

Appendix 1 : Glossary - Explanation of Abbreviations, Codes & Values
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Notes regarding GED, aptitude, coordination and dexterity ratings:

<u>Cognitive Aptitudes</u>	<u>Perceptions</u>	<u>Coordination/Dexterities</u>
R =Reasoning	S =Spatial Perception	K =Motor Coordination
M =Math	P =Form Perception	F =Finger Dexterity
L =Language	Q =Clerical Perception	Md =Manual Dexterity
		E =Eye-Hand Coordination

(Levels shown below are to be interpreted with respect to estimated general population norms)

GED (General Educational Development)

6 (Above Average) = the top 20%

5 (High Average) = 60-79%ile

4 (Mid Average) = 40-59%ile

3 (Low Average) = 20-39%ile

2 (Below Avg.) = 6-19%ile

1 (Very Below Avg.) = bottom 5%

Aptitudes

5 (Above Average) = the top 20%

4 (High Mid- Average) = 50-79%ile;

3 (Low Mid-Average) = 20-49%ile

2 (Below Avg.) = 6-19%ile

1 (Very Below Avg.) = bottom 5%

Notes regarding physical demand capacity and environmental tolerance ratings:

Physical Demands

1 Lift, Carry, Push, Pull, Sit, Stand, Walk

2 Climb (Stairs, Ladders, Scaffold)

3 Bend, Stoop, Crouch, Squat, Kneel

4 Reach, Handle, Finger, Feel

5 Talk/Hear, Write Orders, Write Phone Messages

6 See Close-up, See Far-away

Environmental Tolerances

1 Weather

2 Extreme Cold

3 Extreme Heat

4 Damp, Humid, Wet

5 Noise

6 Hazards, Heights

7 Dust, Fumes, Odors, Mist, Gas

Exertion Levels

5 (Very Heavy Duty) = more than 100#

4 (Heavy Duty) = 51# to 100#

3 (Medium Duty) = 21# to 50#

2 (Light Duty) = 11# to 20#

1 (Sedentary) = 0# to 10#

Durations

Occasional = up to 1/3 of the workday

Frequent = 1/3 to 2/3 of the workday

Continuous = more than 2/3 of the workday (*Source: U.S. Department of Labor / BLS*)

Other Vocational Codes

DOT – Dictionary of Occupational Titles code

VQ – Vocational Quotient: An indicator of job difficulty

TS – Transferable Skills Percentage

VA – Occupational Values & Needs Agreement

VIPR- Vocational Interest Personality Reinforcer (Work-Personality) Type

\$Avg - Average wage

Starting – Average starting wage

SVP – Specific Vocational Preparation: 1= Short Demo Only; 2 = Up to 30 Days; 3 = 30 to 90 days; 4 = 90 to 180 days; 5 = 6 to 12 months; 6 = 1 to 2 years (Cert./AA); 7 = 2 to 4 years (AA/BA/BS); 8 = 4 to 10 years (MA/MS/PhD); 9 = over 10 years.

(Source: U.S. Department of Labor, FLDEO & McCroskey Vocational Quotient System)

Regarding DOT Job-Title Data:

Ratings at critical level (VQ => **87/95**; TS => *N/A*; VA% => **60/65**) are bolded; ; VIPR = **ESFP**.

VIPR = ESFP, ISFP & ENFP are bold/highlighted.

VIPR = INFP, ESTP, ESFJ, ENTP, ISFJ, ENFJ, ISTP & ESTJ are bolded.

Titles containing 3 bold/highlighted values are bold/highlighted.

Titles containing 2 bold/highlighted values are bolded.

Regarding Labor-Market Research Data:

Potentially Suitable Local Occupations (w/SOC Code) 6,7	2023 Entry Wage 1	2023 Avg. Wage 2	<u>2023-2031</u> Growth Rate% 3	Local Openings 4	Tng Rqmt 5
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Notes:

1. Entry Wage figures => **\$14/hour** are bolded; => **\$15/hour** are also highlighted.
2. Experienced Wage figures => **\$19/hour** are bolded; => **\$23/hour** are also highlighted.
3. Growth rates => **7%** are bolded.; => **9%** are also highlighted.
4. Annual openings => **1K** are bolded; => **6K** are also highlighted.
5. Training Requirements (see * below)
6. **Titles** featuring 3 bolded (or 2 bold/highlighted) values are bolded.
7. **Titles** featuring 4 bolded values are bold/highlighted.

Training Requirements:

A: associate degree

B: bachelor's degree

HS: high school diploma or GED

M+: master's, doctoral or professional degree

NR: no formal educational credential required

PS: postsecondary non-degree award