01130.02.1	Technology Design	1.00	.00	.00	.00	.00	.00
01130.02.1	Equipment Selection	1.25	.46	.16	.25	.46	.16
01130.02.1	Installation	1.00	.00	.00	.00	.00	.00
01130.02.1	Programming	1.00	.00	.00	.00	.00	.00
01130.02.1	Quality Control Analysis	1.63	.52	.18	1.25	1.04	.37
01130.02.1	Operations Monitoring	2.25	.46	.16	1.88	.35	.13
01130.02.1	Operation and Control	2.63	.52	.18	2.00	.53	.19
01130.02.1	Equipment Maintenance	1.50	.53	.19	.88	.99	.35
01130.02.1	Troubleshooting	1.63	.52	.18	.88	.83	.30
01130.02.1	Repairing	1.25	.46	.16	.25	.46	.16
01130.02.1	Systems Analysis	1.88	.35	.13	1.63	.74	.26
01130.02.1	Systems Evaluation	2.00	.53	.19	1.75	.89	.31
01130.02.1	Judg. and Dec. Making	2.75	.46	.16	2.38	.52	.18
01130.02.1	Time Management	2.38	.52	.18	2.00	.53	.19
01130.02.1	M. of Financial Resources	1.63	.52	.18	.75	.71	.25
01130.02.1	M. of Material Resources	1.75	.46	.16	.75	.46	.16
01130.02.1	M. of Personnel Resources	2.13	.35	.13	1.75	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01530.02.1	Reading Comprehension	3.00	.00	.00	3.13	.35	.13
01530.02.1	Active Listening	3.13	.35	.13	2.88	.35	.13
01530.02.1	Writing	2.63	.52	.18	2.75	.46	.16
01530.02.1	Speaking	3.00	.00	.00	2.88	.35	.13
01530.02.1	Mathematics	2.00	.00	.00	1.75	.46	.16
01530.02.1	Science	2.38	.74	.26	2.38	1.19	.42
01530.02.1	Critical Thinking	3.00	.00	.00	2.88	.35	.13
01530.02.1	Active Learning	2.75	.46	.16	2.00	.00	.00
01530.02.1	Learning Strategies	2.00	.00	.00	1.88	.35	.13
01530.02.1	Monitoring	2.88	.35	.13	2.88	.35	.13
01530.02.1	Social Perceptiveness	2.75	.46	.16	2.75	.46	.16
01530.02.1	Coordination	2.75	.46	.16	2.75	.46	.16
01530.02.1	Persuasion	2.13	.35	.13	2.13	.35	.13
01530.02.1	Negotiation	2.13	.35	.13	1.88	.35	.13
01530.02.1	Instructing	2.13	.35	.13	2.00	.00	.00
01530.02.1	Service Orientation	2.38	.52	.18	2.00	.00	.00
01530.02.1	Complex Problem Solving	2.63	.52	.18	2.25	.46	.16
01530.02.1	Operations Analysis	1.63	.52	.18	.88	.83	.30
01530.02.1	Technology Design	1.63	.52	.18	.88	.83	.30
01530.02.1	Equipment Selection	2.00	.00	.00	2.00	.53	.19
01530.02.1	Installation	1.13	.35	.13	.25	.71	.25
01530.02.1	Programming	1.00	.00	.00	.00	.00	.00
01530.02.1	Quality Control Analysis	3.50	.53	.19	3.25	.46	.16
01530.02.1	Operations Monitoring	3.25	.46	.16	3.13	.35	.13
01530.02.1	Operation and Control	3.00	.00	.00	3.00	.00	.00
01530.02.1	Equipment Maintenance	2.75	.46	.16	2.88	.64	.23
01530.02.1	Troubleshooting	3.00	.53	.19	2.88	.64	.23
01530.02.1	Repairing	2.63	.52	.18	2.63	.52	.18
01530.02.1	Systems Analysis	1.75	.46	.16	1.50	.93	.33
01530.02.1	Systems Evaluation	2.00	.00	.00	1.75	.46	.16
01530.02.1	Judg. and Dec. Making	2.75	.46	.16	2.50	.53	.19
01530.02.1	Time Management	2.88	.35	.13	2.88	.35	.13
01530.02.1	M. of Financial Resources	1.25	.46	.16	.25	.46	.16
01530.02.1	M. of Material Resources	1.38	.52	.18	.38	.52	.18
01530.02.1	M. of Personnel Resources	2.00	.00	.00	2.00	.53	.19

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$

## Transportation Attendants, Except Flight Attendants

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
00613.02.1	Reading Comprehension	3.00	.53	.19	2.88	.35	.13
00613.02.1	Active Listening	3.75	.46	.16	3.25	.46	.16
00613.02.1	Writing	2.50	.53	.19	2.38	.74	.26
00613.02.1	Speaking	3.75	.46	.16	2.88	.35	.13
00613.02.1	Mathematics	2.13	.83	.30	1.38	.92	.32
00613.02.1	Science	1.00	.00	.00	.00	.00	.00
00613.02.1	Critical Thinking	2.88	.35	.13	3.25	.71	.25
00613.02.1	Active Learning	2.63	.52	.18	2.50	.53	.19
00613.02.1	Learning Strategies	1.63	.52	.18	1.50	1.41	.50
00613.02.1	Monitoring	3.25	.46	.16	3.25	.46	.16
00613.02.1	Social Perceptiveness	3.75	.46	.16	3.13	.35	.13
00613.02.1	Coordination	3.00	.00	.00	3.00	.53	.19
00613.02.1	Persuasion	3.00	.00	.00	2.75	.46	.16
00613.02.1	Negotiation	2.88	.35	.13	2.13	.35	.13
00613.02.1	Instructing	2.50	.53	.19	2.25	.71	.25
00613.02.1	Service Orientation	3.88	.35	.13	3.75	.46	.16
00613.02.1	Complex Problem Solving	2.63	.52	.18	2.38	.52	.18
00613.02.1	Operations Analysis	1.38	.52	.18	.38	.52	.18
00613.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
00613.02.1	Equipment Selection	1.00	.00	.00	.00	.00	.00
00613.02.1	Installation	1.00	.00	.00	.00	.00	.00
00613.02.1	Programming	1.38	.52	.18	.38	.52	.18
00613.02.1	Quality Control Analysis	2.25	.46	.16	2.00	.00	.00
00613.02.1	Operations Monitoring	2.50	.53	.19	2.38	.52	.18
00613.02.1	Operation and Control	2.38	.52	.18	1.75	.46	.16
00613.02.1	Equipment Maintenance	1.00	.00	.00	.00	.00	.00
00613.02.1	Troubleshooting	2.00	.00	.00	1.63	.52	.18
00613.02.1	Repairing	1.00	.00	.00	.00	.00	.00
00613.02.1	Systems Analysis	1.88	.35	.13	1.50	.76	.27
00613.02.1	Systems Evaluation	2.00	.00	.00	1.75	.46	.16
00613.02.1	Judg. and Dec. Making	2.63	.52	.18	2.25	.46	.16
00613.02.1	Time Management	2.50	.53	.19	2.38	.52	.18
00613.02.1	M. of Financial Resources	1.38	.52	.18	.38	.52	.18
00613.02.1	M. of Material Resources	1.38	.52	.18	.38	.52	.18
00613.02.1	M. of Personnel Resources	2.13	.35	.13	2.00	.00	.00

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Crane and Tower Operators

IDI Code	Element Name	Mean Imp	SD Imp	SEM Imp	Mean Level	SD Level	SEM Level
01148.02.1	Reading Comprehension	3.00	.53	.19	3.00	.53	.19
01148.02.1	Active Listening	3.13	.35	.13	3.00	.00	.00
01148.02.1	Writing	2.63	.52	.18	2.38	.52	.18
01148.02.1	Speaking	3.00	.00	.00	2.88	.35	.13
01148.02.1	Mathematics	2.63	.52	.18	2.13	.35	.13
01148.02.1	Science	1.13	.35	.13	.13	.35	.13
01148.02.1	Critical Thinking	3.25	.46	.16	3.00	.00	.00
01148.02.1	Active Learning	2.88	.35	.13	2.38	.52	.18
01148.02.1	Learning Strategies	2.25	.46	.16	2.25	.46	.16
01148.02.1	Monitoring	3.13	.35	.13	3.00	.00	.00
01148.02.1	Social Perceptiveness	2.50	.53	.19	2.00	.00	.00
01148.02.1	Coordination	2.75	.46	.16	3.00	.00	.00
01148.02.1	Persuasion	2.25	.46	.16	2.00	.00	.00
01148.02.1	Negotiation	2.13	.35	.13	2.00	.00	.00
01148.02.1	Instructing	2.25	.46	.16	2.25	.46	.16
01148.02.1	Service Orientation	2.13	.35	.13	2.00	.00	.00
01148.02.1	Complex Problem Solving	2.88	.35	.13	2.25	.46	.16
01148.02.1	Operations Analysis	1.88	.35	.13	1.13	.64	.23
01148.02.1	Technology Design	1.38	.52	.18	.38	.52	.18
01148.02.1	Equipment Selection	2.00	.00	.00	2.00	.00	.00
01148.02.1	Installation	1.63	.52	.18	.88	.83	.30
01148.02.1	Programming	1.00	.00	.00	.00	.00	.00
01148.02.1	Quality Control Analysis	2.63	.52	.18	2.88	.35	.13
01148.02.1	Operations Monitoring	3.75	.46	.16	3.25	.46	.16
01148.02.1	Operation and Control	3.88	.35	.13	3.50	.53	.19
01148.02.1	Equipment Maintenance	2.88	.35	.13	2.88	.35	.13
01148.02.1	Troubleshooting	2.88	.35	.13	3.00	.00	.00
01148.02.1	Repairing	2.88	.35	.13	2.75	.46	.16
01148.02.1	Systems Analysis	1.63	.52	.18	1.13	.99	.35
01148.02.1	Systems Evaluation	2.13	.35	.13	2.00	.00	.00
01148.02.1	Judg. and Dec. Making	3.00	.53	.19	2.63	.52	.18
01148.02.1	Time Management	3.00	.00	.00	2.88	.35	.13
01148.02.1	M. of Financial Resources	1.50	.53	.19	.63	.74	.26
01148.02.1	M. of Material Resources	1.63	.52	.18	.63	.52	.18
01148.02.1	M. of Personnel Resources	2.38	.52	.18	2.25	.46	.16

Note: Shaded elements indicate a nonrelevant level & shaded numeric values indicate a  $SE_M > .51$



## Appendix C

### Summary of Cycle 16 Interrater Agreement Indices

Explanation of Column Titles:

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

Mean of <i>Ms</i>	Mean of Mean Importance Ratings – The mean of the analyst mean importance rating across the 52 abilities for each occupation.
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Median of <i>SDs</i>	Median of the Standard Deviations of Importance Ratings – The median of the <i>SDs</i> associated with each mean importance rating across the 52 abilities for each occupation.
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Median of <i>SE<sub>MS</sub></i>	Median of the Standard Error of the Mean Importance Ratings – The median of the <i>SE<sub>MS</sub></i> associated with each mean importance rating across the 52 abilities for each occupation.
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#### **Level**

Mean of <i>Ms</i>	Mean of Mean Level Ratings – The mean of the analyst mean level rating across the 52 abilities for each occupation.
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Median of <i>SDs</i>	Median of the Standard Deviations of Level Ratings – The median of the <i>SDs</i> associated with each mean level rating across the 52 abilities for each occupation.
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Median of <i>SE<sub>MS</sub></i>	Median of the Standard Error of the Mean Level Ratings – The median of the <i>SE<sub>MS</sub></i> associated with each mean level rating across the 52 abilities for each occupation.
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Occupation Title	Importance			Level		
	Mean of Ms	Median of SDs	Median of SE <sub>MS</sub>	Mean of Ms	Median of SDs	Median of SE <sub>MS</sub>
General and Operations Managers	2.89	0.35	0.13	2.75	0.46	0.16
Marketing Managers	2.80	0.46	0.16	2.79	0.46	0.16
Fitness and Wellness Coordinators	2.76	0.52	0.18	2.66	0.64	0.23
Wholesale and Retail Buyers, Except Farm Products	2.63	0.46	0.16	2.52	0.35	0.13
Licensing Examiners and Inspectors	2.58	0.35	0.13	2.30	0.35	0.13
Equal Opportunity Representatives and Officers	2.60	0.46	0.16	2.45	0.52	0.18
Labor Relations Specialists	2.74	0.53	0.19	2.53	0.64	0.23
Database Architects	2.70	0.52	0.18	2.86	0.71	0.25
Aerospace Engineers	2.96	0.35	0.13	3.10	0.46	0.16
Electrical Engineers	2.91	0.35	0.13	2.93	0.46	0.16
Radio Frequency Identification Device Specialists	2.79	0.46	0.16	3.03	0.74	0.26
Marine Architects	2.84	0.35	0.13	3.01	0.46	0.16
Mechanical Engineers	3.04	0.46	0.16	3.55	0.46	0.16
Nanosystems Engineers	3.00	0.46	0.16	3.44	0.89	0.31
Solar Energy Systems Engineers	2.77	0.53	0.19	2.82	0.92	0.32
Electro-Mechanical Technicians	2.99	0.35	0.13	2.98	0.35	0.13
Foresters	2.95	0.35	0.13	2.96	0.52	0.18
Industrial Ecologists	2.71	0.35	0.13	2.81	0.74	0.26
Historians	2.43	0.46	0.16	2.18	0.46	0.16
Geological Sample Test Technicians	2.74	0.46	0.16	2.70	0.46	0.16
Clergy	2.87	0.46	0.16	2.79	0.46	0.16
Directors, Religious Activities and Education	2.73	0.46	0.16	2.58	0.46	0.16
Special Education Teachers, Kindergarten and Elementary School	2.63	0.52	0.18	2.26	0.53	0.19
Farm and Home Management Advisors	2.97	0.35	0.13	2.93	0.35	0.13
Floral Designers	2.33	0.46	0.16	1.90	0.46	0.16
Merchandise Displayers and Window Trimmers	2.30	0.46	0.16	1.95	0.52	0.18
Opticians, Dispensing	2.54	0.46	0.16	2.28	0.46	0.16
Surgical Assistants	2.65	0.52	0.18	2.46	0.52	0.18
Massage Therapists	2.19	0.46	0.16	1.71	0.52	0.18
Private Detectives and Investigators	2.52	0.46	0.16	2.16	0.52	0.18
Baristas	2.29	0.52	0.18	1.85	0.53	0.19
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	2.83	0.46	0.16	2.64	0.46	0.16
Pest Control Workers	2.76	0.46	0.16	2.39	0.35	0.13
Landscaping and Groundskeeping Workers	2.11	0.46	0.16	1.58	0.46	0.16

Occupation Title	Importance			Level		
	Mean of Ms	Median of SDs	Median of SE <sub>Ms</sub>	Mean of Ms	Median of SDs	Median of SE <sub>Ms</sub>
Pesticide Handlers, Sprayers, and Applicators, Vegetation	2.43	0.46	0.16	2.07	0.35	0.13
First-Line Supervisors of Personal Service Workers	2.67	0.46	0.16	2.36	0.46	0.16
Ushers, Lobby Attendants, and Ticket Takers	2.05	0.46	0.16	1.44	0.46	0.16
Manicurists and Pedicurists	2.01	0.46	0.16	1.44	0.46	0.16
Parts Salespersons	2.56	0.46	0.16	2.15	0.35	0.13
Sales Agents, Securities and Commodities	2.61	0.46	0.16	2.47	0.52	0.18
Securities and Commodities Traders	2.48	0.46	0.16	2.37	0.74	0.26
Real Estate Brokers	2.53	0.52	0.18	2.23	0.46	0.16
First-Line Supervisors/Managers of Office and Administrative Support Workers	2.90	0.46	0.16	2.60	0.46	0.16
Procurement Clerks	2.44	0.46	0.16	2.06	0.46	0.16
Stock Clerks, Sales Floor	2.12	0.46	0.16	1.50	0.52	0.18
Stock Clerks- Stockroom, Warehouse, or Storage Yard	2.10	0.46	0.16	1.59	0.46	0.16
Order Fillers, Wholesale and Retail Sales	1.93	0.46	0.16	1.27	0.52	0.18
Insurance Claims Clerks	2.19	0.35	0.13	1.68	0.35	0.13
Statistical Assistants	2.50	0.46	0.16	2.24	0.46	0.16
Boilermakers	2.70	0.46	0.16	2.49	0.46	0.16
Terrazzo Workers and Finishers	2.22	0.46	0.16	1.76	0.53	0.19
Tapers	2.02	0.35	0.13	1.60	0.46	0.16
Insulation Workers, Floor, Ceiling, and Wall	2.33	0.35	0.13	1.91	0.35	0.13
Pipelayers	2.41	0.35	0.13	2.17	0.35	0.13
Plasterers and Stucco Masons	2.35	0.46	0.16	1.88	0.46	0.16
Reinforcing Iron and Rebar Workers	2.19	0.46	0.16	1.76	0.53	0.19
Roofers	2.34	0.35	0.13	1.92	0.52	0.18
Structural Iron and Steel Workers	2.54	0.35	0.13	2.25	0.35	0.13
Hazardous Materials Removal Workers	2.66	0.35	0.13	2.40	0.35	0.13
Rail-Track Laying and Maintenance Equipment Operators	2.51	0.46	0.16	2.11	0.46	0.16
Solar Thermal Installers and Technicians	2.81	0.52	0.18	2.78	0.64	0.23
Computer, Automated Teller, and Office Machine Repairers	2.82	0.46	0.16	2.59	0.35	0.13
Avionics Technicians	2.92	0.46	0.16	2.85	0.46	0.16
Security and Fire Alarm Systems Installers	2.65	0.35	0.13	2.46	0.35	0.13
Motorboat Mechanics and Service Technicians	2.59	0.46	0.16	2.28	0.52	0.18
Recreational Vehicle Service Technicians	2.71	0.46	0.16	2.43	0.46	0.16
Mechanical Door Repairers	2.67	0.35	0.13	2.39	0.35	0.13

Occupation Title	Importance			Level		
	Mean of Ms	Median of SDs	Median of SE <sub>MS</sub>	Mean of Ms	Median of SDs	Median of SE <sub>MS</sub>
Maintenance Workers, Machinery	2.59	0.35	0.13	2.33	0.46	0.16
Telecommunications Line Installers and Repairers	2.53	0.35	0.13	2.32	0.35	0.13
Camera and Photographic Equipment Repairers	2.61	0.46	0.16	2.52	0.46	0.16
Commercial Divers	2.90	0.46	0.16	2.72	0.46	0.16
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	2.67	0.35	0.13	2.63	0.35	0.13
Bakers	2.26	0.35	0.13	1.86	0.35	0.13
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	2.54	0.46	0.16	2.25	0.52	0.18
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2.39	0.46	0.16	2.10	0.52	0.18
Solderers and Brazers	2.00	0.46	0.16	1.48	0.53	0.19
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	2.32	0.46	0.16	1.95	0.52	0.18
Print Binding and Finishing Workers	2.51	0.52	0.18	2.28	0.64	0.23
Laundry and Dry-Cleaning Workers	2.17	0.46	0.16	1.69	0.46	0.16
Cabinetmakers and Bench Carpenters	2.56	0.46	0.16	2.34	0.52	0.18
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	2.40	0.35	0.13	2.06	0.53	0.19
Chemical Plant and System Operators	2.76	0.46	0.16	2.62	0.46	0.16
Chemical Equipment Operators and Tenders	2.71	0.52	0.18	2.43	0.46	0.16
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	2.64	0.35	0.13	2.43	0.46	0.16
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	2.25	0.46	0.16	1.85	0.52	0.18
Medical Appliance Technicians	2.90	0.46	0.16	2.70	0.35	0.13
Ophthalmic Laboratory Technicians	2.45	0.46	0.16	2.14	0.52	0.18
Adhesive Bonding Machine Operators and Tenders	2.49	0.46	0.16	2.20	0.46	0.16
Stone Cutters and Carvers, Manufacturing	2.28	0.46	0.16	1.82	0.52	0.18
Glass Blowers, Molders, Benders, and Finishers	2.47	0.52	0.18	2.20	0.52	0.18
Molding and Casting Workers	2.40	0.35	0.13	2.14	0.46	0.16
Helpers--Production Workers	2.10	0.35	0.13	1.57	0.52	0.18
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	2.63	0.46	0.16	2.45	0.52	0.18
Commercial Pilots	2.81	0.46	0.16	2.70	0.52	0.18
Locomotive Engineers	2.56	0.46	0.16	2.23	0.46	0.16
Ship and Boat Captains	3.10	0.46	0.16	2.96	0.46	0.16

Occupation Title	Importance			Level		
	Mean of $M_s$	Median of $SD_s$	Median of $SE_{M_s}$	Mean of $M_s$	Median of $SD_s$	Median of $SE_{M_s}$
Mates- Ship, Boat, and Barge	2.79	0.46	0.16	2.55	0.46	0.16
Pilots, Ship	2.75	0.46	0.16	2.58	0.52	0.18
Parking Lot Attendants	2.15	0.46	0.16	1.54	0.52	0.18
Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	2.38	0.46	0.16	2.12	0.46	0.16
Transportation Attendants, Except Flight Attendants	2.26	0.46	0.16	1.78	0.46	0.16
Crane and Tower Operators	2.45	0.46	0.16	2.13	0.35	0.13





## Appendix D

### Cycle 16 Interrater Reliability Coefficients

#### Explanation of Column Titles:

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

<b>IDI Code</b>	<b>Occupation Title</b>	<b>Importance</b>	<b>Level</b>
01174.03.1	General and Operations Managers	0.99	0.99
00010.03.1	Marketing Managers	0.99	0.99
01541.01.2	Fitness and Wellness Coordinators	0.96	0.97
00057.03.1	Wholesale and Retail Buyers, Except Farm Products	0.98	0.99
00078.02.1	Licensing Examiners and Inspectors	0.98	0.99
00080.02.1	Equal Opportunity Representatives and Officers	0.99	0.99
01687.01.1	Labor Relations Specialists	0.98	0.98
01573.01.2	Database Architects	0.92	0.91
00101.03.1	Aerospace Engineers	0.98	0.99
00112.03.1	Electrical Engineers	0.97	0.97
01585.01.1	Radio Frequency Identification Device Specialists	0.90	0.82
00124.02.1	Marine Architects	0.98	0.98
00119.03.1	Mechanical Engineers	0.94	0.96
01597.01.1	Nanosystems Engineers	0.94	0.94
01599.01.1	Solar Energy Systems Engineers	0.90	0.90
01045.02.1	Electro-Mechanical Technicians	0.96	0.97
00157.02.1	Foresters	0.98	0.99
01619.01.1	Industrial Ecologists	0.97	0.97
00221.02.1	Historians	0.99	0.99
00188.02.1	Geological Sample Test Technicians	0.94	0.96
00232.02.1	Clergy	0.99	0.99
00233.02.1	Directors, Religious Activities and Education	0.98	0.99
01695.01.2	Special Education Teachers, Kindergarten and Elementary School	0.98	0.98
00269.02.1	Farm and Home Management Advisors	0.99	0.99
00376.02.1	Floral Designers	0.98	0.98
00378.02.1	Merchandise Displayers and Window Trimmers	0.97	0.98
00317.03.1	Opticians, Dispensing	0.97	0.98
01703.01.1	Surgical Assistants	0.95	0.96
01332.03.1	Massage Therapists	0.97	0.98
00557.02.1	Private Detectives and Investigators	0.98	0.98
01665.01.1	Baristas	0.94	0.94
01349.02.1	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.97	0.97
00598.02.1	Pest Control Workers	0.97	0.98
00653.02.1	Landscaping and Groundskeeping Workers	0.93	0.95
00652.02.1	Pesticide Handlers, Sprayers, and Applicators, Vegetation	0.96	0.97

<b>IDI Code</b>	<b>Occupation Title</b>	<b>Importance</b>	<b>Level</b>
00535.02.1	First-Line Supervisors of Personal Service Workers	0.98	0.98
00610.02.1	Ushers, Lobby Attendants, and Ticket Takers	0.97	0.97
00605.02.1	Manicurists and Pedicurists	0.97	0.97
00436.02.1	Parts Salespersons	0.97	0.98
00419.02.1	Sales Agents, Securities and Commodities	0.98	0.99
01667.01.1	Securities and Commodities Traders	0.97	0.97
01369.02.1	Real Estate Brokers	0.98	0.99
01373.02.1	First-Line Supervisors/Managers of Office and Administrative Support Workers	0.99	0.99
00488.02.1	Procurement Clerks	0.98	0.99
00438.02.1	Stock Clerks, Sales Floor	0.97	0.98
00522.02.1	Stock Clerks- Stockroom, Warehouse, or Storage Yard	0.96	0.97
00523.02.1	Order Fillers, Wholesale and Retail Sales	0.93	0.95
00461.02.1	Insurance Claims Clerks	0.98	0.99
00489.02.1	Statistical Assistants	0.98	0.99
00863.02.1	Boilermakers	0.94	0.96
01399.02.1	Terrazzo Workers and Finishers	0.92	0.95
00787.02.1	Tapers	0.92	0.95
01402.02.1	Insulation Workers, Floor, Ceiling, and Wall	0.95	0.96
00803.02.1	Pipelayers	0.94	0.97
00797.02.1	Plasterers and Stucco Masons	0.94	0.94
00796.02.1	Reinforcing Iron and Rebar Workers	0.94	0.96
00816.02.1	Roofers	0.94	0.96
00818.02.1	Structural Iron and Steel Workers	0.95	0.96
01407.02.1	Hazardous Materials Removal Workers	0.95	0.97
00812.02.1	Rail-Track Laying and Maintenance Equipment Operators	0.95	0.97
01675.01.1	Solar Thermal Installers and Technicians	0.90	0.89
01413.02.1	Computer, Automated Teller, and Office Machine Repairers	0.92	0.94
00742.02.1	Avionics Technicians	0.95	0.96
01418.02.1	Security and Fire Alarm Systems Installers	0.93	0.96
00718.02.1	Motorboat Mechanics and Service Technicians	0.96	0.97
01421.02.1	Recreational Vehicle Service Technicians	0.95	0.97
00760.02.1	Mechanical Door Repairers	0.95	0.97
00700.02.1	Maintenance Workers, Machinery	0.95	0.96
00728.02.1	Telecommunications Line Installers and Repairers	0.92	0.96
00750.02.1	Camera and Photographic Equipment Repairers	0.94	0.93
00777.02.1	Commercial Divers	0.95	0.96

<b>IDI Code</b>	<b>Occupation Title</b>	<b>Importance</b>	<b>Level</b>
01429.02.1	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	0.93	0.93
01434.02.1	Bakers	0.95	0.97
00946.02.1	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	0.92	0.94
01436.02.1	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	0.94	0.95
01528.02.1	Solderers and Brazers	0.93	0.95
01441.02.1	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	0.93	0.96
01711.01.2	Print Binding and Finishing Workers	0.91	0.92
01448.02.1	Laundry and Dry-Cleaning Workers	0.95	0.96
00869.02.1	Cabinetmakers and Bench Carpenters	0.94	0.95
01460.02.1	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	0.94	0.95
01088.02.1	Chemical Plant and System Operators	0.96	0.98
01467.02.1	Chemical Equipment Operators and Tenders	0.95	0.97
01032.02.1	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	0.93	0.95
01017.02.1	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	0.96	0.97
00931.02.1	Medical Appliance Technicians	0.95	0.95
01474.01.1	Ophthalmic Laboratory Technicians	0.93	0.96
01030.02.1	Adhesive Bonding Machine Operators and Tenders	0.95	0.97
00911.02.1	Stone Cutters and Carvers, Manufacturing	0.91	0.94
00912.02.1	Glass Blowers, Molders, Benders, and Finishers	0.92	0.95
01072.02.1	Molding and Casting Workers	0.96	0.97
01479.02.1	Helpers--Production Workers	0.91	0.94
00677.02.1	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	0.97	0.98
01483.02.1	Commercial Pilots	0.97	0.98
01107.02.1	Locomotive Engineers	0.97	0.97
01115.02.1	Ship and Boat Captains	0.97	0.98
01116.02.1	Mates- Ship, Boat, and Barge	0.97	0.97
01117.02.1	Pilots, Ship	0.97	0.97
01130.02.1	Parking Lot Attendants	0.96	0.96
01530.02.1	Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	0.95	0.96
00613.02.1	Transportation Attendants, Except Flight Attendants	0.98	0.98
01148.02.1	Crane and Tower Operators	0.96	0.97