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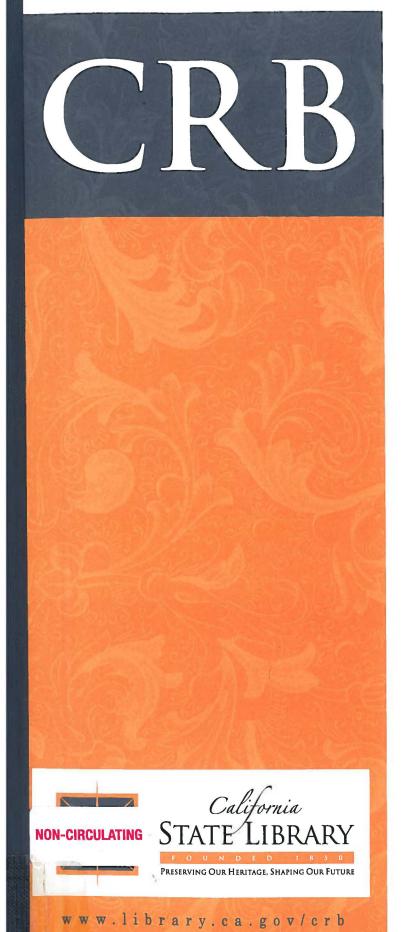
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The Careers Project

An Economic Analysis of Ten Industry Clusters in California

By Patricia L. de Cos Nicolina Mulcahy, and Julie Chan

At the Request of Senator Roy Ashburn,
Senator Loni Hancock,
Assemblymember Lori Saldaña,
Assemblymember Tom Torlakson,
Senator Mark Wyland,
former Assemblymember Greg Aghazarian,
former Assemblymember Guy Houston,
former Assemblymember Gene Mullin,
former Assemblymember Fabian Nuñez,
former Assemblymember Simon Salinas,
and former Senator Jack Scott

February 2009

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The Careers Project

An Economic Analysis of Ten Industry Clusters in California

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California Research Bureau

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Internet Access

This report is part of a series of Careers Project reports that are available through the Internet on the California State Library's home page under CRB Reports (www.library.ca.gov/crb). Other Careers Project reports include:

- The Careers Project: School Survey of Middle and High School Principals and Counselors in California
- The Careers Project: Survey of Representatives of Business and Industry in California
- The Careers Project: Focus Group Perspectives on Provisions for Career Exploration and Development Opportunities at Selected Middle and High Schools
- The Careers Project: A Summary with Policy Options

Executive Summary

The Careers Project is a study of the preparation all students in public middle and high schools receive to explore career options and the relationship between that preparation and California's state and regional economies. The California Research Bureau (CRB) undertook this research at the request of a bipartisan group of members of the California Legislature, with funding support from the James Irvine Foundation. The study consisted of three distinct phases:

- 1. A statewide survey of middle and high school counselors and principals.
- 2. An economic analysis and survey of representatives of business and industry in California.
- 3. School focus groups.

In each of the three study phases, the CRB research team utilized the nine economic regions defined by the California Economic Strategy Panel of the California Labor and Workforce Development Agency as a framework for capturing the diversity of the state.*

The second phase of the study involved two parts: an economic analysis of ten industry clusters and a related survey of representatives of business and industry. The information gathered from the economic analysis was used as a basis for launching a survey of representatives of business and industry. This report provides information resulting from the economic analysis for the following ten industry clusters in California:

- Basic Information Services
- Manufacturing Value Chain (including Logistics, Production, and Design)
- Health Science and Services
- Entertainment and Tourism
- Construction
- Food Chain (including Support/Production, Processing, and Distribution)
- Professional and Technical Services
- Government
- Wholesale Trade
- Retail Trade

* Please refer to Appendix 1 for a map describing the nine economic regions.

The CRB research team extracted information from the regional base reports for each of the nine economic regions of the state as defined by the Economic Strategy Panel.* Using labor market information staffing projections through 2014 from the California Employment Development Department's Labor Market Information Division (LMID), our analysis identified: the fastest growing and largest employing occupations, their corresponding required job skills and their total employment and average annual salaries as of 2005.

The occupations and job skills contained within each industry differ among the industry clusters as well as the education, training, and experience that are needed to perform the jobs. The U.S. Department of Labor has grouped occupations into job zones to distinguish the level of preparation for each job. O*Net of the U.S. Department of Labor's Bureau of Labor Statistics categorizes occupations into five job zones, which consider overall experience, job training, and education requirements required to perform a specific job. The CRB research team's analysis includes two separate charts for each industry sector:

- A listing of the fastest growing or largest employing occupations grouped by job zone within each industry sector including the corresponding job skills, as well as the statewide average salary and employment. Selected occupations represent different job titles and the total statewide average employment represents the number of workers employed by occupation.
- A summary chart that identifies the number of occupations by job zone for each industry sector including the annual statewide salary and employment ranges by job zone and the top third most common job skills by job zone and across all occupations in each industry sector.

Given the recent downturn in California's economy, the assumptions that were made regarding the staffing projections based on employment trends in 2004 may not reflect current employment trends. The accompanying charts, therefore, should be viewed as examples of occupations and job skills in these industries. The CRB research team used this information to query representatives of business and industry about the occupations and accompanying job skills in four industry sectors contained in this economic analysis between June and August 2008.[‡] Notably, more than half of the respondents agreed with the CRB's analysis of fastest growing and largest employing occupations and the top

_

^{*} California Labor and Workforce Development Agency, Economic Strategy Panel, 2006 California and Regional Economic Base Reports (Sacramento, the Agency, 2006).

[†] Occupations in "Job Zone 1" (JZ-1) require the least amount of education, training and experience, compared to occupations in "Job Zone 5" (JZ-5), which require extensive education, training, and experience. For more information about job zones, please refer to Appendix 3.

[‡] The four industry clusters included in the survey of representatives of business and industry were Basic Information Services, Manufacturing Value Chain, Health Science and Services, and Retail Trade.

third most commonly identified job skills for the selected occupations by industry sector.*

The CRB research team also shared the information of this economic analysis with students, teachers, counselors, and principals at three middle and nine high schools in California that participated in school focus groups during the third study phase of the Careers Project. School focus group participants universally found the information in the charts to be very useful, by providing relevance to students in their education, allowing students to learn about employment trends, and observing how specific academic skills were associated with occupations in different industries.

^{*} California State Library, California Research Bureau, *The Careers Project: Survey of Representatives of Business and Industry in California* (Sacramento, California Research Bureau, California State Library, 2009).

[†] California State Library, California Research Bureau, *The Careers Project: Focus Group Perspectives on Provisions for Career Exploration and Development Opportunities at Selected Middle and High Schools in California* (Sacramento, California Research Bureau, California State Library, 2009).

Methodology and Procedures

This section describes the methodology and procedures used to develop and conduct the economic analysis.

METHODOLOGY

The CRB research team identified ten industry clusters based on the following variables: job growth, concentration, employment size, composition of economic base, and average annual wages based on information derived from the 2006 regional base reports of the Economic Strategy Panel.* The ten industry clusters included in the analysis are:

- 1. Basic Information Services
- 2. Manufacturing Value Chain (including Logistics, Production, and Design)
- 3. Health Science and Services
- 4. Entertainment and Tourism
- 5. Construction
- 6. Food Chain (including Support/Production, Processing, and Distribution)
- 7. Professional and Technical Services
- 8. Government
- 9. Wholesale Trade
- 10. Retail Trade

We identified the leading industry sectors within each of these ten industry clusters using the North American Industry Classification System (NAICS). With input from staff of the Labor Market Information Division (LMID) of the Employment Development Department (EDD), we then selected the largest employing and fastest growing occupations within each industry sector using statewide projections of staffing patterns by applying the following three criteria to each industry's staffing pattern:

• The ten largest employing occupations.

^{*} California Labor and Workforce Development Agency, Economic Strategy Panel, 2006 California and Regional Economic Base Reports (Sacramento, Economic Strategy Panel, California Labor and Workforce Development Agency, 2006).

[†] U.S. Government, Office of Management and Budget, *North American Industry Classification System* (Maryland, Bernan Press, 1998).

- Occupations that are projected to increase by more than 50 percent from 2004-2014.
- Occupations that are projected to grow twice as fast as the average of all the occupations within each staffing pattern from 2004-2014.*

Projected changes in the staffing patterns represent job openings due to growth (or declines) and net replacements.

Some industry sectors were identified in more than one industry cluster. For example, 1) Fruit and Vegetable and Specialty Food Manufacturing and 2) Animal Slaughtering and Processing were identified in the Manufacturing Value Chain – *Production* and the Food Chain – *Processing*. Architectural and Engineering Services was identified in the Manufacturing Value Chain – *Production* and Professional and Technical Services. Scientific Research and Development Services was identified in Health Science and Services and Professional and Technical Services. Other Professional and Technical Services was identified in the Food Chain – *Support and Production* and Professional and Technical Services. Grocery Product Merchant Wholesalers was identified in the Food Chain – *Distribution* and Wholesale Trade. Machinery and Supply Merchant Wholesalers was identified in Food Chain – *Support and Production* and Wholesale Trade.

Staffing patterns for several industry sectors are not published by LMID because the relative size of the industries is small and the publishing of data relative to these industries would pose a risk of disclosing confidential employment data. In these instances, LMID staff suggested that we use larger industries that included the sectors we were interested in. For example, we used Electronic Instrument Manufacturing for Navigational, Measuring, Electromedical and Control Instruments in the Manufacturing Value Chain – *Production*. We used Agriculture, Forestry, Fishing and Hunting for 1) Support Activities for Crop Production, 2) Vegetable and Melon Farming, 3) Fruit and Tree Nut Farming, and 4) Cattle Ranching and Farming in the Food Chain – *Support and Production*. We used Other Professional and Technical Services for Veterinary Activities in the Food Chain – *Support and Production*. We used Other Food Manufacturing for Perishable Prepared Food Manufacturing in the Food Chain – *Processing*. We used Machinery and Supply Merchant Wholesalers for Professional and Commercial Equipment and Supplies Wholesalers in the Wholesale Trade industry.

For each selected occupation, the CRB research team identified the corresponding job skills, using information from O*Net of the U.S. Department of Labor's Bureau of Labor Statistics. O*Net has developed a content model, which incorporates important work-related information including worker requirements such as job skills. Job skills are broken into two categories including basic skills and cross-functional skills. Basic skills

^{*} While the CRB research team intended to use staffing patterns specific to the nine economic regions for selected industry sectors, only statewide staffing patterns are available on the EDD Labor Market Information Division's website: http://www.calmis.ca.gov/file/IOMatrix/IndList.htm#W.

are divided further into content skills and process skills. Cross-functional skills are separated further into social skills, complex problem-solving skills, technical skills, systems skills, and resource management skills. For additional information regarding the definitions of each of these categories and the individual skills, please refer to Appendix 2.

O*Net categorizes occupations into five distinct job zones (JZ), which consider overall experience, job training, and education requirements required to perform a specific job. Occupations in "Job Zone 1" (JZ-1) require the least amount of education, training and experience, compared to occupations in "Job Zone 5" (JZ-5), which require extensive education, training, and experience. In some cases, occupations combine two job zones and might therefore be characterized by the following notation in the charts: JZ-1/2 or JZ-2/3, indicating that an occupation is between job zone one and two, or between job zone two and three, respectively. For more information about O*Net's job zones, please refer to Appendix 3.*

The CRB research team also incorporated California-based average employment and wage information for each selected occupation using May 2006 data from Occupational Employment Statistics (OES) of the U.S. Department of Labor Bureau of Labor Statistics. While the CRB research team recognizes the regional differences in salaries, OES only provides statewide or metropolitan statistical area (MSA) wage information. Since some of the industry sectors were selected for regions not represented by a MSA, we only used statewide wage information in our charts.

INSTRUCTIONS FOR INTERPRETING THE CHARTS

The CRB research team's analysis includes two separate charts for each industry sector:

- A listing of all the fastest growing or largest employing occupations, grouped by
 job zone within each industry sector including the corresponding job skills as well
 as the statewide average salary and employment. Selected occupations represent
 different job titles and the total statewide average employment represents the
 number of workers employed by occupation.
- A summary chart that identifies the number of occupations by job zone for each
 industry sector including the annual statewide salary and employment ranges by
 job zone and the top third most common job skills by job zone and across all
 occupations in each industry sector.

^{*} For some occupations, the O*Net website did not provide job skills, and provided a link to the "careeronestop: pathways to success" website, from which we found and used California-based job skill information: http://online.onetcenter.org/link/summary/.

[†] Refer to the U.S. Department of Labor Bureau of Labor Statistics website: http://www.bls.gov/oes/oes_dl.htm.

The top of the first chart specifies the total statewide average employment for each occupation. The second row provides the statewide average annual salary for each occupation. The third row describes the job zone category for each occupation. The occupations are grouped sequentially by job zone, beginning with job zone one (JZ-1) on the far left through job zone five (JZ-5) on the right. O*Net did not assign a job zone to some occupations, and they are identified as "JZ-N/A" in the title row. The fourth row provides the Standard Occupational Classification (SOC) number for each occupation. The fifth row specifies the occupational title for each occupation. Below the occupational titles are the corresponding job skills for each occupation. The job skills are not listed in order of importance. O*Net provides job skills for nearly all occupations, but not all. Below each column, there is a number that sums the total number of job skills for each occupation. A subtotal below each job zone grouping specifies the number of job skills identified within each job zone category.

The summary chart summarizes information from the first chart. The top of each chart indicates the number of occupations found by job zone for each industry sector. The second row indicates the range of total statewide average employment by the job zone. The third row specifies the range of statewide average annual salary range by job zone. The fourth row is a title row. The reader may notice that there are some occupations that fall between job zones, as described earlier. The rows below the title row identify the job skills and the number of times a job skill was found within each job zone. Occupations without job skills are identified as "JZ-N/A" in the title row. At the far right-hand side of the second chart, the reader will see the top third most commonly identified job skills for each industry sector, which are highlighted within each job zone, with a check mark.

^{*} While some occupations do not have job skills assigned to them, the CRB research team did not want to lose important information such as their titles or total statewide employment and average annual salaries.

[†] To learn more about the rating of each job skill descriptor, please refer to the O*Net website at: http://online.onetcenter.org/help/online/scales.

TELECOMMUNICATIONS (NAICS 517000)

Wired Telecommunications Carriers (NAICS 517100)
Wireless Telecommunications Carriers (NAICS 517200)
Telecommunications Resellers (NAICS 517300)
Satellite Telecommunications (NAICS 517400)
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Cable and Other Subscription Programming (NAICS 515200)

INTERNET SERVICE PROVIDERS, WEB SEARCH PORTALS, AND DATA PROCESSING SERVICES (NAICS 518000)

ISPs and Web Search Portals (NAICS 518100)
Data Processing and Related Services (NAICS 518200)

List of Skills and Occupations Employed in Wired Telecommunications Carriers

T_EMP MEAN	481,990 \$ 25,270	396,750 \$ 27,470	199,440 \$ 34,110	125,210 \$ 39,850	16,280 \$ 49,140	28,240 \$ 53,180	226,740 \$ 112,740	27,970 \$ 93,410	\$ 96,070	91,6 \$ 61.79
Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	JZ-4	JZ-4	N/A
-Code	41-2031	43-9061	43-4051	41-1011	49-9052	49-2022	11-1021	17-2072	15-1032	41-3099
pation itle	Retail salespersons	Office clerks, general	Customer service representatives	First-line supervisors/man agers of retail sales workers	Telecommunic ations line installers and repairers	Telecommunications equipment installers and repairers, except line installers	General and operations managers	Electronics engineers, except computer	Computer software engineers, systems software	Sales representati , services, a other
	Active Listening	Active Listening	Active Listening	Management of Personnel Resources	Installation	Installation	Active Listening	Reading Comprehension	Complex Problem Solving	Not Availab
	Mathematics	Reading Comprehensi	Reading Comprehension	Active Listening	Troubleshootin g	Troubleshooting	Management of Personnel Resources	Complex Problem Solving	Technology Design	
	Speaking	Speaking	Monitoring	Service Orientation	Active Learning	Repairing	Time Management	Equipment Selection	Troubleshootin g	
	Social Perceptivenes s	Writing	Speaking	Time Management	Equipment Selection	Active Listening	Judgment and Decision Making	Troubleshootin g	Critical Thinking	
	Critical Thinking	Social Perceptivenes	Time Management	Instructing	Active Listening	Reading Comprehension	Monitoring	Active Learning	Active Learning	
	Writing		Service Orientation	Monitoring	Reading Comprehension	Equipment Selection	Reading Comprehensio	Critical Thinking	Programming	
	Judgment and Decision Making		Active Learning		Critical Thinking	Active Learning	Speaking	Coordination	Reading Comprehension	
	Instructing		Learning Strategies	Judgment and Decision Making	Instructing	Speaking	Coordination	Mathematics	Systems Analysis	
	Reading Comprehensi on		Writing	Active Learning	Speaking	Time Management	Critical Thinking	Active Listening	Mathematics	
			Critical Thinking	Critical Thinking	Equipment Maintenance	Critical Thinking	Complex Problem Solving	Judgment and Decision Making	Operation Analysis	
•	9	5	10	10	10	10	10	10	10	

List of Skills and Occupations Employed in Wired Telecommunications Carriers

Number of Oc within JZ	ecupations	0	5	2	2	0	1	10	
Total Employs (2005)	ment Range	N/A	16,280 - 481,990	28,240 - 226,740	27,970 - 50,400	N/A	91,680		
Average Annu Range (2005)	ıal Salary	/ // N/A	\$25,270 - \$49,140	\$53,180 - \$112,740	\$93,410 - \$96,070	N/A	\$ 61,790		}
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Third (of 9)
Installation		0	1	1	0	0	0	2	
Troubleshooti	ng	0	1	1	2	0	0	4	ī
Repairing		0	0	1	0	0	0	1	
Active Listeni	ng	0	5	2	1	0	0		3 √
Reading Comp	prehension	0	5	2	2	0	0	Ç	V
Equipment Se	lection	0	1	1	1	0	0	3	3
Active Learnii	ng	0	3	1	2	0	0	(5 V
Speaking		0	4	2	0	0	0	6	5 √
Time Manager	Care Control of the C	0	2	2	0	0	0		
Critical Think	ing	0	4	2	2	0	0	8	3 √
Instructing		0	3	0	0	0	0	3	3
Equipment Ma	aintenance	0	1	0	0	0	0	1	1
Monitoring		0	2	1	0	0	0		
Service Orient	tation	0	2	0	0	0	0	2	2
Writing		0	3	0	0	0	0	3	
Mathematics		0	1	0	2	0	0	. 3	3
Social Percept		0	2	0	0	0	0		-8
Complex Prob	lem Solving	0	0	1	2	0	0		4
Coordination		0	0	1	1	0	0		4
Judgment and	A CONTROL OF THE PROPERTY OF T	0	2	1	1	0	0		4
Management o	of Personnel	0	1	1	0	0	0		4
Programming		0	0	0	1	0	0		1
Systems Analy		0	0	0	1	0	0		1
Operation And		0	0	0	1	0	0		4
Learning Strat		0	1	0	0	0	0	1	1
Technology D	esign	0	0	0	1	0	0	1]

Occupations Employed in Wireless Telecommunications Carriers

A_MEAN Job Zone SOC-Code	\$ 25,270	\$ 27,470		
		D 21,410	\$ 34,110	\$ 39,850
COC Code	JZ-2	JZ-2	JZ-2	JZ-2
SOC-Code	41-2031	43-9061	43-4051	41-1011
Occupation Title	Retail salespersons	general	Customer service representative s	workers
	Active Listening	Active Listening	Active Listening	Management of Personnel Resources
	Mathematics	Reading Comprehensi on	Reading Comprehensi on	Active Listening
	Speaking	Speaking	Monitoring	Service Orientation
	Social Perceptiveness	Writing	Speaking	Time Management
	Critical Thinking	Social Perceptivenes s	Time Management	Instructing
	Writing		Service Orientation	Monitoring
	Judgment and Decision Making		Active Learning	Reading Comprehension
	Instructing		Learning Strategies	Judgment and Decision Making
	Reading Comprehension		Writing	Active Learning
			Critical Thinking	Critical Thinking

er .	27,81
\$	57,090
	JZ-2/3/4/5
	13-1041
-	oliance officers,
_	ot agriculture,
	ruction, health ar
	y, and portation
Critic	al Thinking
	Z MINISTER SANDERS
Speal	ang
Scien	ce
Activ	e Listening
n .	-
Readi	orehension
Сонц	nencusion
Writi	ng
** 1 1 1 1 1	ng.
Coore	dination
COOK	annanon
Activ	e Learning
No.	liation
- 25	
Leam	ing Strategies
	D origin Bros
Instru	eting
	nent and Decision
Judor	
Judgr Makii	

208,200			145,050
\$ 35,880 JZ-3	\$ 50,230 JZ-3	\$ 53,180 JZ-3	\$ 60,660 JZ-3
43-3031	43-1011	49-2022	41-4012
Bookkeeping, accounting, and auditing clerks	First-line supervisors/ managers of office and administrative support workers	Telecommunications equipment installers	Sales representatives,
Mathematics	Active Listening	Installation	Active Listening
Reading Comprehensi on	Speaking	Troubleshooting	Speaking
Time Management	Reading Comprehension	Repairing	Time Management
Active Listening	Critical Thinking	Active Listening	Reading Comprehension
Critical Thinking	Monitoring	Reading Comprehension	Persuasion
Active Learning	Time Management	Equipment Selection	Service Orientation
Learning Strategies	Management of Personnel Resources	Active Learning	Negotiation
Social Perceptivenes	Judgment and Decision Making	Speaking	Social Perceptiveness
Writing	Instructing	Time Management	Active Learning
Speaking	Social Perceptiveness	Critical Thinking	Coordination
10	10	10	10

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Occupations Employed in Wireless Telecommunications Carriers

23,450	226,740
\$ 71,870	\$ 112,740
JZ-3	JZ-3
15-1081	11-1021
Network systems	
and data	General and
communications	operations
analysts	managers
Equipment Selection	Active Listening
Troubleshooting	Management of Personnel Resources
Complex Problem Solving	Time Management
Active Listening	Judgment and Decision Making
Active Learning	Monitoring
Critical Thinking	Reading Comprehension
Installation	Speaking
Reading Comprehension	Coordination
Judgment and Decision Making	Critical Thinking
Tachnology Design	Complex Problem Solving

10

31,930	49,790	84,550
\$ 72,680	\$ 76,970	\$ 91,590
JZ-4	JZ-4	JZ-4
15-1071	15-1051	15-1031
Network and computer systems administrators	Computer systems analysts	Computer software engineers, applications
Reading Comprehension	Active Learning	Programming
Speaking	Reading Comprehension	Critical Thinking
Active Listening	Complex Problem Solving	Complex Problem Solving
Monitoring	Critical Thinking	Active Learning
Complex Problem Solving	Active Listening	Troubleshooting
Critical Thinking	Troubleshooting	Judgment and Decision Making
Time Management	Monitoring	Technology Design
Coordination	Service Orientation	Reading Comprehension
Judgment and Decision Making	Time Management	Operations Analysis
Systems Evaluation	Quality Control Analysis	Systems Analysis
10	10	10

		:
175,920	91,680	28,190
\$ 60,860	\$ 61,790	\$ 62,400
N/A	N/A	N/A
13-1199	41-3099	13-1079
Business	Sales	Human resources,
operations	representative	training, and labor
specialists, all	s, services, all	relations specialists,
other	other	all other
Not Available	Not Available	Not Available
		
		·
		:
		*
	****	:
		:

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Basic Information Services

Occupations Employed in Wireless Telecommunications Carriers

N. 1. 60				1			1	:	1
Number of Occupations within JZ	0	4	1	6	3	0	3	17	
Total Employment Range	1	125,210 -		23,450 -	31,930 -	· · · · · · · · · · · · · · · · · · ·	28,190 -		1
(2005)	N/A	481,990	27,810	208,200	226,740	N/A	175,920		
Average Annual Salary		\$25,270 -		\$35,880 -	\$72,680 -		\$60,860 -	:	
Range (2005)	N/A	\$39,850	\$57,090	\$71,870	\$112,740	N/A	\$62,400		
Skill JZ	JZ-1	JZ-2	JZ-2/3/4/5	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 14)
Active Listening	0	4	1	6	2	0	0	13	V
Reading Comprehension	0	4	1	6	3	0	0	14	V
Speaking	0	3	1	5	1	0	0	10	
Writing	0	3	1	1	0	0	0	5	
Social Perceptiveness	0	2	0		0	0		5	ł
Active Learning	0	2	1		2	0		9	
Complex Problem Solving	0	0	0		3	0		5	
Critical Thinking	0	3	1		3	0		12	\checkmark
Troubleshooting	0	0	0		2	0	0	4	
Monitoring	0	2	0		2	0		6	
Service Orientation	0	2	0	<u> </u>	1	0		. 4	
Time Management	0	2	0		1	0		- 8	
Quality Control Analysis	0	0	0		1	0		1	
Learning Strategies	0	1	1		0			: 3	
Mathematics	0	1	0	1	0	0	0	2	
Judgment and Decision		2			,	0		0	
Making	0	2	1		2	0		: 8	
Instructing Installation	0	2 0	0		0	0		. 4	
Management of Personnel	U	0	U		- 0			. 2	
Resources	0	1	0	2	0	0	0	. 3	
Reporting	0	0	0		0			1	
Equipment Selection	0	0	0		0	0		2	
Persuasion	0	0	0		0	0		1	
Negotiation	0	0	1	1	0	0		2	
Coordination	0	0	1	2	1	0		4	
Technology Design	0	0	0		2	0		3	
Operations Analysis	0	0	0		1	0		1	
Systems Analysis	0	0	0		1	0	0	1.	
Systems Evaluation	0	0	0	0	1	0	0	1	
Programming	0	0	0	<u> </u>	1	0	0	1	
Science	0	0	1	0	0	0	0	1	
Total	0	34	12	60	30	0	L	136	ŀ

List of Skills for Occupations Employed in Telecommunications Resellers

A_MEAN	\$ 25,270	\$ 50,100	\$ 57,900	\$ 112,740	\$ 64,390	\$ 76,970	\$ 96,070	\$ 120,600	\$ 60,860	\$ 61,790
Job Zone	JZ-2	JZ-3	JZ-3	JZ-3	JZ-4	JZ-4	JZ-4	JZ-4	N/A	N/A
SOC-Code	41-2031	15-1041	13-1023	11-1021	13-2011	15-1051	15-1032	11-3021	13-1199	41-3099
Occupation Title	Retail salespersons	Computer support specialists	Purchasing agents, except wholesale, retail, and farm products	General and operations managers	Accountants and auditors	Computer systems analysts	Computer software engineers, systems software	Computer and information systems managers	Business operations specialists, all other	Sales representatives, services, all other
	Active Listening	Coordination	Speaking	Active Listening	Mathematics	Active Learning	Complex Problem Solving	Reading Comprehension	Not Available	Not Available
	Mathematics	Reading Comprehension	Active Listening	Management of Personnel Resources		Reading Comprehensi on	Technology Design	Critical Thinking		
	Speaking	Critical Thinking	Critical Thinking	Time Management	Critical Thinking	Complex Problem Solvine	Troubleshooting	Active Listening		
	Social Perceptivenes s	Active Listening	Judgment and Decision Making	Judgment and Decision Making	Monitoring	Critical Thinking	Critical Thinking	Judgment and Decision Making		
	Critical Thinking	Judgment and Decision Making	Reading Comprehension	Monitoring		Active Listening	Active Learning	Management of Personnel Resources		
	Writing	Speaking	Writing	Reading Comprehensio n		Troubleshoot ing	Programming	Systems Analysis		
	Judgment and Decision Making	Active Learning	Time Management	Speaking	Speaking	Monitoring	Reading Comprehension	Speaking		
	Instructing	Monitoring	Mathematics	Coordination	Reading Comprehensio n		Systems Analysis	Monitoring		
	Reading Comprehensi	Complex Problem	Active Learning	Critical Thinking		Time Management	Mathematics	Coordination		
Total	9	Instructing 10	Negotiation	Complex Problem Solving		Quality Control Analysis	Operation Analysis	Social Perceptiveness		

List of Skills for Occupations Employed in Telecommunications Resellers

	·							
Number of Occupations within JZ	0	1	3	4	0	2	10	
Total Employment Range			32,730 -	49,790 -		91,680 -		1
(2005)	N/A	481,990	226,740	124,560	N/A	175,920		
Average Annual Salary	2.4		\$50,100 -	\$64,390 -		\$60,860 -		
Range (2005)	N/A	\$ 25,270	\$112,740	\$120,600	N/A	\$61,790		
								Top Third
Skill JZ	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	(of 8)
Technology Design	0	0	0	1	0	0	1	
Troubleshooting	0	0	0	2	0	0	2	
Critical Thinking	0	1	3	4	0	0	8	V
Active Learning	0	0	2	2	0	0	4	
Programming	0	0	0	1	0	0	1	mingermoorenseedilistissississiden alassoo
Reading Comprehension	0	1	3	4	0	0	8	V
Systems Analysis	0	0	0	2	0	0	2	
Mathematics	0	1	1	2	0	0	4	
Operation Analysis	0	0	0	1	0	0'	1	
Active Listening	0	1	3	3	0	0	7	1000
Judgment and Decision	0	1	3	2	0	0	6	V
Writing	0	1	1	1	0	0	3	
Speaking	0	1	3	2	0	0	6	V
Social Perceptiveness	0	1	0	1	0	0	2	
Monitoring	0	0	2	3	0	0	5	
Service Orientation	0	0	0	1	0	0	1	
Time Management	0	0	2	1	0	0	3	j
Quality Control Analysis	0	0	0	1	0	0	1	
Instructing	0	1	1	0	0	0	2	
Management of Personnel								
Resources	0	0	1	1	0	0	2]
Negotiation	0	0	1	0	0	0	1	
Coordination	0	0	2	1	0	0	3	1
Complex Problem Solving	0	0	2	2	0	0	4	
Total	0	9	30	38	0	0	77	_

List of Skills for Occupations Employed in Satelite Telecommunications

TOT_EMP	16,280	28,240	43,690	30,680	49,790	84,550	35,550	175,920	91,68
A_MEAN	\$ 49,140	\$ 53,180	\$ 60,630	\$ 75,230	\$ 76,970	\$ 91,590	\$ 120,600	\$ 60,860	\$ 61,790
Job Zone	JZ-2	JZ-3	JZ-3	JZ-4	JZ-4	JZ-4	JZ-4	N/A	N/A
SOC-Code	49-9052	49-2022	49-1011	41-1012	15-1051	15-1031	11-3021	13-1199	41-3099
Occupation Title	Telecommunic ations line installers and repairers	Telecommunications equipment installers and repairers, except line installers	First-line supervisors/ managers of mechanics, installers, and repairers	First-line supervisors, managers of non- retail sales workers	Computer systems analysts	Computer software engineers, applications	Computer and information systems managers	Business operations specialists, all other	Sales representatives services, all other
	Installation	Installation	Management of Personnel Resources	Speaking	Active Learning	Programming	Reading Comprehension	Not Available	Not Available
	Troubleshootin g	Troubleshooting	Reading Comprehension	Time Management	Reading Comprehensi on	Critical Thinking	Critical Thinking		
	Active Learning	Repairing	Coordination	Active Listening	Complex Problem Solving	Complex Problem Solving	Active Listening		
	Equipment Selection	Active Listening	Active Listening	Reading Comprehension	Critical Thinking	Active Learning	Judgment and Decision Making		
	Active Listening	Reading Comprehension	Monitoring	Social Perceptiveness	Active Listening	Troubleshootin g	Management of Personnel Resources		
	Reading Comprehension	Equipment Selection	Social Perceptiveness	Active Learning	Troubleshoot ing	Judgment and Decision Making	Systems Analysis		
	Critical Thinking	Active Learning	Time Management	Critical Thinking	Monitoring	Technology Design	Speaking		
	Instructing	Speaking	Critical Thinking	Judgment and Decision Making	Service Orientation	Reading Comprehension	Monitoring		
	Speaking	Time Management	Speaking	Management of Personnel Resources	Time Management	Operations Analysis	Coordination		
	Equipment Maintenance	Critical Thinking	Complex Problem Solving	Instructing	Quality Control Analysis	Systems Analysis	Social Perceptiveness		

List of Skills for Occupations Employed in Satelite Telecommunications

									1
Number of Occi JZ	upations within	0	1	2	4	0	2	9	
Total Employme 2005)	ent Range	N/A	16,280	28,240 - 43,690	30,680 - 84,550	N/A	91,680 - 175,920		
Average Annual	l Salary Range			\$53,180 -	\$75,230 -		\$60,860 -		
(2005)		N/A	\$ 49,140	\$60,630	\$120,600	N/A	\$61,790		T T1.
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Thi (of 7)
nstallation		0	1	1	0	0	0	2	
Troubleshooting	3	0	1	1	2	0	0	4	
Repairing		0	0	1	0	0	0	1	
Active Listeninį	g	0	1	2	3	0	0	6	
Reading Compr		0	1	2	4	0	0	7	V
Equipment Sele		0	1	1	0	0	0	2	
Active Learning	<u>y</u>	0	1	1	3	0	0	5	
Speaking		0	1	2	2	0	0	5	\checkmark
Γime Managem		0	0	2	2	0	0	. 4	
Critical Thinkin	g	0	1	2	4	0	0	7	'√
nstructing		0	1	0	1	0	0	2	
∃quipment Maii		0	1	0	0	0	0	1	1
Management of Resources	Personnel	0	0	1	2	0	0	3	
Judgment and D Making	Decision	0	0.	0	3	0	0	3	
Complex Proble	m Solving	0	0	1	2	0	0	3	
Coordination		0	0	1	1	0	0	2	1
Programming		0	0	0	1	0	0	1	1
Fechnology Des	sign	0	0	0	1	0	0	1	1
Operations Ana	and the state of t	0	0	0	1	0	0	1	1
Systems Analys	The second secon	0	0	0	2	0	0	2	
Monitoring		0	0	1	2	0	0	3	1
Service Orientat	tion	0	0	0	1	0	0	1	1
Quality Control	Analysis	0	0	0	1	0	0	1	1
Social Perceptiv		0	0	1	2	0	0	3	1
Total		0	10	20	40	0	0	70	•

List of Skills for Occupations Employed in Cable and Other Program Distribution

22				
	TOT_EMP	199,440	21,960	16,280
	A_MEAN	\$ 34,110	\$ 36,420	\$ 49,140
	Job Zone	JZ-2	JZ-2	JZ-2
	SOC-Code	43-4051	43-5032	49-9052
	Occupation Title	Customer service representatives	Dispatchers, except police, fire, and ambulance	Telecommunicat ions line installers and repairers
		Active Listening	Active Listening	Installation
California Research Bureau. California State Librar		Reading Comprehension	Judgment and Decision Making	Troubleshooting
Re Re		Monitoring	Reading Comprehension	Active Learning
esear		Speaking	Speaking	Equipment Selection
ch Bu		Time Management	Time Management	Active Listening
rean. (Service Orientation	Critical Thinking	Reading Comprehension
alifor		Active Learning	Learning Strategies	Critical Thinking
nia Sta		Learning Strategies	Monitoring	Instructing
te Lih		Writing	Active Learning	Speaking
rarv		Critical Thinking	Instructing	Equipment Maintenance
	Total	10	10	10

208,200	59,520	180,480	28,240	43,690
\$ 35,880	\$ 50,100	\$ 50,230	\$ 53,180	\$ 60,630
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
43-3031	15-1041	43-1011	49-2022	49-1011
auditing clerks	Computer support specialists	First-line supervisors/ managers of office and administrative support workers	Telecommunica tions equipment installers and repairers, except line installers	
Mathematics	Coordination	Active Listening	Installation	Management of Personnel Resources
Reading Comprehension	Reading Comprehension	Speaking	Troubleshootin g	Reading Comprehension
Time Management	Critical Thinking	Reading Comprehension	Republication of the second se	Coordination
Active Listening	Active Listening	Critical Thinking	Active Listening	Active Listening
Critical Thinking	Judgment and Decision Making	Monitoring	Reading Comprehension	Monitoring
Active Learning	Speaking	Time Management	Equipment Selection	Social Perceptiveness
Learning Strategies	Active Learning	Management of Personnel Resources	Active Learning	Time Management
Social Perceptiveness	Monitoring	Judgment and Decision Making	Speaking	Critical Thinking
Writing	Complex Problem Solving	Instructing	Time Management	Speaking
Speaking	Instructing	Social Perceptiveness	Critical Thinking	Complex Problem Solving

91,680 \$ 61,790 N/A 41-3099
Sales representat ives, services, all other
Not Available

List of Skills for Occupations Employed in Cable and Other Program Distribution

								_
Number of Occupations within JZ	0	3	5	1	0	1	10	
Total Employment Range (2005)	N/A	16,280 - 199,440		43,690 - 49,200	N/A	91,680		
Average Annual Salary Range (2005)	N/A	\$34,110 - \$49,140	\$35,880 - \$53,180	\$60,630- \$114,770	N/A	\$ 61,790		
Skill JZ	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 9)
Active Learning	(3	3	1	0	0	7	V
Equipment Selection	(1	1	0	0		2	CHARLEST CONTRACTOR OF THE CON
Active Listening	(•	5	1	0		9	
Reading Comprehension	(5	1	0		9	
Critical Thinking	(5	1	0		9	\checkmark
Instructing	(_	2	0	0		4	Nongress and State (Add Add Add Assessed to
Speaking	(-	5	1	0		9	V
Equipment Maintenance	(0	0	0		1	
Installation	(1	0	0		2	
Writing	(1	1	1	0		3	ļ
Learning Strategies	(0	0		3	
Time Management			4	0	0		6	√
Coordination	(2	1	0		3	
Troubleshooting	(11	0	0			
Monitoring Service Orientation	(3	0	0		3	
Social Perceptiveness	(3	0	0			
Repairing	(3	0	0		4	
Judgment and Decision Making			2	1	0		1	
Mathematics	(1	0	0		1	
Management of Personnel			1	0	- 0		1	
Résources	(2	0	0	0	2	
Persuasion			0	1	0		1	
Complex Problem Solving	(2	0	0		2	
Total		30	50	10	0	0	90	•

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Basic Information Services

List of Skills for Occupations Employed in Newspaper, Book, Directory Publishers

TOT_EMP	13,450	396,750	20,350	199,440
A_MEAN	\$22,130	\$27,470	\$34,550	\$34,110
Job Zone	JZ-2	JZ-2	JZ-2	JZ-2
SOC-Code	53-7063	43-9061	51-5023	43-4051
Occupation Title	Machine feeders and offbearers	Office clerks, general	Printing machine operators	Customer service representative s
	Active Listening	Active Listening	Operation and Control	Active Listening
	Operation and Control	Reading Comprehensi on	Operation Monitoring	Reading Comprehensi on
	Operation Monitoring	Speaking	Troubleshooti ng	Monitoring
	Learning Strategies	Writing	Equipment Maintenance	Speaking
	Reading Comprehensi on	Social Perceptivenes s	Reading Comprehensi on	Time Management
	Equipment Maintenance		Quality Control Analysis	Service Orientation
	Mathematics		Critical Thinking	Active Learning
	Active Learning		Equipment Selection	Learning Strategies
	Monitoring		Active Listening	Writing
	Instructing		Instructing	Critical Thinking

10

2,800	6,580	19,660
\$38,110	\$39,320	\$59,330
JZ-3	JZ-3	JZ-3
43-9031	51-5022	41-3011
Desktop publishers	Prepress technicians and workers	Advertising sales agents
Active Listening	Active Listening	Active Listening
Reading Comprehensi on	Reading Comprehensi on	Time Management
Time Management	Active Learning	Speaking
Critical Thinking	Time Management	Mathematics
Writing	Coordination	Negotiation
Service Orientation	Troubleshooti ng	Active Learning
Active Learning	Learning Strategies	Reading Comprehensi on
Speaking	Critical Thinking	Service Orientation
Coordination	Instructing	Writing
Equipment Selection	Speaking	Social Perceptivenes

27,080	5,170	12,080	63,700
\$49,620	\$51,550	\$56,460	\$82,200
JZ-4	JZ-4	JZ-4	JZ-4
27-1024	27-3022	27-3041	13-1111
Graphic designers	Reporters and correspondents	Editors	Management analysts
Time Management	Writing	Reading Comprehension	Critical Thinking
Coordination	Active Listening	Writing	Judgment and Decision Making
Active Listening	Reading Comprehension	Active Listening	Active Listening
Judgment and Decision Making	Time Management	Critical Thinking	Coordination
Active Learning	Critical Thinking	Judgment and Decision Making	Time Management
Critical Thinking	Speaking	Time Management	Instructing
Complex Problem Solving	Active Learning	Active Learning	Monitoring
Monitoring	Social Perceptiveness	Coordination	Quality Control Analysis
Reading Comprehension	Coordination	Speaking	Reading Comprehensi on
Speaking	Judgment and Decision Making	Monitoring	Operation and Control

Total

105

35

30

List of Skills for Occupations Employed in Newspaper, Book, Directory Publishers

			1			
Number of Occupations within JZ	0	4	3	4	0	11
Total Employment Range	- 0	13,450 -	2,800 -	5,170 -	U	11
(2005)	N/A	396,750	19,660	63,700	N/A	
Average Annual Salary	14/71	\$22,130 -	\$38,110 -	\$49,620 -	14/74	
Range (2005)	N/A	\$34,550	\$59,330	\$82,200	N/A	
	JZ JZ -1	JZ -2	JZ -3	JZ -4	JZ -5	Number
Active Listening	0	4	3	4	0	11
Fime Management	0	1	3	4	0	8
Speaking	0	2	3	3	0	8
Mathematics	0	1	1	0	0	2
Negotiation	0	0	1	0	0	1
Active Learning	0	2	3	3	0	8
teading Comprehension	0	4	3	4	0	11
Service Orientation	0	1	2	0	0	3
Vriting	0	2	2	2	0	6
locial Perceptiveness	0	1	1	1	0	3
Critical Thinking	0	2	2	4	0	8
udgment and Decision Making	0	0	0	4	0	4
Coordination	0	0	2		0	6
Monitoring	0	2	0		0	5
Operation Monitoring	0	2	0	0	0	2
Troubleshooting	0	1	1	0	0	2
Operation and Control	0	2	0	1	0	3
quipment Maintenance	0	2	0	0	0	2.
quipment Selection	0	1	1	0	0	2
Omplex Problem Solving	0	0	0	1	0	1
earning Strategies	0	2	1	0	0	3
Quality Control Analysis	0	1	0	1	0	2
nstructing	0	2	1	1	0	4
Total	0	35	30	40	0	105

List of Skills for Occupations Employed in Software Publishers

26		
	TOT_EMP A MEAN	118,36 \$18,63
	Job Zone	JZ-1
	SOC-Code	53-7064
	Occupation Title	Packers and packagers, hand
	Title	Active Listening
		Coordination
Califo		Speaking.
rnia Re		Learning Strategies
esearch E		Reading Comprehensi on
California Research Bureau, California State Librai		Social Perceptiveners s
alifornie		
State 1		
Library		
	Total	

106,390	39,740
\$28,760	\$42,830
JZ-2	JZ-2
43-5071	43-5061
Ot. i.e.	Production,
Shipping,	planning, and
receiving, and	expediting
traffic clerks	clerks
Active Listening	Active Listening
Reading	Reading
	Comprehension
n	
Speaking	Coordination
Time	Speaking
Management	оронина.
U	
Writing	Active Learning
Mathematics	Judgment and
	Decision
	Making
Learning	Time
Strategies	Management
Social	Writing
Perceptiveness	0
Monitoring	Service
	Orientation
Critical	Mathematics
Thinking	
ì	
10	10

19,060		59,520	23,450
\$39,470		\$50,100	\$71,870
JZ-3	JZ-3	JZ-3	JZ-3
43-4161	43-6011	15-1041	15-1081
Human resources assistants, except payroll and timekeeping	Executive secretaries and administrative assistants	Computer support specialists	Network systems and data communications analysts
Active Listening	Active Listening	Active Learning	Equipment Selection
Reading Comprehension	Reading Comprehension	Reading Comprehensi on	Troubleshooting
Speaking	Time Management	Complex Problem Solving	Complex Problem Solving
Time Management	Speaking	Critical Thinking	Active Listening
Critical Thinking	Writing	Active Listening	Active Learning
Writing	Critical Thinking	Coordination	Critical Thinking
Mathematics	Active Learning	Instructing	Installation
Learning Strategies	Coordination	Monitoring	Reading Comprehension
Instructing	Monitoring	Speaking	Judgment and Decision Making
Social Perceptiveness	Service Orientation	Judgment and Decision Making	Technology Design

9,700	8,470	35,040
\$70,090	\$74,760	\$76,270
JZ-4	JZ-4	JZ-4
13-1081	27-1014	15-1021
Logisticians	Multi-media artists and animators	Computer programmers
Coordination	Active Listening	Programming
Active Listening	Time Management	Critical Thinking
Critical Thinking	Reading Comprehension	Complex Problem Solving
Reading Comprehensio n	Active Learning	Active Learning
Writing	Judgment and Decision Making	Reading Comprehension
Monitoring	Operations Analysis	Learning Strategies
Service Orientation	Speaking	Operations Analysis
Time Management	Writing	Active Listening
Judgment and Decision Making	Critical Thinking	Technology Design
Active Learning	Learning Strategies	Troubleshootin g

List of Skills for Occupations Employed in Software Publishers

49,790	42,950	19,920	84,550	50,400	35,550
\$76,970	\$77,480	\$86,620	\$91,590	\$96,070	\$120,600
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
15-1051	41-4011	13-2051	15-1031	15-1032	11-3021
Computer systems analysts	Sales representatives, wholesale and manufacturing, technical and scientific products	Financial analysts	Computer software engineers, applications	Computer software engineers, systems software	Computer and information systems managers
Active Learning	Speaking	Reading Comprehensio n	Programming	Complex Problem Solving	Reading Comprehension
Reading Comprehension	Persuasion	Time Management	Critical Thinking	Technology Design	Critical Thinking
Complex Problem Solving	Active Listening	Active Listening	Complex Problem Solving	Troubleshooting	Active Listening
Critical Thinking	Time Management	Judgment and Decision Making	Active Learning	Critical Thinking	Judgment and Decision Making
Active Listening	Negotiation	Complex Problem Solving	Troubleshootin g	Active Learning	Management of Personnel Resources
Troubleshootin g	Service Orientation	Mathematics	Judgment and Decision Making	Programming	Systems Analysis
Monitoring	Social Perceptiveness	Critical Thinking	Technology Design	Reading Comprehension	Speaking
Service Orientation	Reading Comprehension	Management of Financial Resources	Reading Comprehension	Systems Analysis	Monitoring
Time Management	Critical Thinking	Active Learning	Operations Analysis	Mathematics	Coordination
Quality Control Analysis	Active Learning	Monitoring	Systems Analysis	Operations Analysis	Social Perceptiveness

4,910 \$116,470
N/A
15-1011 Computer and
information
scientists,
research
Not Available
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<u></u>
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List of Skills for Occupations Employed in Software Publishers

Number of Occupations within JZ	1	2	4	9	0	1	17]
Total Employment Range (2005)	118,360	39,740 - 106,390	19,060 - 214,050	8,470 - 84,550	N/A	4,910		
Average Annual Salary Range (2005)	\$18,630	\$28,760 - \$42,830	\$39,470 - \$71,870	\$70,090 - \$120,600	N/A	\$116,470		
Skill JZ	Z JZ -1	JZ -2	JZ -3	JZ -4	JZ -5	JZ-N/A	Number	Top Third (of 16)
Programming	0	0	0	3	0	0	3	1
Critical Thinking	0	1	4	9	0	0	14	\checkmark
Complex Problem Solving	0	0	2	5	0	0	7	
Active Learning	0	1	3	8	0	0	12	V
Troubleshooting	0	0	1	4	0	0	5	
Judgment and Decision Making	0	1	2	5	0	0	8	1
Technology Design	0	0	1	3	0	0	4	1
Reading Comprehension	1	2	4	9	0	0	16	V
Operations Analysis	0	0	0	4	0	0	4	
Systems Analysis	0	0	0	2	0	0	2	
Systems Evaluation	0	0	0	1	0	0	1	
Quality Control Analysis	0	0	0	1	0	0	1	1
Active Listening	1	2	4	7	0	0	14	V
Mathematics	0	2	1	2	0	0	5	DOTO OF THE REAL PROPERTY OF THE PER
Persuasion	0	0	0	1	0	0	1	1
Learning Strategies	1	1	1	2	0	0	5	
Negotiation	0	0	0	1	0	0	1	1
Monitoring	0	1	2	4	0	0	7	1
Coordination	1	1,	2	2	0	0	6]
Writing	0	2	2	2	0	0	6	
Social Perceptiveness	1	1	1	2	0	0	5	1
Management of Financial Resources	0	0	0	1	0	0	1	l
Management of Personnel Resources	0	0	0	1	0	0	1	
Time Management	0	2	2	5	0	0	9	l
Speaking	1	2	3	3	0	0	9	
Service Orientation	0	1	1	3	0	0	5	l
Instructing	0	0	2	0	0	0	2	
Installation	0	0	1	0	0	0	1	
Equipment Selection	0	0	1	0	0	0	1	
Total	6	20	40	90	0	0	156	-

List of Skills for Occupations Employed in Radio and Television Broadcasting

TOT_EMP	396,750	4,020		7,010	3,680	19,660	5,950	3,870		226,74
A_MEAN	\$ 27,470	\$ 43,000	\$ 43,250	\$ 44,040	\$ 47,730	\$ 59,330	\$ 62,920	\$ 65,830	\$ 72,640	\$ 112,7
Job Zone	JZ-2	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
SOC-Code	43-9061	27-4012	43-6011	27-4011	27-3011	41-3011	27-4031	27-4014	27-4032	11-1021
Occupation Title	Office clerks, general	Broadcast technicians	Executive secretaries and administrative assistants	Audio and video equipment technicians	Radio and television announcers		Camera operators, television, video, and motion picture	Sound engineering technicians	Film and video editors	General and operations managers
	Active Listening	Operation Monitoring	Active Listening	Active Listening	Speaking	Active Listening	Active Listening	Operation and Control	Active Listening	Active Listening
	Reading Comprehensi on	Operation and Control	Reading Comprehension		Reading Comprehensi on	Time Management	Time Management	Operation Monitoring	Active Learning	Management Personnel Resources
	Speaking	Reading Comprehension	Time Management	Troubleshooting	Time Management	Speaking	Operation and Control	Reading Comprehensio n	7.7	Time Management
	Writing	Troubleshooting	Speaking	Reading Comprehension	Active Listening	Mathematics	Coordination	Troubleshooti ng	Equipment Selection	Judgment and Decision Making
	Social Perceptivene ss	Active Listening	Writing	Active Learning	Social Perceptivenes s	Negotiation	Speaking	Active Learning	Time Managemen t	Monitoring
		Active Learning	Critical Thinking	Equipment Maintenance	Writing		Reading Comprehension		Troubleshoo ting	Reading Comprehensi
		Critical Thinking	Active Learning	Operation and Control	Critical Thinking	Reading Comprehensio n	Critical Thinking	Critical Thinking	Speaking	Speaking
		Coordination	Coordination	Time Management	Active Learning	Service Orientation	Operation Monitoring	Coordination	Monitoring	Coordination
		Judgment and Decision Making	Monitoring	Speaking	Monitoring	Writing	Equipment Selection	Equipment Selection	Operation and Control	Critical Thinking
		Monitoring	Service Orientation	Judgment and Decision Making	Coordination	Social Perceptiveness	Social Perceptiveness	Social Perceptivenes s	Critical Thinking	Complex Problem Solving

List of Skills for Occupations Employed in Radio and Television Broadcasting

14,920	5,170	12,080	8,470	30,680	5,870	49,200	35,620
\$ 90,750	\$ 51,550	\$ 56,460	\$ 74,760	\$ 75,230	\$ 91,350	\$ 114,770	\$ 125,080
JZ-3/4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-5
27-2012	27-3022	27-3041	27-1014	41-1012	27-3043	11-2022	11-9041
Producers and directors	Reporters and correspondents	Editors	Multi-media artists and animators	First-line supervisors/ managers of non-retail sales workers	Writers and authors	Sales managers	Engineering managers
Active Listening	Active Listening	Reading Comprehension	Active Listening	Speaking	Active Listening	Active Listening	Reading Comprehension
Time Management	Reading Comprehension	Writing	Time Management	Time Management	Critical Thinking	Speaking	Speaking
Reading Comprehensio n	Time Management	Active Listening	Reading Comprehension	Active Listening	Time Management	Coordination	Active Listening
Speaking	Critical Thinking	Critical Thinking	Active Learning	Reading Comprehension	Writing	Writing	Critical Thinking
Writing	Speaking	Judgment and Decision Making	Judgment and Decision Making	Social Perceptiveness	Reading Comprehensi on	Critical Thinking	Complex Problem Solving
Judgment and Decision Making	Active Learning	Time Management	Operations Analysis	Active Learning	Social Perceptivenes s	Persuasion	Monitoring
Coordination	Social Perceptiveness	Active Learning	Speaking	Critical Thinking		Judgment and Decision Making	Negotiation
Critical Thinking	Coordination	Coordination	Writing	Judgment and Decision Making		Reading Comprehension	Social Perceptiveness
Monitoring	Judgment and Decision Making	Speaking	Critical Thinking	Management of Personnel Resources		Social Perceptiveness	Judgment and Decision Making
Operation and Control	Writing	Monitoring	Learning Strategies	Instructing		Active Learning	Writing
Management of Personnel Resources Persuasion							
12	10	10	10	10	6	10	10
12	10		• •		Ĭ	56	10

List of Skills for Occupations Employed in Radio and Television Broadcasting

Number of Occupa	ations	0	1	9	1	6	1	18	
Total Employmen	t Range			3,680 -		5,170 -	•		
(2005)		N/A	396,750	226,740	14,920	226,740	35,620		
Average Annual S	alary Range	57.76.54.6		\$43,000 -		\$51,550 -			Тор Т
(2005)		N/A	\$ 27,470	\$112,740	\$ 90,750	\$114,770	\$ 125,080		(of 1
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-3/4	JZ-4	JZ-5	Number	
Speaking		0	1	7	1	5	0	14	
Active Listening		0	1	9	1	6	1	18	V
Reading Compreh		0	1	8	1	6	1	17	V
Time Managemen		0	0	7	1	5	1	14	V
Social Perceptiven	ess	0	1	4	0	4	0	9	
Writing		0	1	3	1	5	0	10	
Critical Thinking		0	0	8	1	6	1	16	
Active Learning		0	0	7	0	5	1	13	V
Monitoring		0	0	5	1	1	0	7	
Coordination		0	0	7	1	3	1	12	\checkmark
Mathematics		0		1	0	0	1	2	
Negotiation		0		1	0	0	0	1	
Service Orientation	n	0	0	2	0	0	0	2	
Froubleshooting		0	0	4	0	0	0	4	
Judgment and Dec	ision								
Making		0	0	3	1	5	1	10	
Equipment Selecti	A CONTRACTOR OF THE PARTY OF TH	0		3	0	0	0	3	
Operation Monitor	A CONTRACTOR OF THE PROPERTY O	0		3	0	0	0	3	
Operation and Cor	itrol	0		5	1	0	0	6	
Persuasion		0	0	0	1	. 1	0	2	
Management of Pe	ersonnel								
Resources		0	0	1	1	1	0	3	
guipment Mainte	nance	0		1	0	0	0	1	
nstructing		0	0	0		1	0	1	
Operations Analys		0	0	0		1	1	2	
Learning Strategie		0	0	0	0	1	0	1	
Complex Problem	Solving	0	0	1	0	0	1	2	

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List of Skills for Occupations Employed in Cable and Other Subscription Programming

TOT_EMP
A_MEAN
Job Zone
SOC-Code

Occupation Title

199,440	21,960	16,280
\$ 34,110	\$ 36,420	\$ 49,140
JZ-2	JZ-2	JZ-2
43-4051	43-5032	49-9052
Customer	Dispatchers,	Telecommunicat
service	except police,	ions line
representative	ł ´	installers and
S	ambulance	repairers
Active Listening	Active Listening	Installation
Reading Comprehension	Judgment and Decision Making	Troubleshooting
Monitoring	Reading Comprehension	Active Learning
Speaking	Speaking	Equipment Selection
Time Management	Time Management	Active Listening
Service Orientation	Critical Thinking	Reading Comprehension
Active Learning	Learning Strategies	Critical Thinking
Learning Strategies	Monitoring	Instructing
Writing	Active Learning	Speaking
Critical Thinking	Instructing	Equipment Maintenance
10	10	10

42,990	4,020	214,050	59,520	28,240	226,740
\$ 35,250	\$ 43,000	\$ 43,250	\$ 50,100	\$ 53,180	\$ 112,740
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
43-3011	27-4012	43-6011	15-1041	49-2022	11-1021
Bill and account collectors	Broadcast technicians	Executive secretaries and administrative assistants	Computer support specialists	Telecommunications equipment installers and repairers, except line installers	General and operations managers
Active Listening	Operation Monnoring	Active Listening	Coordination	Installation	Active Listening
Speaking	Operation and Control	Reading Comprehension	Reading Comprehensio n	Troubleshooting	Management of Personnel Resources
Reading Comprehensio n	Troubleshooting	Time Management	Critical Thinking	Active Listening	Time Management
Time Management	Troubleshooting	Speaking	Active Listening	Reading Comprehension	Judgment and Decision Making
Mathematics	Active Listening	Writing	Judgment and Decision Making	Equipment Selection	Monitoring
Social Perceptiveness	Active Learning	Critical Thinking	Speaking	Active Learning	Reading Comprehension
Writing	Critical Thinking	Active Learning	Active Learning	Speaking	Speaking
Active Learning	Coordination	Coordination	Monitoring	Time Management	Coordination
Judgment and Decision Making	Judgment and Decision Making	Monitoring	Complex Problem Solving	Critical Thinking	Critical Thinking
Critical Thinking	Monitoring	Service Orientation	Instructing	Repairing	Complex Problem Solving
10	10	10	10	10	10

14,920 \$ 90,750
JZ-3/4
27-2012
:
Producers and
directors
Active Listening
Time
Management
Reading
Comprehension
Speaking
Writing
Judgment and
Decision
Making
Coordination
Critical
Thinking
Monitoring
Operation and
Control
Management of
Personnel
Resources
Persuasion
12

Total

30

6

List of Skills for Occupations Employed in Cable and Other Subscription Programming

43,690	11,600	175,920	91,680	26,990
60,630	\$ 53,580	\$ 60,860	\$ 61,790	\$ 89,260
JZ-4	N/A	N/A	N/A	N/A
49-1011	17-3029	13-1199	41-3099	17-2199
	Engineering	Business		
First-line supervisors/	technicians,	operations	Sales	
nanagers of mechanics,	except drafters, all			Engineers, al
nstallers, and repairers	other	other	services, all other	other
Management of	Not Available	Not Available	Not Available	Not Available
Personnel Resources				
Reading Comprehension				
Coordination	•		***************************************	
Active Listening				
Monitoring				
Social Perceptiveness				
Time Management				
Critical Thinking				
Speaking				
Complex Problem Solving				
10	0	0	0	<u> </u>

List of Skills for Occupations Employed in Cable and Other Subscription Programming

Number of Oc within JZ	cupations	0	3	6	1	1	0	4	15	
Total Employs (2005)	nent Range	N/A	16,280 - 199,440	4,020 - 226,740	14,920		N/A	11,600 - 175,920	13	
Average Annu Range (2005)	-	N/A	\$34,110 - \$49,140	\$35,250 - \$112,740	\$ 90,750	\$ 60,630	N/A	\$53,580 - \$89,260		Top Third (of 11)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-3/4	JZ-4	JZ-5	JZ-N/A	Number	
Installation		0	1	1	0	0	0	0	2	
Speaking		0	3	5	1	1	0	0	10	\forall
Active Listeni	ng	0	3	6	1	1	0	0	11	V
Reading Comp	orehension	0	3	5	1	1	0	0	10	V
Time Managei	ment	0	2	4	1	1	0	0	8	V
Social Percept	iveness	0	0	1	0	1	0	0	2	gasens-reterit i coojegaseesi cooriin si
Writing		0	1	2	1	0	0	0	4	
Critical Thinki	ing	0	3	6	1	1	0	0	11	V
Active Learnir	ng	0	3	5	0	0	0	0	8	\checkmark
Monitoring		0	2	4	1	1	0	0	8	V
Coordination		0	0	4	1	1	0	0	6	
Mathematics		0	0	1	0	0	0	0	1	
Service Orient	ation	0	1	1	0	0	0	0	2	
Troubleshootii	ng	0	1	3	0	0	0	0	4	
Judgment and Making	Decision	0	1	4	1	0	0	0	6	
Equipment Sel	ection	0	1	1	0	0	0	0	2	
Operation Mor		0	0	1	0	0	0	0	1	
Operation and	**************************************	0	0	1	1	0	0	0	2	
Persuasion		0	0	0	1	0	0	0	1	
Management o	f Personnel									
Resources		0	0	1	1	1	0	0	3	
Equipment Ma	iintenance	0	1	0	0	0	0	0	1	
Instructing		0	2	1	0	0	0	: 0	3	
Complex Prob	lem Solving	0	0	2	0	1	0	0	3	
Learning Strate	X 120-10-1016-0-00024-000000000000000000000000000000	0	2	0	0	0	0	0	2	
Reputing		0	0	1	0	0	0	0	1	
Total		0	30	60	12	10	0	0	112	•

Ca.	litornia	Research	Bureau,	California	State.	Library
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List of Skills for Occupations Employed in ISPs and Web Search Portals

38	1	
	TOT_EMP A_MEAN Job Zone SOC-Code	199,440 \$ 34,110 JZ-2 43-4051
	Occupation Title	Customer service representatives Active Listening
Califo		Reading Comprehensio n Monitoring
fornia Research Bureau		Speaking
ch Bureau		Time Management Service
ı, Califorr		Orientation Active Learning
ia State I		Learning Strategies
Library		Writing Critical Thinking
	Total	10

59,520	23,450
\$ 50,100	\$ 71,870
JZ-3	JZ-3
15-1041	15-1081
Computer support specialists	Network systems and data communications analysts
Active	Equipment Selection
Learning	
Reading Comprehension	Troubleshooting
Complex Problem Solving	Complex Problem Solving
Critical Thinking	Active Listening
Active Listening	Active Learning
Coordination	Critical Thinking
Judgment and Decision Making	Installation
Speaking	Reading Comprehension
Monitoring	Judgment and Decision Making
Instructing	Technology Design
10	10

17,450	124,560	31,930	30,680	35,040	19,090	25,120
\$ 57,690	\$ 64,390	\$ 72,680	\$ 75,230	\$ 76,270	\$ 80,900	\$ 83,870
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
13-1073	13-2011	15-1071	41-1012	15-1021	17-2112	11-3011
Training and development specialists	Accountants and auditors	Network and computer systems administrators	First-line supervisors/ managers of non-retail sales workers	Computer programmers	Industrial engineers	Administrativ e services managers
Active Listening	Mathematics	Reading Comprehension	Speaking	Programming	Critical Thinking	Social Perceptivenes s
Speaking	Active Listening	Speaking	Time Management	Critical Thinking	Active Listening	Time Management
Time Management	Critical Thinking	Active Listening	Active Listening	Complex Problem Solving	Time Management	Coordination
Reading Comprehension	Monitoring	Monitoring	Reading Comprehension	Active Learning	Reading Comprehension	Reading Comprehensi on
Writing	Judgment and Decision Making	Complex Problem Solving	Social Perceptiveness	Reading Comprehensi on	Complex Problem Solving	Service Orientation
Coordination	Writing	Critical Thinking	Active Learning	Learning Strategies	Mathematics	Active Listening
Instructing	Reading Comprehension	Systems Evaluation	Critical Thinking	Operations Analysis	Writing	Active Learning
Complex Problem Solving	Speaking	Coordination	Judgment and Decision Making	Active Listening	Judgment and Decision Making	Instructing
Learning Strategies		Time Management	Management of Personnel Resources	Technology Design	Speaking	Speaking
Social Perceptiveness		Judgment and Decision Making	Instructing	Troubleshoot ing	Active Learning	Writing

List of Skills for Occupations Employed in ISPs and Web Search Portals

5,360	84,550	27,970	50,400	35,550	30,320
\$ 88,290	\$ 91,590	\$ 93,410	\$ 96,070	\$ 120,600	\$ 123,600
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
11-2011	15-1031	17-2072	15-1032	11-3021	11-2021
Advertising and promotions managers	Computer software engineers, applications	Electronics engineers, except computer	Computer software engineers, systems software	Computer and information systems managers	Marketing managers
Writing	Programming	Reading Comprehension	Complex Problem Solving	Reading Comprehension	Critical Thinking
Service Orientation	Critical Thinking	Complex Problem Solving	Technology Design	Critical Thinking	Coordination
Active Listening	Complex Problem Solving	Equipment Selection	Troubleshooting	Active Listening	Social Perceptiveness
Reading Comprehension	Active Learning	Troubleshooting	Critical Thinking	Judgment and Decision Making	Reading Comprehension
Time Management	Troubleshooti ng	Active Learning	Active Learning	Management of Personnel Resources	Speaking
Judgment and Decision Making	Judgment and Decision Making	Critical Thinking	Programming	Systems Analysis	Writing
Speaking	Technology Design	Coordination	Reading Comprehension	Speaking	Complex Problem Solving
Critical Thinking	Reading Comprehensio n	Mathematics	Systems Analysis	Monitoring	Management of Personnel Resources
Persuasion	Operations Analysis	Active Listening	Mathematics	Coordination	Active Listening
Management of Financial Resources		Judgment and Decision Making	Operations Analysis	Social Perceptiveness	Monitoring

175,920	91,680	39,660	64,840
\$ 60,860	\$ 61,790	\$ 101,470	\$ 109,530
N/A	N/A	N/A	N/A
13-1199	41-3099	11-9199	11-3031
Business	Sales		
operations	representatives,		
specialists, all		Managers, all	Financial
other	other	other	managers
Not Available	Not Available	Not Available	Time Management
		***************************************	Instructing
			Management of Personnel Resources
			Reading Comprehensi on
			Active Listening
	:		
0	0	0	5

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California Research Bureau, California State Librar
Bureau,
California
State
Library

40							,			
	Number of Occu JZ		0	1	2	13	0	4	20	:
	Total Employme (2005)		N/A	199,440	23,450 - 59,520	5,360 - 124,560	N/A	39,660 - 175,920		
	Average Annual (2005)	Salary Range	N/A	\$ 34,110	\$50,100 - \$71,870	\$57,690 - \$123,600	N/A	\$60,860 - \$109,530		Top Thir (of 17)
	Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	N/A	Number	
	Active Learning		0	1	2	7	0	0	10	
	Programming		0	0	0	3	0	0	3	
	Equipment Selec		0	0	1	1	0			ser y angan kepasanan
_	Reading Compre		0	1	2	13	0		17	Ą
California Research Bureau,	Complex Probler		0	0	2	8	0	<u> </u>		1
lif	Critical Thinking		0	1	2	11	0			٧
on	Active Listening		0	1	2	11	0	<u> </u>	15	٧
iia	Troubleshooting		0	0	1	4	0	0		
R	Monitoring		0	1	1	4	0			
Se	Service Orientati		0	1	0	2	0		3	
ar	Time Manageme		0	1	0	6			8	
ch	Technology Desi		0	0	1 0	3	0			
Ві	Operations Analysi Systems Analysi		0	0	0	3	0			
ıre	Writing		0	1	0	6				
au	Speaking		0	1	1	9	0			V
	Learning Strateg		0	1. 1	0	2	0			V
ali	Judgment and De		- 0	1	U		U		3	
California	Making	and the second	0	0	2	8	0	0	_10	
iia S	Management of I Resources	rinancial	0	0	0	1	0	0	1	
tat	Coordination		0	0	1	6	0	0	7	
State Library	Systems Evaluati	ion	0	0	0	1	0	0	1	
<u> </u>	Installation		0	0	1	0	0	0	1	
тa	Instructing		0	0	1	3	0		5	
Ŋ	Mathematics		0	0	0	4	0	0	4	
	Social Perceptive	ness	0	0	0	5	0	0	5	
	Management of I Resources				<		^	-	4	
			0	0	0	3	0	1	4	
	Persuasion		0	0		1		<u> </u>		
	Total		0	10	20	128	0	5	163	

List of Skills for Occupations Employed in Data Processing and Related Services

TOT_EMP	35,860	199,440
A_MEAN	\$ 27,170	\$ 34,110
Job Zone	JZ-2	JZ-2
SOC-Code	43-9021	43-4051
		Customer
		service
Occupation	Data entry	representative
Title	keyers	s
	Reading	Active
	Comprehensi	Listening
	on	
	Speaking	Reading
		Comprehensi
		on
	Active	Monitoring
	Listening	
	Critical	Speaking
	Thinking	
	Social	Time
	Perceptivenes	Management
	S	
	Service	Service
	Orientation	Orientation
	Active	Active
	Learning	Learning
	Learning	Learning
	Strategies	Strategies
		1000
	Writing	Writing
	Tr:	Carlotte 1
	Time	Critical
	Management	Thinking
T . 1		10
Total	10	10

S 32,030 \$ 37,930 \$ 50,100 \$ 71,8 JZ-3	26,660		59,520	23,450
JZ-3 JZ-3 JZ-3 JZ-3 JZ-3 A3-4111 43-9011 15-1041 15-1081 Interviewers, except eligibility and loan Computer operators Specialists Active Listening Comprehension				
Interviewers, except eligibility and loan	JZ-3	JZ-3	JZ-3	JZ-3
except eligibility and loan Computer support s	43-4111	43-9011	15-1041	15-1081
Listening Listening Selection Reading Comprehensi on Comprehensi on Comprehensi on Speaking Critical Thinking Thinking Solving Service Orientation Learning Listening Decision Making Troubleshooting Comprehensi on Critical Thinking Solving Service Orientation Learning Listening Decision Making Troubleshooti Speaking Critical Thinking Solving Social Perceptiveness Instructing Active Learning Critical Thinking Strategies Critical Speaking Monitoring Reading Comprehension Time Management Service Orientation Problem Solving Judgment and Decision Making Solving Selection Solving	except eligibility and	1 '	support	communications
Comprehension Comprehension Comprehension Comprehension Critical Thinking Critical Thinking Service Orientation Complex Problet Solving Active Listening Learning Time Management Management Critical Troubleshooti Instructing Strategies Critical Thinking Critical Troubleshooti Instructing Strategies Critical Thinking Critical Thinking Critical Thinking Critical Thinking Active Learning Critical Thinking Critical Thinking Critical Thinking Active Learning Critical Thinking Critical Thinking Critical Thinking Active Learning Thinking Critical Thinking Decision Active Learning Critical Thinking Decision Judgment and Decision Making Decision Making			Coordination	
Service Orientation Learning Listening Decision Making Writing Time Management Decision Making Critical Thinking Strategies Critical Thinking Speaking Monitoring Comprehension Time Management Decision Monitoring Reading Comprehension Time Management Crientation Problem Solving Solv	Comprehensio	Comprehensi	Comprehensi	Troubleshooting
Orientation Learning Listening Writing Time Management Decision Making Social Perceptiveness Instructing Strategies Critical Speaking Monitoring Reading Comprehension Time Management Service Orientation Problem Solving Listening Judgment and Active Learning Critical Thinking Reading Comprehension	Speaking		7	Complex Problem Solving
Management Decision Making Social Perceptiveness ng Learning Strategies Critical Thinking Active Learning Critical Thinking Speaking Monitoring Reading Comprehension Time Management Management Service Orientation Complex Problem Solving Decision Making				Active Listening
Perceptiveness ing Learning Strategies Critical Speaking Monitoring Reading Comprehension Time Service Complex Management Orientation Solving Problem Solving	Writing		Decision	Active Learning
Strategies Learning Comprehension Time Service Complex Dudgment and Decision Making Solving Strategies Learning Reading Comprehension Time Service Complex Dudgment and Decision Making Solving			Speaking	Critical Thinking
Thinking Comprehension Time Service Complex Judgment and Decision Making Solving		Instructing		Installation
Management Orientation Problem Decision Making		Speaking	Monitoring	Ψ
Monitoring Coordination Instructing Technology Des			Problem	Judgment and Decision Making
	Monitoring	Coordination	Instructing	Technology Design

35,040	49,790	63,700	84,550	50,400
\$ 76,270	\$ 76,970	\$ 82,200	\$ 91,590	\$ 96,070
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
15-1021	15-1051	13-1111	15-1031	15-1032
Computer programmers	Computer systems analysts	Management analysts	Computer software engineers, applications	Computer software engineers, systems software
Programming	Active Learning	Critical Thinking	Programming	Complex Problem Solving
Critical Thinking	Reading Comprehensi on	Judgment and Decision Making	Critical Thinking	Technology Design
Complex Problem Solving	Complex Problem Solving	Active Listening	Complex Problem Solving	Troubleshooting
Active Learning	Critical Thinking	Coordination	Active Learning	Critical Thinking
Reading Comprehensi on	Active Listening	Time Management	Troubleshootin g	Active Learning
Learning Strategies	Troubleshooti ng	Instructing	Judgment and Decision Making	Programming
Operations Analysis	Monitoring	Monitoring	Technology Design	Reading Comprehension
Active Listening	Service Orientation	Quality Control Analysis	Reading Comprehension	Systems Analysis
Technology Design	Time Management	Reading Comprehensi on	Operations Analysis	Mathematics
Troubleshooti ng	Quality Control Analysis	Operation and Control	Systems Analysis	Operations Analysis

List of Skills for Occupations Employed in Data Processing and Related Services

35,550	175,920	91,680
\$ 120,600	\$ 60,860	\$ 61,790
JZ-4	N/A	N/A
11-3021	13-1199	41-3099
Computer and	Business	
information	operations	Sales
systems	specialists, all	representatives,
managers	other	services, all other
Reading	Not Available	Not Available
Comprehension		
Critical		
Thinking		
9		
Active Listening		
Judgment and		
Decision		
Making		
Monitoring		
Systems		
Analysis		
Speaking		
Management of		
Personnel		
Resources		
Coordination		
Social		
Perceptiveness		

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List of Skills for Occupations Employed in Data Processing and Related Services

Number of	Occupations						<u> </u>	· · · · · · · · · · · · · · · · · · ·	1
within JZ	Occupations	0	2	4	6	0	2	14	ĺ
	loyment Range		35,860 -	12,160 -	35,040 -		91,680 -	:	
(2005)	, .	N/A	199,440	59,520	84,550	N/A	175,920		
	nnual Salary	A STATE OF THE STA	\$27,170 -	\$32,030 -	\$76,270 -		\$60,860 -		Top Thir
Range (200	05)	N/A	\$34,110	\$71,870	\$120,600	N/A	\$61,790		(of 12)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	
Reading Co	omprehension	0	2	4	6	0	0	12	V
Programmi	mg	0	0	0	3	0	0	3	
Active List	ening	0	2	4	4	0	0	10	V
Troublesho	when the real control of the control	0	0	2	4	0	0		
	roblem Solving	0	0	2	4	0	0	6	
Speaking		0	2	3	1	0	0		1
Critical Th	inking	0	2	4	6	0	0	12	V
Technology	y Design	0	0	1	. 3	0	0	4	
Monitoring		0	1	2	3	0	0		AND THE RESERVE AND THE PROPERTY OF THE PROPER
Active Lea		0	2	3	4	0	0	9	V
Service Ori		0	2	2	1	0	0	5	
Social Perc		0	1	1	1	0	0	3	
Time Mana	agement	0	2	2	2	0	0	6	
Writing		0	2	1	0	0	0	3	1
	and Decision								
Making		0	0	2	3	0	0		
Learning S		0	2	1	1	0	0		
Operations		0	0	0	3	0	0		l
Instructing		0	0	2	1	0	0		ł
Systems Ai		0	0	0	3	0	0		1
Coordinatio		0	0	2	2	0	0		
	ntrol Analysis	0	0	0	2	0	0		
Mathematic		0	0	0	1	0	0	1	l
	nt of Personnel			_	_		_		
Resources		0	0	0	1	0	0	1	
Equipment		0	0	1	0	0	0	1	
	and Control	0	0	0	1	0	0	1	
Installation		0	0	1	0	0	0	1	
Total		0	20	40	60	0	0	120	

GENERAL FREIGHT AND TRUCKING (NAICS 484100)

WAREHOUSING AND STORAGE (NAICS 493000)

SCHEDULED AIR TRANSPORTATION (NAICS 481100)

COURIERS (NAICS 492100)

SPECIALIZED FREIGHT TRUCKING (NAICS 484200)

List of Skills for Occupations Employed in General Freight Trucking

46								
	TOT_EMP	276,490	100,380	396,750	69,220	199,440	21,960	131,760
	A_MEAN	\$ 23,210	\$ 27,410	\$ 27,470	\$ 32,780	\$ 34,110	\$ 36,420	\$ 38,500
	Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
	SOC-Code	53-7062	53-3033	43-9061	53-7051	43-4051	43-5032	53-3032
		Laborers and freight, stock,	Truck drivers.		Industrial truck and		Dispatchers, except police,	Truck drivers.
	Occupation	and material	light or delivery	Office clerks,	tractor	Customer service	1 * *	heavy and tractor-
	Title	movers, hand	services	general	operators	representatives	ambulance	trailer
Ca		Active Listening	Active Listening	Active Listening	Operation Monitoring	Active Listening	Active Listening	Equipment Maintenance
California Research Bureau, California State Library		Reading Comprehension	Time Management	Reading Comprehensio n	Active Listening	Reading Comprehension	Judgment and Decision Making	Active Listening
a Rese		Instructing	Equipment Maintenance	Speaking	Operation and Control	Monitoring	Reading Comprehension	Time Management
arch B		Coordination	Reading Comprehension	Writing	Monitoring	Speaking	Speaking	Coordination
ureau,		Learning Strategies	Social Perceptiveness	Social Perceptivenes s	Critical Thinking	Time Management	Time Management	Judgment and Decision Making
Cali		Time Management	Coordination		Speaking	Service Orientation	Critical Thinking	Reading Comprehension
forn			Speaking			Active Learning	Learning Strategies	Troubleshooting
ia St			Learning Strategies			Learning Strategies	Monitoring	Speaking
ate 1			Operation and Control			Writing	Active Learning	Mathematics
Libra			Service Orientation			Critical Thinking	Instructing	Critical Thinking
ry	Total	6	10	5	6	10	10	10

208,200 \$ 35,880	26,080	21,810
\$ 35,880		
	\$ 43,100	\$ 53,580
JZ-3	JZ-3	JZ-3
43-3031	49-3031	53-1031
:		First-line
:		supervisors/
		managers of
		transportation
	Bus and truck	and material-
Bookkeeping,	mechanics and	moving machine
accounting, and	diesel engine	and vehicle
auditing clerks	specialists	operators
Mathematics	Equipment	Active Listening
	Maintenance	
Reading	Troubleshooting	Speaking
Comprehension		
Time	Repairing	Time
Management		Management
Active Listening	Reading	Management of
	Comprehension	Personnel
		Resources
Critical Thinking	Installation	Coordination
Active Learning	Coordination	Critical Thinking
Learning	Equipment	Judgment and
Strategies	Selection	Decision Making
	Active Listening	Social
Perceptiveness		Perceptiveness
Writing	Judgment and	Instructing
	Decision Making	
	Learning Strategies	Reading
		Comprehension
10	10	10

List of Skills for Occupations Employed in General Freight Trucking

						:		l
Number of Occup	eations within JZ	0	7	3	0	0	10	
Total Employmen	at Range (2005)	N/A	21,960 - 396,750	21,810 - 208,200	N/A	N/A		
Average Annual S (2005)	Salary Range	N/A	\$23,210 - \$38,500	\$35,880 - \$53,580	N/A	N/A		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 10)
Critical Thinking	300 Zone	0	4	2	0	32.3		(, ,
Reading Compreh	ension	0	6	3		0		V
Speaking		0	6	2	0	0		J.
Writing	100 mm m	0	2	1	0	0		
Active Listening		0	7	3	0	0	10	V
Learning Strategie	es	0	4	2	0	0	6	e Bi ad-a stransformation construction and demonstration dental Scott
Coordination	200	0	3	2	0	0	5	
Time Managemen	t	0	5	2	0	0	7	$\sqrt{}$
Social Perceptiver	ness	0	2	2	0	0	4	And the second s
Judgment and Dec	cision Making	0	2	2	0	0	4	
Operation and Cor	ntrol	0	2	0	0	0	2	
Active Learning	1100 1100	0	2	1	0	0	3	
Instructing		0	2	1	0	0	3	
Service Orientatio		0	2	0	0	0	2	
Equipment Selecti	ion	0	0	1	0	0	1	
Mathematics		0		1	0	0		
Equipment Mainte	enance	0		1	0	0		
Installation		0	0		0	0	1	
Operation Monito	ring	0		0		0		
Monitoring		0	,	0		0		
Troubleshooting		0	1	1	0	0	2	
Management of Po	ersonnel							
Resources		0	0	1	0	0		
Repairing		0	0	1	0	0	1	
Total		0	57	30	0	0	87	

List of Skills for Occupations Employed in Warehousing and Storage

48	TOT_EMP	118,360	199,180	276,490	126,560	35,860	100,380	106,390	69,220	199,440	131,760
1	A_MEAN	\$ 18,630	\$ 24,040	\$ 23,210	\$ 25,980	\$ 27,170	\$ 27,410	\$ 28,760	\$ 32,780	\$ 34,110	\$ 38,500
	Job Zone	JZ-1 53-7064	JZ-1/2 43-5081	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
	SOC-Code	55-7064	43-5081	53-7062	43-4171	43-9021	53-3033	43-5071	53-7051	43-4051	53-3032
	Occupation Title	Packers and packagers, hand	Stock clerks and order fillers	Laborers and freight, stock, and material movers, hand	Receptionists and information clerks	Data entry keyers	Truck drivers, light or delivery services	Shipping, receiving, and traffic clerks	Industrial truck and tractor operators	Customer service representatives	Truck drivers, heavy and tractor-trailer
		Active Listening	Reading Comprehension	Active Listening	Active Listening	Reading Comprehension	Active Listening	Active Listening	Operation Monitorage	Active Listening	Equipment Maintenance
		Coordination	Speaking	Reading Comprehension	Speaking	Speaking	Time Management	Reading Comprehension	Active Listening	Reading Comprehension	Active Listening
		Speaking	Mathematics	Instructing	Reading Comprehensio	Active Listening	Equipment Maintenance	Speaking	Operation and Control	Monitoring	Time Management
Cali		Learning Strategies	Instructing	Coordination	Writing	Critical Thinking	Reading Comprehensi on	Time Management	Monitoring	Speaking	Coordination
California		Reading Comprehension	Active Listening	Learning Strategies	Service Orientation	Social Perceptiveness	Social Perceptivenes s	Writing	Critical Thinking	Time Management	Judgment and Decision Making
		Social Perceptiveness	Quality Control Analysis	Time Management	Learning Strategies	Service Orientation	Coordination	Mathematics	Speaking	Service Orientation	Reading Comprehension
Research			Coordination		Social Perceptiveness	Active Learning	Speaking	Learning Strategies		Active Learning	Troubleshooting
Bureau,			Social Perceptiveness		Critical Thinking	Learning Strategies	Learning Strategies	Monitoring		Learning Strategies	Speaking
_ (Active Learning		Time Management	Writing	Operation and Control	Social Perceptiveness		Writing	Mathematics
California			Critical Thinking		Active Learning	Time Management	Service Orientation	Critical Thinking		Critical Thinking	Critical Thinking
nia State	Total	6	10	6	10	10	10	10	6	10	72

128,880	22,240	43,690
\$ 36,630	\$ 41,680	\$ 60,630
JZ-3	JZ-3	JZ-3
49-9042	53-1021	49-1011
Maintenance and repair workers, general	First-line supervisors/ managers of helpers, laborers, and material movers, hand	First-line supervisors/ managers of mechanics, installers, and repairers
Equipment Maintenance	Time Management	Coordination
Lepsimon	Monitoring	Critical Thinking
Troubleshootin	Judgment and Decision Making	Management of Personnel Resources
Active Listening	Active Listening	Active Listening
Installation	Speaking	Monitoring
Equipment Selection	Critical Thinking	Social Perceptiveness
Critical Thinking	Management of Personnel Resources	Time Management
Reading Comprehension	Persuasion	Reading Comprehension
Operation Monitoring	Reading Comprehension	Speaking
Coordination	Service Orientation	Complex Problem Solving
10	10	10

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30,680	25,120	49,200
\$ 75,230	\$ 83,870	\$ 114,770
JZ-4	JZ-4	JZ-4
41-1012	11-3011	11-2022
First-line	11 3011	11 2022
supervisors/		
managers of	Administrativ	
non-retail sales	e services	Sales
workers	managers	managers
Speaking	Social	Active
opeaning.	Perceptivenes	
	s	Libening
Time	Time	Speaking
Management	Management	
Active	Coordination	Coordination
Listening		
D 1'	D - 1'-	D - J'
Reading	Reading	Reading
Comprehensio n	Comprehensi on	Comprehension
n Social	Service	Social
		Perceptivenes
Perceptiveness	Offentation	rercepavenes:
Active	Active	Writing
Learning	Listening	Ü
Critical	Active	Critical
Thinking	Learning	Thinking
		_
Judgment and	Instructing	Persuasion
Decision		
Making	100	
Management	Speaking	Active
of Personnel		Learning
Resources		
Instructing	Writing	Judgment and
		Decision
		Making

18,290	175,920
\$ 38,290	\$ 60,860
N/A	N/A
49-9099	13-1199
Installation,	
maintenance,	Business
and repair	operations
workers, all	specialists, all
other	other
Not Available	Not Available

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List of Skills for Occupations Employed in Warehousing and Storage

Number of Occu	pations within JZ	1	1	8	3	3	0	2	18	
Total Employme	ent Range (2005)	118,360	199,180	35,860 - 276,490	22,240 - 128,880	25,120 - 49,200	N/A	18,290 - 175,920		
Average Annual		116,500	199,180	\$23,210 -	\$36,630 -	\$75,230 -	IN/A	\$38,290 -		
(2005)	Salary Range	\$ 18,630	\$ 24,040	\$38,500	\$60,630	\$114,770	N/A	\$60,860		
Skill	Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	NI1	Top Third (of 16)
Active Listening		JZ1	JZ-1/2	3Z-2 8	JZ-3 3		JZ-3 0	JZ-N/A 0	Number 16	
Active Listening		0	1	3	0		0	0	76	٧
Reading Compre		1	1	7	3		0	0	15	V
Time Manageme	AND A DESCRIPTION OF THE PROPERTY OF THE PROPE	0	0		2		0	0	11	V
Coordination		1	1	3	2	2	0	0	9	
Learning Strateg	ries	1	0	6	0	0	0	0	7	
Speaking		1	1	7	2	3	0	0	14	V
Operation Moni	foring	0	0	1	1	0	0	0	2	
Monitoring		0	0	3	2	0	0	0	5	
Social Perceptiv	eness	1	1	4	1	3	0	0	10	
						_				
Judgment and D	ecision Making	0	0	1	1	1	0	0	3	
Critical Thinking	S	0	1	6	3	2	0	0	12	V
Service Orientat	ion	0	0	4	1	1	0	0	6	
Equipment Selec	ction	0	0	0	1	0	0	0	1	
Equipment Mair	ntenance	0	0	2	1	0	0	0	3	
Mathematics		0	1	2	0	1	0	0	4	
Troubleshooting		0	0	1	1	0	0	0	2	
Writing		0	0	4	0	2	0	0	6	
Instructing		0	1	1.	0	2	0	0	4	
Installation		0	0	0	1	0	0	0	1	
Persuasion		0	0	0	-	1	0	0	2	
Management of Resources	Personnel	0	0	0	2	1	0	0	3	
Operation and C	ontrol	0		2	0	0	0	0	2.	
Complex Proble		0		0	1	0	0	0	1	
Repairing		0	0	0	1	0	0	0	1	
Quality Control	Analysis	0	1	0	0		0	0	1	
Total	i mai joid	6	10	72	30	Ü	0	0	148	

			•	
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List of Skills for Occupations Employed in Scheduled Air Transportation

TOT_EMP A MEAN	6,340 \$ 22,520	\$ 23,210	15,390 \$ 30,900	\$ 34,110	\$ 44,980	\$ 50,920	\$ 50,230	\$ 60,630	\$ 57,690	5,710 \$ 151,980
Job Zone	JZ-1	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	JZ-4	JZ-4
SOC-Code	39-6011	53-7062	43-4181	43-4051	43-5011	39-6031	43-1011	49-1011	13-1073	53-2011
Occupation Title	Baggage porters and bellhops	Laborers and freight, stock, and material movers, hand	Reservation and transportation ticket agents and travel clerks	Customer service representatives	Cargo and freight agents	Flight attendants	First-line supervisors/ managers of office and administrative support workers	First-line supervisors/ managers of mechanics, installers, and repairers	Training and development specialists	Airline pilots, copilots, and flight engineers
	Speaking	Active Listening	Active Listening	Active Listening	Reading Comprehension	Service Orientation	Active Listening	Coordination	Instructing	Operation Monitoring
	Active Listening	Reading Comprehension	Speaking	Reading Comprehensio	Active Listening	Active Listening	Speaking	Critical Thinking	Learning Strategies	Operation and Control
	Service Orientation	Instructing	Service Orientation	Monitoring	Critical Thinking	Social Perceptiveness	Reading Comprehension	Management of Personnel Resources	Speaking	Critical Thinking
	Social Perceptiveness	Coordination	Critical Thinking	Speaking	Speaking	Reading Comprehension	Critical Thinking	Active Listening	Active Listening	Judgment and Decision Making
	Coordination	Learning Strategies	Reading Comprehension	Time Management	Negotiation	Speaking	Monitoring	Monitoring	Reading Comprehension	Active Listening
	Critical Thinking	Time Management	Active Learning	Service Orientation	Complex Problem Solving	Critical Thinking	Time Management	Social Perceptiveness	Writing	Monitoring
	Reading Comprehension		Judgment and Decision Making	Active Learning	Time Management	Coordination	Management of Personnel Resources	Time Management	Social Perceptiveness	Complex Problem Solving
	Active Learning		Learning Strategies	Learning Strategies	Active Learning	Time Management	Judgment and Decision Making	Reading Comprehension	Time Management	Reading Comprehensio
	Instructing		Social Perceptiveness	Writing	Mathematics	Judgment and Decision Making	Instructing	Speaking	Complex Problem Solving	Troubleshooting
	Learning Strategies	6	Instructing	Critical Thinking		Learning Strategies	Social Perceptiveness	Complex Problem Solving	Coordination	Speaking 10

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List of Skills for Occupations Employed in Scheduled Air Transportation

Number of Occ within JZ	upations	1	5	2	2	0	1	11	
Total Employm (2005)	ent Range	6,340	11,090 - 276,490	43,690 - 180,480	5,710 - 17,450	N/A	5,660		
Average Annua 2005)	l Salary Range	\$ 22,520	\$23,210 - \$50,920	\$50,230 - \$60,630	\$57,690 - \$151,980	N/A	\$37,030		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top T (of 1
Active Listenin	g	1	5	2	2	0	0	10	\forall
Active Learning	<u> </u>	1	3	0	0	0	0	4	
Րime Managem	ent	0	4	2	1	0	0	7	\forall
Critical Thinkin	ıg	1	4	2	1	0	0	8	V
Reading Compr	ehension	1	5	2	2	0	0	10	V
udgment and I Making		0	2	1	1	0	0	4	
Coordination		1	3	1	1:	0	0	6	1
nstructing		1	2	1	1	0	0	5	1
Complex Proble	em Solving	0	1	1	2	0	0	4	
Mathematics		0	1	0	0	0	0	1	
roubleshooting	g	0	0	0	1	0	0	1	1
earning Strate	gies	1	4	0	1	0	0	6	
ocial Perceptiv	eness/	1	2	2	1	0	0	6	
Service Orienta	tion	1	3	0	0	0	0		
peaking		1	4	2	2	0	0	9	V
Monitoring		0	1	2	1	0	0	4	
Speration Mon		0	0	0	1	0	0	1	
Management of	Personnel								
lesources		0	0	2	0	0	0	2	
Vriting		0	1	0	1	0	0	2	
Negotiation		0	1	0	0	0	0	1	
Operation and C	Control	0	0	0	1	0	0	1	
otal		10	46	20	20	0	0	96	-

List of Skills for Occupations Employed in Couriers

TOT_EMP	15,190	276,490						
A_MEAN	\$ 22,850	\$ 23,210	\$ 27,410	\$ 28,760	\$ 32,780	\$ 34,110	\$ 36,420	\$ 38,50
Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
SOC-Code	43-5021	53-7062	53-3033	43-5071	53-7051	43-4051	43-5032	53-3032
Occupation Title	Couriers and messengers	Laborers and freight, stock, and material movers, hand	Truck drivers, light or delivery services	Shipping, receiving, and traffic clerks	Industrial truck and tractor operators	Customer service representative s	Dispatchers, except police, fire, and ambulance	Truck drivers, heavy and tractor-trailer
	Reading Comprehension	Active Listening	Active Listening	Active Listening	Operation Monitoring	Active Listening	Active Listening	Equipment Maintenance
	Coordination	Reading Comprehens ion	Time Management	Reading Comprehension	Active Listening	Reading Comprehensi on	Judgment and Decision Making	Active Listening
	Time Management	Instructing	Equipment Maintenance	Speaking	Operation and Control	Monitoring	Reading Comprehension	Time Management
	Active Listening	Coordination	Reading Comprehension	Time Management	Monitoring	Speaking	Speaking	Coordination
	Instructing	Learning Strategies	Social Perceptiveness	Writing	Critical Thinking	Time Management	Time Management	Judgment and Decision Making
	Learning Strategies	Time Management	Coordination	Mathematics	Speaking	Service Orientation	Critical Thinking	Reading Comprehensio
	Speaking		Speaking	Learning Strategies		Active Learning	Learning Strategies	Troubleshootii g
	Service Orientation		Learning Strategies	Monitoring		Learning Strategies	Monitoring	Speaking
	Equipment Maintenance		Operation and Control	Social Perceptiveness		Writing	Active Learning	Mathematics
	Active Learning		Service Orientation	Critical Thinking		Critical Thinking	Instructing	Critical Thinking

22,240	21,810
\$41,680	\$ 53,580
JZ-3	JZ-3 53-1031
53-1021	53-1031
First-line	Fig. 1:
supervisors/	First-line supervisors/ managers of
managers of helpers,	transportation and
laborers, and	material-moving
material movers,	machine and vehicle
hand	operators
Time	Active Listening
Management	3
Ī	
Monitoring	Speaking
Judgment and	Time Management
Decision	
Making	
Active Listening	Management of
	Personnel Resources
0	Condition
Speaking	Coordination
Critical	Critical Thinking
Thinking	Crinical Timiking
Management of	Judgment and
Personnel	Decision Making
Resources	
Persuasion	Social Perceptiveness
Reading	Instructing
Comprehension	
A	
Service	Reading
Orientation	Comprehension
10	10

List of Skills for Occupations Employed in Couriers

Number of Occup	nations					1	<u> </u>	1
within JZ	pations	0	8	2	0	0	10	
Total Employmer	nt Range		15,190 -					
(2005)		N/A	276,490	21,810 - 22,240	N/A	N/A		
Average Annual	Salary Range	167 J. J. V. W.	\$22,850 -	\$41,680 -				l
(2005)		N/A	\$38,500	\$53,580	N/A	N/A		
			-					Top Thi
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	(of 10)
Active Listening		0	8	2	0	0	10	V
Writing		0	2	0	0	0		
Critical Thinking		0	5	2	0	0	7	
Speaking		0	7	2	0	0	9	\forall
Learning Strategi	ies	0	6	0	0	0	6	
Active Learning		0	3	0'	0	0	3	
Coordination		0	4	1	0	0	5	
Time Managemen	nt	0	7	2	0	0	9	$\sqrt{}$
Reading Comprel	hension	0	7	2	0	0	9	\checkmark
Operation and Co	ontrol	0	2	0	0	0	2	
Judgment and De	ecision							
Making		0	2	2	0	0	4	
Social Perceptive	eness	0	2	1	0	0	3	
Monitoring		0	4	1	0	0	5	
Operation Monito	oring	0	1	0	0	0	1	
Service Orientation	on	0	3	1	0	0	4	
Mathematics		0	2	0	0	0	2	
Instructing		0	3	1	0	0	4	
Equipment Maint	tenance	0	3	0	0	0	3	
Management of P	Personnel							
Resources		0	0	2	0	0	2	
Troubleshooting		0	1	0	0	0	1	
Persuasion		0	0	1	0	0	1	
Equipment Select	tion	0	0	0	0	0	0	
Total		0	72	20	0	0	92	-

List of Skills for Occupations Employed in Specialized Freight Trucking

TOT_EMP	276,490	100,380	396,750	21,960	131,760
A_MEAN	\$ 23,210	\$ 27,410	\$ 27,470	\$ 36,420	\$ 38,500
Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
SOC-Code	53-7062	53-3033	43-9061	43-5032	53-3032
Occupation Title	Laborers and freight, stock, and material movers, hand	Truck drivers, light or delivery services	Office clerks, general	Dispatchers, except police, fire, and ambulance	Truck drivers, heavy and tractor-trailer
	Active Listening	Active Listening	Active Listening	Active Listening	Equipment Maintenance
	Reading Comprehensio n	Time Management	Reading Comprehension	Judgment and Decision Making	Active Listening
	Instructing	Equipment Maintenance	Speaking	Reading Comprehension	Time Management
	Coordination	Reading Comprehension	Writing	Speaking	Coordination
	Learning Strategies	Social Perceptiveness	Social Perceptiveness	Time Management	Judgment and Decision Making
	Time Management	Coordination		Critical Thinking	Reading Comprehension
		Speaking		Learning Strategies	Troubleshooting
		Learning Strategies		Monitoring	Speaking
		Operation and Control		Active Learning	Mathematics
		Service Orientation		Instructing	Critical Thinking

208,200	65,920	26,080	21,810	226,740
\$ 35,880	\$ 41,260	\$ 43,100	\$ 53,580	\$ 112,740
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
43-3031	49-3023	49-3031	53-1031	11-1021
Bookkeeping, accounting, and auditing clerks	Automotive service technicians and mechanics	Bus and truck mechanics and diesel engine specialists	First-line supervisors/ managers of transportation and material-moving machine and vehicle operators	General and operations managers
Mathematics	Troubleshooting	Equipment Mainténance	Active Listening	Active Listening
Reading Comprehensio n	Repairing	Troubleshooting	Speaking	Coordination
Time Management	Equipment Selection	Repairing	Time Management	Critical Thinking
Active Listening	Active Learning	Reading Comprehension	Management of Personnel Resources	Speaking
Critical Thinking	Reading Comprehension	Installation	Coordination	Time Management
Active Learning	Equipment Maintenance	Coordination	Critical Thinking	Complex Problem Solving
Learning Strategies	Critical Thinking	Equipment Selection	Judgment and Decision Making	Judgment and Decision Making
Social Perceptiveness		Active Listening	Social Perceptiveness	Management of Personnel Resources
Writing		Judgment and Decision Making	Instructing	Monitoring
Speaking		Learning Strategies	Reading Comprehension	Reading Comprehension

61,790

41-3099

, services, all

Not Available

List of Skills for Occupations Employed in Specialized Freight Trucking

Number of Occu	nations within							·	1
JZ	-r	0	5	5	0	0	1	11	
Total Employme	ent Range		21,960 -	21,810 -					1
(2005)		N/A	396,750	226,740	N/A	N/A	91,680		
Average Annual	Salary Range	100	\$23,210 -	\$35,880 -	100		V 700 000		
(2005)		N/A	\$38,500	\$112,740	N/A	N/A	\$ 61,790		
									Top Third
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	(of 10)
Active Listening		0	5	3	0	0	0	8	V
Reading Compre	ehension	0	5	5	0	0	0	10	V
Writing		0	1	1	0	0	0	2	
Critical Thinking	g.	0	2	4	0	0	0	6	
Speaking		0	4	3	0	0	0	7	V
Social Perceptive	eness	0	2	2	0	0	0	4	ENGLISHED BY AND A STREET BY AND
Judgment and D									
Making		0	2	3	0	0	0	5	
Active Learning	The state of the s	0	1	3	0	0	0		l
Learning Strateg		0		2	0	0	0		
Time Manageme	ent	0	4	3	0	0	0	7	V
Coordination		0	3	3	0	0	0	6	
Mathematics		0	1	1	0	0	0	2	
Troubleshooting		0	1	2	0	0	0	3	1
Monitoring		0	1	1	0	0	0	2	
Installation		0	0	1	0	0	0	1	
Service Orientat	ion	0	1	0	0	0	0	1.	
Equipment Selec	tion	0	0	2	0	0	0	2	
Instructing		0	2	1	0	0	0	3	
Repairing		0		2	0	0	0	2	
Management of	Personnel								1
Resources		0	0	2	0	0	0	2	
Equipment Maintenance		0	2	2	0	0	0	4	
Complex Proble	m Solving	0	0	1	0	0	0	1	
Operation and C	ontrol	0		0	0	0	0	1	
Total		0	41	47	0	0	0	88	

SAWMILLS AND WOOD PRESERVATION (NAICS 321100)

COMPUTER AND PERIPHERAL EQUIPMENT MANUFACTURING (NAICS 334100)

SEMICONDUCTOR AND OTHER ELECTRONIC COMPONENTS (NAICS 334400)

FRUIT AND VEGETABLE AND SPECIALTY FOOD MANUFACTURING (NAICS 311400)

CUT AND SEW APPAREL MANUFACTURING (NAICS 315200)

ANIMAL SLAUGHTERING AND PROCESSING (NAICS 311600)

ELECTRONIC INSTRUMENT MANUFACTURING (NAICS 334500)

OTHER WOOD PRODUCT MANUFACTURING (NAICS 321900)

AEROSPACE PRODUCT AND PARTS MANUFACTURING (NAICS 336400)

MOTOR VEHICLE MANUFACTURING (NAICS 336100)

List of Skills for Occupations Employed in Sawmills and Wood Preservation

9	TOT_EMP	45,780	207,64
\cup $ $	A_MEAN	\$21,260	\$23,36
	Job Zone	JZ-1	JZ-1
	SOC-Code	51-9198	37-2011
	Occupation Title	Helpers production workers	Janitors and cleaners, except maids and housekeeping
	Tue		cleaners
		Equipment Selection	Reading Comprehension
		Active Listening	Active Listening
		Coordination	Speaking
alifor		Instructing	Coordination
nia Re		Reading Comprehension	Equipment Selectio
sear		Speaking	Time Management
ch Bu		Quality Control Analysis	Equipment Maintenance
reall			Writing
Cali			Instructing
alifornia Research Bureau. California Sta			Judgment and Decision Making
\$	Total	7	İ

13,450	8,520	95,990	4,320	48,210	69,220
\$22,130	\$23,860	\$24,430	\$26,960	\$32,580	\$32,78
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
53-7063	51-7042	51-2092	51-7041	51-9061	53-7051
Machine feeders and offbearers	Woodworking machine setters, operators, and tenders, except sawing	Team assemblers	Sawing machine setters, operators, and tenders, wood	Inspectors, testers, sorters, samplers, and weighers	Industrial truck and tractor operators
Active Listening	Equipment Maintenance	Learning Strategies	Operation and Control	Quality Control Analysis	Operation Monstoring
Operation and Control	Troubleshooting	Active Listening	Equipment Maintenance	Active Listening	Active Listening
Operation Monitoring	Equipment Selection	Quality Control Analysis	Operation Monitoring	Reading Comprehension	Operation and Control
Learning Strategies	Instructing	Active Learning	Active Listening	Instructing	Monitoring
Reading Comprehension	Operation and Control	Instructing	Mathematics	Operation Monitoring	Critical Thinking
Equipment Maintenance	Operation Monttering	Operation Monitoring	Troubleshooting	Learning Strategies	Speaking
Mathematics	Active Listening	Equipment Selection	Critical Thinking	Mathematics	
Active Learning	Mathematics	Reading Comprehension	Repairing	Speaking	
Monitoring	Time Management	Coordination	Equipment Selection	Active Learning	
Instructing	Critical Thinking	Equipment Maintenance	Instructing	Time Management	

1,900	145,050
\$51,100	\$60,660
JZ-3	JZ-3
49-9044	41-4012
Millwrights	Sales representatives, wholesale and manufacturing, except technical and scientific products
Equipment Selection	Active Listening
Frame	Speaking
Installation	Time Management
Troubleshootin g	Reading Comprehension
Mathematics	Persuasion
Active Listening	Service Orientation
Complex Problem Solving	Negotiation
Instructing	Social Perceptiveness
Equipment Maintenance	Active Learning
Coordination	Coordination
10	10

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List of Skills for Occupations Employed in Sawmills and Wood Preservation

Number of Occupations w JZ	ithin/	2	6	2	0	0	10	
Total Employment Range (2005)		45,780 - 207,640	4,320 - 95,990	1,900 - 145,050	N/A	N/A		
Average Annual Salary R (2005)	ange	\$21,260 - \$23,360	\$22,130 - \$32,780	\$51,100 - \$60,660	N/A	N/A		
Skill Jol	o Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 10)
Critical Thinking		0	3	0	0	0	3	
Reading Comprehension		2	3	1	0	0	6	
Coordination		2	1	2	0	0	5	1
Operation Monitoring		0	6	0	0	0	6]
Operation and Control		0	4	0	0	0	4]
Time Management		1	2	1	0	0	4	
Instructing		2	5	1	0	0	8	V
Equipment Maintenance		1	4	1	0	0	6	
Active Listening		2	6	2	0	0	10	V
Speaking		2	2	1	0	0	5	ļ.
Mathematics		0	4	1	0	0	5	
Troubleshooting		0	2	1	0	0	3	
Equipment Selection		2	3	1	0	0	6	
Active Learning		0	3	1	0	0	4	
Quality Control Analysis		1	2	0	0	0	3	1
Repairing		0	1	1	0	0		
Learning Strategies		0	3	0	0	0		
Persuasion		0	0	1	0	0		
Service Orientation		0	0	1	0	0		
Negotiation		0	0	1	0	0		
Social Perceptiveness		0	0	1	0	0		
Complex Problem Solving	!	0	0	1	0	0		
Installation		0	0	1	0	0		
Writing		1	0	0	0	0	1	
Judgment and Decision M	aking		_	_	_	_	_	
		1	0	0	0	0	1	
Monitoring		0	2	0	0	0	2	

List of Skills for Occupations Employed in Computers and Peripheral Equipment

TOT_EMP	24,970	9,320	59,520	22,600	42,950	84,550	50,400	20,410	30,320	35,620	28,19
A_MEAN Job Zone	S 27,990 JZ-2	\$ 38,170 JZ-2	\$ 50,100 JZ-3	S 55,710 JZ-3	S 77,480 JZ-4	\$ 91,590 JZ-4	\$ 96,070 JZ-4	\$ 100,070 JZ-4	\$ 123,600 JZ-4	\$ 125,080 JZ-5	\$ 62,40 N/A
SOC-Code	51-2022	51-9141	15-1041	17-3023	41-4011	15-1031	15-1032	17-2061	11-2021	11-9041	13-1079
Occupation Title	Electrical and electronic equipment assemblers	Semiconductor processors	Computer support specialists	Electrical and electronic engineering technicians	Sales representatives, wholesale and manufacturing, technical and scientific products		Computer software engineers, systems software	Computer hardware engineers	Marketing managers	Engineering managers	Human resources, training, and labor relations specialist all other
	Quality Control Analysis	Reading Comprehension	Critical Thinking	Troubleshoot ing	Speaking	Programming	Complex Problem Solving	Complex Problem Solving	Active Listening	Critical Thinking	Not Available
	Troubleshootin g	Time Management	Speaking	Mathematics	Persuasion	Critical Thinking	Technology Design	Active Listening	Critical Thinking	Judgment and Decision Making	
	Equipment Selection	Operation Monitoring	Active Listening	Critical Thinking	Active Listening	Complex Problem Solving	Troubleshoot ing	Critical Thinking	Speaking	Reading Comprehension	
	Instructing	Active Learning	Complex Problem Solving	Reading Comprehensi on	Time Management	Active Learning	Critical Thinking	Active Learning	Writing	Active Listening	
	Time Management	Troubleshooting	Reading Comprehensio	Active	Negotiation	Troubleshooting	Active Learning	Reading Comprehension	Reading Comprehensio	Speaking	
	Reading Comprehension	Equipment Maintenance	Active Learning	Complex Problem Solving	Service Orientation	Judgment and Decision Making	Programming	Judgment and Decision Making	Social Perceptiveness	Complex Problem Solving	
	Learning Strategies	Quality Control Analysis	Coordination	Speaking	Social Perceptiveness	Technology Design	Reading Comprehensi on	Time Management	Coordination	Monitoring	
	Monitoring	Learning Strategies	Instructing	Systems Analysis	Reading Comprehension	Reading Comprehensio n	Systems Analysis	Troubleshootin g	Complex Problem Solving	Negotiation	
	Active Learning	Active Listening	Judgment and Decision Making	Writing	Critical Thinking	Operations Analysis	Mathematics	Systems Evaluation	Management of Personnel Resources	Social Perceptiveness	
	Judgment and Decision Making	Judgment and Decision Making	Monitoring		Active Learning	Systems Analysis Analysis	Operations Analysis	Operations Analysis	Monitoring	Writing	

List of Skills for Occupations Employed in Computers and Peripheral Equipment

Number of Oc	cupations								
within JZ		0	2	2	5	1	1	11	
Total Employr	nent Range		9,320 -	22,600 -	20,410 -				
(2005)		N/A	24,970	59,520	84,550	35,620	28,190		
Average Annu	al Salary		\$27,990 -	\$50,100 -	\$77,480 -				
Range (2005)		N/A	\$38,170	\$55,710	\$123,600	\$ 125,080	\$ 62,400		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Thi (of 10)
Active Listening		0	1	2	3	1	0	7	V
Active Learnin		0	2	1	4	0	0		V
Reading Comprehension		0	2	2	5	1	0		V
Complex Prob		0	0	2	4	1	0		V
Time Manager		0	2	0	2	0	0	4	
Learning Strategies		0	2	0	0	0	0	2	
Critical Thinking		0	0	2	5	1	0	8	V
Troubleshootin		0	2	1	3	0	0	6	
Writing		0	0	1	1	1	0	3	
Making		0	2	1	2	1	0	6	
Equipment Sel	lection	0	1	0	0	0	0	1	
Operations An		0	0	0	3	0	0	3	
Speaking		0	0	2	2	1	0	5	
Systems Analy	/sis	0	0	1	2	0	0	3	
Service Orient	ation	0	0	0	1	0	0	1	
Operation Mor	niloring	0	1	0	0	0	0	1	
Monitoring	1000	0	1	1	1	1	0	4.	
Instructing	1900 and 19	0	1	1	0	0	0	2	
Mathematics		0	0	1	1	0	0	2	
Coordination		0	0	1	1	0	0	2	
Technology De	esign	0	0	0	2	0	0	2	
Negotiation		0	0	0	1	1	0	2	
Quality Contro	CONTRACTOR	0	2	0	0	0	0	2	
Equipment Ma	iintenance	0	1	0	0	0	0	1	
Programming		0	0	0	2	0	0	2	
Social Perceptiveness		0	0	0	2	1	0	3	
Persuasion		0	0	0	1	0	0	1	
Systems Evalu		0	0	0	1	0	0	1	
Management o	of Personnel	0		_	,	0.1	0	1	
Resources		0	20	19	50	0	U	1	

List of Skills for Occupations Employed in Semiconductor and Electronic Components

1 2	TOT_EMP	95,990	24,970	48,210	199,440	9,320	39,740	59,520	63,290	22,600	32,730	226,740	124,560	31,930	49,790
+>	A_MEAN	\$ 24,430	\$ 27,990	S 32,580	\$ 34,110	\$ 38,170		\$ 50,100			\$ 57,900	A A CONTRACTOR OF THE PARTY OF	\$ 64,390	\$ 72,680	
	Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-4	JZ-4	JZ-4
	SOC-Code Occupation Title	51-2092 Team	51-2022 Electrical and electronic equipment assemblers	51-9061 Inspectors, testers, sorters, samplers, and weighers	Customer service representatives	51-9141 Semiconducto	43-5061 Production, planning, and expediting clerks	15-1041 Computer support specialists	First-line supervisors/ managers of production and operating workers	Electrical and electronic engineering technicians	Purchasing agents, except wholesale, retail, and farm products	11-1021 General and operations managers	Accountants and auditors	Network and computer systems administrators	Computer systems analysts
		Learning Strategies	Quality Control Analysis	Quality Contro Analysis	Active Listening	Reading Comprehension	Active Listening	Critical Thinking	Active Listening	Troubleshootin g	Speaking	Active Listening	Mathematics	Reading Comprehension	Active Learning
		Active Listening	Troubleshootin g	Active Listening	Reading Comprehensio	Time Management	Reading Comprehensio	Speaking	Reading Comprehension	Mathematics	Active Listening	Coordination	Active Listening	Active Listening	Reading Comprehensio
		Quality Control Analysis	Equipment Selection	Reading Comprehensio	Monitoring	Operation Monnoring	Coordination	Active Listening	Management of Personnel Resources	Critical Thinking	Critical Thinking	Critical Thinking	Critical Thinking	Critical Thinking	Complex Problem Solving
Cal		Active Learning	Instructing	Instructing	Speaking	Active Learning	Speaking	Complex Problem Solving	Instructing	Reading Comprehension	Judgment and Decision Making	Speaking	Monitoring	Complex Problem Solving	Critical Thinking
California		Instructing	Time Management	Operation Monitoring	Time Management	Troubleshooti ng	Active Learning	Reading Comprehension	Monitoring	Active Listening	Reading Comprehension	Time Management	Judgment and Decision Making	Speaking	Active Listening
ia Res		Operation Monitoring	Reading Comprehensio n	Learning Strategies	Service Orientation	Equipment Maintenance	Judgment and Decision Making	Active Learning	Speaking	Complex Problem Solving	Writing	Complex Problem Solving	Reading Comprehension	Monitoring	Troubleshooting
search		Equipment Selection	Learning Strategies	Mathematics	Active Learning	Quality Control Analysis	Time Management	Coordination	Time Management	Speaking	Time Management	Judgment and Decision Making	Speaking	Systems Evaluation	Monitoring
1 Bur		Reading Comprehension	Monitoring	Speaking	Learning Strategies	Learning Strategies	Writing	Instructing	Critical Thinking	Systems Analysis	Visibematics	Management of Personnel Resources	Writing	Time Management	Service Orientation
Bureau,		Coordination	Active Learning	Active Learning	Writing	Active Listening	Service Orientation	Judgment and Decision Making	Judgment and Decision Making	Writing	Active Learning	Monitoring		Coordination	Time Management
California		Equipment Maintenance	Judgment and Decision Making	Time Management	Critical Thinking	Judgment and Decision Making	Madiematics	Monitoring	Coordination		Negatialica	Reading Comprehensio n		Judgment and Decision Making	Quality Contro Analysis
mia	Total	10	10	10	10	10	10	10	10	9	10	10	8	10	10

List of Skills for Occupations Employed in Semiconductor and Electronic Components

42,950	19,090	23,220	63,700	19,000	84,550	27,970	50,400	49,200	35,550	30,320	35,620	175,920	28,190	26,990
77,480	\$ 80,900	\$ 81,790	\$ 82,200	\$ 88,280	\$ 91,590	\$ 93,410	\$ 96,070	\$ 114,770	\$ 120,600	\$ 123,600	\$ 125,080	\$ 60,860	\$ 62,400	\$ 89,260
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-5	N/A	N/A	N/A
41-4011	17-2112	17-2141	13-1111	17-2071	15-1031	17-2072	15-1032	11-2022	11-3021	11-2021	11-9041	13-1199	13-1079	17-2199
Sales representatives, wholesale and nanufacturing, echnical and scientific products	Industrial engineers	Mechanical engineers	Management analysts	Electrical engineers	Computer software engineers, applications	Electronics engineers, except computer	Computer software engineers, systems software	Sales managers	Computer and information systems managers	Marketing managers	Engineering managers	operations specialists,	Human resources, training, and labor relations specialists, all other	Engineers,
peaking	Critical Thinking	Mathematics	Critical Thinking	Active Listening	Programming	Reading Comprehensio n	Complex Problem Solving	Active Listening	Critical Thinking	Active Listening	Critical Thinking	Not Available	Not Available	Not Available
zyandana	Active Listening	Complex Problem Solven	Judgment and Decision Making	Troubleshooting		Complex Problem Solving	Technology Design	Speaking	Active Listening	Critical Thinking	Judgment and Decision Making			
Active Listening	Time Management	Critical Thinking	Active Listening	Critical Thinking	Complex Problem Solving	Equipment Selection	Troubleshootin g	Coordination	Judgment and Decision Making	Speaking	Reading Comprehension			
ime Management	Reading Comprehension	Reading Comprehensio n	Coordination	Reading Comprehension	Active Learning	Troubleshootin g	Critical Thinking	Reading Comprehensio n	Management of Personatel Resources	Writing	Active Listening			
seguintion	Complex Problem Solving	Science		Complex Problem Solving	Troubleshootin g	Active Learning	Active Learning	Social Perceptiveness	Systems Analysis	Reading Comprehensio n	Speaking			
ervice Orientation	Mathemases	Active Listening	Instructing	Technology Design		Critical Thinking	Programming	Personaling	Coordination	Social Perceptiveness	Complex Problem Solving			
usual Perceptiveness	this comment of the c	Judgment and Decision Making	Monitoring	Active Learning	Technology Design	Coordination	Reading Comprehension	Writing	Reading Comprehensio n	Coordination	Monitoring		v.ii - · · · ·	
eading 'omprehension	Judgment and Decision Making	Time Management	Quality Control Analysis	Systems Analysis	Reading Comprehension	Mathematics	Systems Analysis	Critical Thinking	Speaking	Complex Problem Solving	Negatianah			
Pritical Thinking	Speaking	Writing	Reading Comprehension	Judgment and Decision Making	Operations Analysis	Active Listening	Mathematics	Active Learning	Monitoring	Management of Personnel Resources	Social Perceptivaness			
	Active Learning	Speaking	Operation and Control	Time Management	Sysiems Analysis	Judgment and Decision Making	Operations Analysis	Judgment and Decision Making	Social Percephyenics	Monitoring	Writing		, , , , , , , , , , , , , , , , , , ,	

List of Skills for Occupations Employed in Semiconductor and Electronic Components

Number of Occupations within JZ	0	6	5	14	1	3	29	
-		9,320 -	22,600 -	19,000 -		26,990 -		
Total Employment Range (2005)	N/A	199,440	226,740	124,560	35,620	175,920		
		\$24,430 -	\$50,100 -	\$64,390 -		\$60,860 -		
Average Annual Salary Range (2005)	N/A	\$42,830	\$112,740	\$123,600	\$125,080	\$89,260		:
								Top Thir
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	(of 26)
Critical Thinking	0	1	5	14	1	0	21	V
Active Learning	0			8	0	0	16	
Active Listening	0	5	5	12	1	0	23	V
Reading Comprehension	0			14	1	0	26	V
Time Management	0	5	3	7	0	0	15	
Speaking	0	3	5	8	1	0	17	V
Complex Problem Solving	0	0	3	9	1	0	13	
Troubleshooting	0	2	1	5	0	0	8	
								1.00
Judgment and Decision Making	0	3	4	10	1	0	18	V
Coordination	0		3	6	0	0	11	
Equipment Selection	0	2	0	1	0	0	3	
Programming	0	0	0	2	0	0	2	
Operation Monitoring	0	3	0	0	0	0	3	
Monitoring	0	2	3	6	1	0	12	
Quality Control Analysis	0	4	0	2	0	0	6	
Technology Design	0		0	3	0	0		
Mathematics	0	2	2	5	0	0	9	
Learning Strategies	0	5	0	0	0	0	5	
Instructing	0	3	2	1	0	0	6	
Service Orientation	0	2	0	2	0	0	4	
Writing	0	2	2	5	1	0	10	
Operations Analysis	0	0	0	2	0	0	2	
Systems Analysis	0	0	1	4	0	0	5	
Negotiation	0	0	1	1	1	0	3	
Equipment Maintenance	0	2	01	0	0	0	2	
Persuasion	0	0	0	2	0	0	2	
Social Perceptiveness	0	0	0	4	1	0	5	
Management of Personnel Resources	0	0	2	2	0	0	4	-
Systems Evaluation	0	0	0	1	0	0	1	1
Operation and Control	0	0	0	1	0	0	1	Ŀ
Science	0	0	0	1	0	0	1	
Total	0	60	49	138	10	0	257	ı

List of Skills for Occupations Employed in Fruit, Vegetable, and Specialty Foods Manufacturing

TOT_EMP A MEAN	10,600 \$ 18,120	\$ 18,630	207,640 \$ 23,360	\$ 23,210	\$ 24,730	\$ 25,040	69,220 \$ 32,780	\$ 36,630	63,290 \$ 51,420	\$ 23,990
Job Zone	3 18,120 JZ-1	JZ-1	JZ-1	JZ-2	3 24,730 JZ-2	3 45,040 JZ-2	32,780 JZ-2	JZ-3	3 51,420 JZ-3	3 23,990 N/A
SOC-Code	45-2041	53-7064	37-2011	53-7062	51-9111	51-3092	53-7051	49-9042	51-1011	51-9199
Occupation Title	Graders and sorters, agricultural products	Packers and packagers, hand	Janitors and cleaners, except maids and housekeeping cleaners	Laborers and freight, stock, and material movers, hand	Packaging and filling machine operators and		Industrial truck and tractor operators	Maintenance and repair workers, general	First-line supervisors/ managers of production and operating workers	Production workers, all other
	Not Available	Active Listening	Reading Comprehension	Active Listening	Reading Comprehensi on	Active Listening	Operation Monitoring	Equipment Maintenance	Active Listening	Not Availabl
		Coordination	Active Listening	Reading Comprehensi on	Quality Control Analysis	Operation Monitoring	Active Listening	Repairing	Reading Comprehension	
		Speaking	Speaking	Instructing	Active Listening	Mathematics	Operation and Control	Troubleshooti ng	Management of Personnel Resources	
		Learning Strategies	Coordination	Coordination	Operation and Control	Operation and Control	Monitoring	Active Listening	Instructing	
		Reading Comprehension	Equipment Selection	Learning Strategies	Instructing	Reading Comprehensi on	Critical Thinking	Installation	Monitoring	
		Social Perceptiveness	Time Management	Time Management	Equipment Maintenance	Active Learning	Speaking	Equipment Selection	Speaking	
			Equipment Maintenance		Coordination	Time Management		Critical Thinking	Time Management	
			Writing		Troubleshooti ng	Troubleshoot ing		Reading Comprehensio n	Critical Thinking	
			Instructing			Critical Thinking		Operation Monutaing	Judgment and Decision	
Fotal		6	Judgment and Decision Making	6	Judgment and Decision Making		6	Coordination 10	Coordination	

List of Skills for Occupations Employed in Fruit, Vegetable, and Specialty Foods Manufacturing

Number of Occupations within	3	4	2	0	0	1	10
Total Employment Range	10,600 -	13,120 -	63,290 -	· · · · ·			10
2005)	207,640	276,490	128,880	N/A	N/A	41,970	
Average Annual Salary Range 2005)	\$18,120 - \$23,360	\$23,210 - \$32,780	\$36,630 - \$51,420	N/A	N/A	\$ 23,990	
kill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number
Active Listening	2	4	2	0	0	0	8
Active Learning	0	1	0	0	0	0	1
Reading Comprehension	2	3	2	0	0	0	7
udgment and Decision Making	1	1	1	0	0	0	3
Coordination	2	3	2	0	0	0	7
ime Management	1	3	1	0	0	0	5
roubleshooting	0	2	1,	0	0	0	3
quipment Maintenance	1	1	1	0	0	0	3
quipment Selection	1	0	1	0	0	0	2
peration Monitoring	0	2	1	0	0	0	3
peration and Control	0	3	0	0	0	0	3
ritical Thinking	0	2	2	0	0	0	4
peaking	2	1	1	0	0	0	4
/riting	1	0	0	0	0	0	1
nstructing	1	2	1	0	0	0	4
istallation	0	0	1	0	0	0.	1
Monitoring	0	1	1	0	0	0	2
carning Strategies		1	0	0	0	0	2
lathematics	0	1	0	0	0	0	1
ocial Perceptiveness	1	0	0	0	0	0	1
uality Control Analysis	0		0	0	0	0	
epairing	0	0	1	0	0	0	1
fanagement of Personnel esources	0	0	1	0	0	0	1
otal	16	32	20	0	0	0	68

List of Skills for Occupations Employed in Cut and Sew Apparel Manufacturing

18,630 \$ 19,090 Z-1 JZ-1 -7064 51-6031 rs and gers, machine	\$ 21,560 JZ-2 51-9031 Cutters and	\$ 23,210 JZ-2 53-7062 Laborers and	\$ 24,430 JZ-2 51-2092	\$ 27,200 JZ-2 51-9032	\$ 27,470 JZ-2	S 28,760 JZ-2	\$ 32,580 JZ-2	\$ 32,810 JZ-2/3	\$ 41,680 JZ-3	\$ 46,420 JZ-3	\$ 51,420 JZ-3	\$ 68,290 JZ-3	\$ 60,86 N/A
rs and Sewing			51-2092	51-9032	 								
	Cutters and	I aborers and	ſ		43-9061	43-5071	51-9061	43-3021	53-1021	51-6092	51-1011	27-1022	13-1199
operators	trimmers, hand	freight, stock, and material movers, hand	Team assemblers	Cutting and slicing machine setters, operators, and tenders	Office clerks, general	Shipping, receiving, and traffic clerks	Inspectors, testers, sorters, samplers, and weighers	Billing and posting clerks and machine operators	First-line supervisors/ managers of helpers, laborers, and material movers, hand	Fabric and apparel patternmakers	First-line supervisors/ managers of production and operating workers	Fashion designers	Business operations specialists all other
e Active ing Listening	Active Listening	Active Listening	Learning Strategies	l'quipment Maintenance	Active Listening	Active Listening	Quality Control Analysis	Mathematics	Time Management	Reading Comprehensio	Active Listening	Time Managemen	Not Available
Control Analysis			Active Listening	Mathematics	Reading Comprehens ion	Reading Comprehens ion	Active Listening	Active Listening	Monitoring	Active Listening	Reading Comprehension	Coordinatio n	
ing	Instructing	Instructing	Quality Control Analysis	Operation and Control	Speaking	Speaking	Reading Comprehension	Rending Comprehensi on	Judgment and Decision Making	Speaking	Management of Personnel Resources	24532333355555555555555555	
ing gies	Active Learning	Coordination	Active Learning	Troubleshooting	Writing	Time Management	Instructing	Time Management	Active Listening	Mathematics	Instructing		
ng rehensi	Legipment Maintenance	Learning Strategies	Instructing	Instructing	Social Perceptiven	Writing	Aforeteen Aforetoeing	Critical Thinking	Speaking	Critical Thinking	Monitoring	Speaking	
divenes	Operation Islamatering	Time Management	Openation Movimmen	Esperation Monstaring		Mothematics	Learning Strategies	Writing	Critical Thinking	Active Learning	Speaking	Active Listening	
	Coordinatio n		Equipment Selection	Quality Control Analysis		Learning Strategies	Mathematics	Speaking	Management of Personnel Resources	Writing	Time Management		
	Speaking		Reading Comprehens	Reading Comprehension		Monitoring	Speaking			Decision	Critical Thinking	Mathematic 8	
	Critical Thinking		Coordination			Social Perceptivene ss	Active Learning		Reading	Time	Judgment and Decision Making	Persuasion	
	Time Managemen t		Equipment Manuerance	Active Listening		Critical Thinking	Time Management		Service Orientation		Coordination	Charles as Realists	
in inj gio	Control Analysis g	Control Analysis R Active Learning Control Analysis Instructing Active Learning Coordination Coordination Coordination Time Managemen U Managemen U	Control Analysis R Control Analysis Instructing Active Coordination Learning Control Analysis Instructing Active Coordination Learning Coordination Time Management Coordinatio n Speaking Critical Thinking Time Managemen t	Control Analysis Instructing Instructing Instructing Control Analysis Instructing Instructing Control Analysis Active Learning Coordination Learning Coordination Time Management Coordinatio n Speaking Comprehension Critical Thinking Time Management Managemen Time Management Coordination Critical Thinking Time Managemen Management Management Maintenance Managemen Thinking Time Managemen	Control Analysis Instructing Instructing Quality Control Analysis Active Coordination Active Learning Instructing Instructing Instructing Control Analysis Active Coordination Active Learning Instructing Instructing Instructing Instructing Instructing Instructing Instructing Coordination Equipment Analysis Coordination Equipment Analysis Speaking Reading Comprehens ion Critical Thinking Coordination Coordination Indigenent and Decision Making Time Management Matthemance The Active Listening Matthemance Instructing Instruction Instruction Instruction Instruction Inst	Control Analysis Instructing Instructing Quality Control Analysis Active Coordination Active Learning Instructing Instructing Instructing Control Analysis Active Coordination Active Learning Instructing Instructing Instructing Perceptiveness Time Management Analysis Speaking Comprehension Coordination Perceptiveness Speaking Comprehension Critical Thinking Coordination Dudgment and Decision Making Time Management Coordination Dudgment and Decision Making Time Management Management Active Listening Management Management Active Listening Management Management Active Listening Management Management Management Management Management Active Listening Management Mana	Control Analysis Instructing Instructing Quality Control Analysis Active Coordination Learning Management Learning Instructing Instructing Control Analysis Active Coordination Active Troubleshooting Management Learning Instructing Instructing Management Coordination Department Strategies Time Management Memory Management	Control Analysis Instructing Instructing Quality Control Control Analysis Active Coordination Learning Management Learning Management Coordination n Coordination n Coordination n Coordination n Coordination n Coordination n Learning Management Coordination n Coordination n Coordination n Learning Management Coordination n Coordinati	Control Analysis Instructing Instructing Quality Operation and Control Analysis Active Coordination Learning Hearing Management Comprehens ion Active Learning Instructing Instructing Control Analysis Active Learning Instructing Instructing Management Comprehension Active Learning Instructing Instructing Management Comprehension Control Analysis Social Perceptiven Coordination Coordination Coordination Control Analysis Coordination Coordination Coordination Coordination Comprehension Coordination Coordination Comprehension Comprehension Coordination Coordination Coordination Comprehension Comprehension Coordination Coordination Comprehension Coordination Coordina	Control Analysis Reading Comprehension Listening Comprehens Control Contr	Control Analysis Instructing Instructing Instructing Control Analysis Instructing Instructing Instructing Control Analysis Active Coordination Active Learning Instructing Instructing Instructing Instructing Management Instructing Instructing Control Analysis Active Learning Instructing Instructing Management Instructing Instructing Management Instructing Management Instructing Instructing Management Instructing Instructing Instructing Management Instructing Instructing Instructing Management Instructing Instructing Instructing Management Instructing Instructing Instructing Instructing Instructing Management Instructing In	Control Analysis Comprehension Listening Comprehens Comprehens	Control Analysis Instructing Instructing Comprehension Listening Comprehens Listening Instructing Control Con

lifornia Research Bureau, California State Library

List of Skills for Occupations Employed in Cut and Sew Apparel Manufacturing

Number of Occupations w	ithin JZ	2	7	1	4	0	0	1	15	1
Total Employment Range	(2005)	49,510 - 118,360	5,810 - 396,750	56,480	2,220 - 63,290	N/A	N/A	175,920		
				30,400		IN/A	N/A	173,920		
Average Annual Salary Ra	inge	\$18,630 -	\$21,560 -	6 22.010	\$41,680 -					
(2005)		\$19,090	\$32,580	\$ 32,810	\$68,290	N/A	N/A	\$ 60,860		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Thir (of 14)
Active Listening		2		1	4	0				V
Active Learning		0		0	2	0				
Learning Strategies		1	4	0		0	<u> </u>		6	1
Reading Comprehension		1	6	1	3	0			11	V
Social Perceptiveness		1	2	0	0	0	0	0	3	
Quality Control Analysis		1	4.	0	0	0	0	0	5	1
Instructing		0	5	0	1	0	0	0	6	
Speaking		1	4	1	4	0	0	0	10	V
Critical Thinking		0	2	1	4	0	0	0	7	
Operation Monitoring		0	4	0	0	0	0	0	4	
The state of the s				_						
Judgment and Decision Ma	aking	0		0	3	0	0		4	ł
Time Management		0		1	4	0	0		9	
Coordination		1	3	0	2	0	0		6	
Writing		0		l l	Ţ	0	0	0	4	
Mathematics		0		0	2 0	0			. 0	
Operation and Control Monitoring		0		0		0	0		2	i
Persuasion		0				0	0		2	
Service Orientation		0		0		0	0		. 1	
Equipment Selection				0		0	0		1	
Equipment Maintenance		0		0		0	0		. 3	
		0		0	1	0	0		1	
Management of Personnel					•			· ·	-	ĺ
Resources		0	0	0	2	0	0	0	2	
Froubleshooting		0	1	0	0	0	0	0	1	
Total		8	61	7	39	0	0	0	115	1

List of Skills for Occupations Employed in Animal Slaughtering and Processing

A_MEAN Job Zone	\$ 18,630 JZ-1	\$ 21,260 JZ-1	\$ 21,300 JZ-1	\$ 21,890 JZ-1	\$ 21,950 JZ-1	S 23,360 JZ-1	S 23,210 JZ-2	S 24,730 JZ-2	\$ 29,500 JZ-2	\$ 38,500 JZ-2	\$ 47,190 JZ-3	\$ 51,420 JZ-3	\$ 23,99 N/A
SOC-Code	53-7064	51-9198	45-2093	51-3023	51-3022	37-2011	53-7062	51-9111	51-3021	53-3032	49-9041	51-1011	51-9199
Occupation Title	Packers and packagers, hand	Helpers production workers	Farmworkers, farm and ranch animals	Slaughterers and meat packers	Meat, poultry, and fish cutters and trimmers	Janitors and cleaners, except maids and housekeeping cleaners	Laborers and freight, stock, and material movers, hand	Packaging and filling machine operators and tenders	Butchers and meat cutters	Truck drivers, heavy and tractor-trailer	Industrial machinery mechanics	First-line supervisors/ managers of production and operating workers	Production workers, all other
	Active Listening	Equipment Selection	Instructing	Instructing	Active Listening	Reading Comprehension	Active Listening	Reading Comprehension	Active Listening	Equipment Maintenance		Active Listening	Not Availab
	Coordination	Active Listening	Active Listening		Time Management	Active Listening		Quality Control Analysis	Service Orientation	Active Listening	Troubleshooting	Reading Comprehension	
	Speaking	Coordination	Coordination	Quality Control Analysis		Speaking	Instructing	Active Listening		Time Management	Equipment Maintenance	Management of Personnel Resources	
	Learning Strategies	Instructing	Equipment Maintenance	Equipment Maintenance		Coordination		Operation and Control		Coordination	Equipment Selection	Instructing	
	Reading Comprehension	Reading Comprehension	Speaking	Coordination		Equipment Selection	Learning Strategies	Instructing		Judgment and Decision Making	Installation	Monitoring	
	Social Perceptiveness	Speaking	Monitoring	Learning Strategies		Time Management	Time Management	Equipment Maintenance		Reading Comprehension	Critical Thinking	Speaking	
		Quality Control Analysis	Time Management	Time Management		Equipment Maintenance		Coordination		Troubleshooti ng	Ciperation Monnoring	Time Management	
			Equipment Selection	Operation and Control		Writing		Troubleshooti ng		Speaking	Reading Comprehension	Critical Thinking	
			Judgment and Decision Making			Instructing		Time Management		Mathematics	Active Listening	Judgment and Decision Making	
				Active Listening		Judgment and Decision Making		Judgment and Decision Making		Critical Thinking	Active Learning	Coordination	

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List of Skills for Occupations Employed in Animal Slaughtering and Processing

Number of Occupations within JZ	6	4	2	0	0	1	13
		17,740 -	13,580 -				
Гotal Employment Range (2005)	3,130 - 207,640	276,490	63,290	N/A	N/A	41,970	
Average Annual Salary Range (2005)	\$18,630 - \$23,360	\$23,210 - \$38,500	\$47,190 - \$51,420	N/A	N/A	\$ 23,990	
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number
Active Listening	6	4	2	0	0	0	12
Reading Comprehension	3	3	2	0	0	0	8
Critical Thinking	0	1	2	0	0	0	3
Γime Management	4	3	1	0	0	0	8
Speaking	4	1	1	0	0	0	6
Monitoring	2	0	1	0	0	0	3
Operation Monitoring	0	0	1	0	0	0	1
fudgment and Decision Making	2	2	1	0	0	0	5
_earning Strategies	2	1	0	0	0	0	3
Active Learning	0	0	1	0	0	0	1
roubleshooting	0	2	1	0	0	0	3
Vriting	1	0	0	0	0	0	1
Coordination	5	3	1	0	0	0	9
nstructing	4	2	1	0	0	0	7
Equipment Maintenance	3	2	1	0	0	0	6
Equipment Selection	3	0	1	0	0	0	4
Mathematics	0	1,	0	0	0	0	1
nstallation	0	0	1	0	0	0	1
Repairing	1	0	1	0	0	0	2
service Orientation	0	1	0	0	. 0		
Quality Control Analysis	2	1	0		0	0	3
Operation and Control	1	1	0		0	0	2
Social Perceptiveness	1	0	0	0	0	0	1
Management of Personnel Resources	0	0	1	0	0	0	1
Гotal	44	28	20	0	0	0	92

Industrial engineering technicians

Listening

Comprehensi Instructing

Monitoring

Judgment and Decision Making Coordination

6,360 58,110 JZ-3 17-3026

List of Skills for Occupations Employed in Electronic Instrument Manufacturing

74	TOT_EMP	95,990	24,970	214,050	2,140	5,910	22,600	
_	A_MEAN	\$ 24,430	\$ 27,990	\$ 43,250	\$ 46,510	\$ 51,940	\$ 55,710	S 5
	Job Zone SOC-Code	JZ-2 51-2092	JZ-2 51-2022	JZ-3 43-6011	JZ-3 17-3024	JZ-3 17-3027	JZ-3 17-3023	JZ- 17-30
	Soc-code	31-2072	Electrical and	Executive			Electrical and	
	Occupation	Team	electronic equipment	secretaries and administrative	Electro- mechanical	Mechanical engineering	electronic engineering	Industria
	Title	assemblers	assemblers	assistants	technicians	technicians	technicians	technicia
		Learning Strategies	Quality Control Analysis	Active Listening	Equipment Manuenance	Reading	Troubleshootin g	Active Listening
		Active Listening	Troubleshootin g	Reading Comprehension	Troubleshootin g	Active Listening	Mathematics	Complete Problem Solving
		Quality Control Analysis	Equipment Selection	Time Management	Operation Monitoring	Coordination	Critical Thinking	Critical Thinking
Calif		Active Learning	Instructing	Speaking	Quality Control Analysis	Judgment and Decision Making	Reading Comprehensio n	Judgmen Decision Making
Ornia		Instructing	Time Management	Writing	Reading Comprehensio	Mathematics	Active Listening	Coordina
California Research Bureau		Operation Monutoring	Reading Comprehensio n	Critical Thinking	Instructing	Complex Problem Solving	Complex Problem Solving	Active Learning
arch		Equipment Selection	Learning Strategies	Active Learning	Installation	Time Management	Speaking	Reading Compreh n
Rure		Reading Comprehension	Monitoring	Coordination	Equipment Selection	Active Learning	Systems Analysis	Instructu
- 1		Coordination	Active Learning	Monitoring	Mathematics	Troubleshootin g	Writing	Speaking
Californi		Equipment Maintenance	Judgment and Decision Making	Service Orientation	Operation and Control	Equipment Selection		Monitori
3.	Total	10	CONTRACTOR	10	10	10	9	

49,790	19,090	23,220	2,260	19,000	84,550	27,970	50,400
5 76,970	\$ 80,900	\$ 81,790	\$ 82,280	\$ 88,280	\$ 91,590	\$ 93,410	\$ 96,070
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
15-1051	17-2112	17-2141	17-2131	17-2071	15-1031	17-2072	15-1032
Computer systems analysts	Industrial engineers	Mechanical engineers	Materials engineers	Electrical engineers	Computer software engineers, applications	Electronics engineers, except computer	Computer software engineers, systems software
Active Learning	Critical Thinking	Mathematics	Reading Comprehension	Active Listening	Programming	Reading Comprehension	Complex Problem Solving
Reading Comprehensio n	Active Listening	Complex Problem Solving	Active Listening	Troubleshootin g	Critical Thinking	Cemples Problem Solving	Technology Design
Complex Problem Solving	Time Management	Critical Thinking	Science	Critical Thinking	Complex Problem Solving	Equipment Selection	Troubleshooti g
Critical Thinking	Reading Comprehensio n	Reading Comprehension	Critical Thinking	Reading Comprehensio n	Active Learning	Troubleshootin g	Critical Thinking
Active Listening	Complex Problem Solving	Science	Writing	Complex Problem Solving	Troubleshooting	Active Learning	Active Learning
Troubleshootin g	Visitiematics	Active Listening	Complex Problem Solving	Technology Design	Judgment and Decision Making	Critical Thinking	Programming
Monitoring	Writing	Judgment and Decision Making	Active Learning	Active Learning	Technology Design	Coordination	Reading Comprehension
Service Orientation	Judgment and Decision Making	Time Management	Troubleshootin g	Systems Analysis	Reading Comprehensio n	Mathematics 1	Systems Analysis
Fime Management	Speaking	Writing	Equipment Selection	Judgment and Decision Making	Operations Analysis	Active Listening	Mathematics
Quality Control Analysis	Active Learning	Speaking	Time Management	Time Management	Systems Analysis	Judgment and Decision Making	Operations Analysis

List of Skills for Occupations Employed in Electronic Instrument Manufacturing

Cal	20,410
if	\$ 100,070
Ħ	JZ-4
nia	17-2061
ia Research Bureau, California State Library	Computer hardware engineers Complex Problem Solving Active Listening Critical Thinking Active Learning Reading Comprehension Judgment and Decision Making Time Management Troubleshooting Systems
	Evaluation
75	Operations Analysis

25,100	35,620
\$ 97,140	\$ 125,080
JZ-5	JZ-5
17-2011	11-9041
Aerospace	Engineering
engineers	managers
Critical Thinking	Critical Thinking
Judgment and Decision Making	Judgment and Decision Making
Time Management	Reading Comprehension
Active Learning	Active Listening
Writing	Speaking
Monitoring	Complex Problem Solving
Reading Comprehensio n	Monitoring
Speaking	Negotiation
Management of Personnel Resources	Social Perceptiveness
Systems Evaluation	Writing

31,900	11,600	175,920	26,990
\$ 25,360	\$ 53,580	\$ 60,860	\$ 89,260
N/A	N/A	N/A	N/A
51-2099	17-3029	13-1199	17-2199
Assemblers and fabricators, all other	Engineering technicians, except drafters, all other	Business operations specialists, all other	Engineers, all other
Not Available	Not Available	Not Available	Not Available
•			
0	0	0	<u> </u>

List of Skills for Occupations Employed in Electronic Instrument Manufacturing

Number of Occupations v	vithin JZ	0	2	5	9	2	4	22	
			24,970 -	2,140 -		25,100 -	11,600 -		
Total Employment Range	(2005)	N/A	95,990	214,050	2,260 - 84,550	35,620	175,920		
			\$24,430 -	\$43,250 -	\$76,970 -	\$97,140 -	\$25,360 -		
Average Annual Salary R	ange (2005)	N/A	\$27,990	\$58,110	\$100,070	\$125,080	\$89,260		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Thi (of 18
Critical Thinking		0	0	3	9	2	0	14	√
Active Learning		0	2	3	8	1	0	14	V
Active Listening		0	1	4	7	1	0	13	\checkmark
ludgment and Decision M	laking	0	1	2	6	2	0	11	000000000000000000000000000000000000000
Complex Problem Solvin	<u> </u>	0	0	3	9	1	0	13	\checkmark
Reading Comprehension		0	2	5	9	2	0	18	\checkmark
Time Management		0	1	2	6	1	0	10	
Equipment Selection		0	2	2	2	0	0	6	
Troubleshooting		0	1	3	7	0	0	11	
Mathematics		0	0	3	4	0	0	7	
Operations Analysis		0	0	0	3	0	0	3	
Learning Strategies		0	2		0	0	0	2	
Quality Control Analysis	4.0	0	2	1	1	0	0	4	
Systems Evaluation		0	0	0	1	1	0	2	
Systems Analysis	4000	0	0	1	3	0	0	4	
Writing		0	0	2	3	2	0	7	
Technology Design		0	0	0	3	0	0	3	
Coordination		0	1	3	1	0	0		
Speaking		0	0	3	2	2	0		
Monitoring		0	1	2	1	2	0		
Jeeration Monitoring		0	1	1	0	0	0		
Programming		0	0	0		0	0		
quipment Maintenance		0	1	1	0	0	0		
nstructing		0	2			0	0		1
Science		0	0		2	0	0		
Service Orientation		0	0		1	0	0		
Operation and Control		0	0		0	0	0		
nstallation		0	0	1	0	0	0	· 1	
Management of Personnel	Resources				_		_		
		0	0		0	1	0		
Vegotiation		0	0	<u> </u>	0	1	0		
Social Perceptiveness		0	0	0	0	11	0	1	l

List of Skills for Occupations Employed in Other Wood Product Manufacturing

A_MEAN Job Zone	\$ 21,260 JZ-1	\$ 33,980 JZ-1	\$ 23,210 JZ-2	\$ 23,650 JZ-2	\$ 23,860 JZ-2	\$ 24,430 JZ-2	\$ 26,960 JZ-2	\$ 32,780 JZ-2	\$ 48,440 JZ-2/3	\$ 29,360 JZ-3	\$ 51,420 JZ-3	\$ 60,660 JZ-3	\$ 112,740 JZ-3	\$ 25,30 N/A
SOC-Code	51-9198	47-2061	53-7062	51-9123	51-7042	51-2092	51-7041	53-7051	47-2031	51-7011	51-1011	41-4012	11-1021	51-2099
Occupational Title	Helpers production workers	Construction laborers	Laborers and freight, stock, and material movers, hand	Painting, coating, and decorating workers	Woodworking machine setters, operators, and tenders, except sawing	Team assemblers	Sawing machine setters, operators, and tenders, wood	Industrial truck and tractor operators	Carpenters	Cabinetmaker s and bench carpenters	First-line supervisors/ managers of production and operating workers	Sales representatives, wholesale and manufacturing, except technical and scientific products	General and operations managers	Assembles and fabricators all other
	Equipment Selection	Active Listening	Active Listening	Active Listening	Lquipment Maintenance	Learning Strategies	Operation and Control	Operation Monitoring	Mathematics	Active Listening	Active Listening	Active Listening	Active Listening	Not Available
	Active Listening	Coordination	Reading Comprehensio	Speaking	Troubleshooting	Active Listening	Equipment Maintenance	Active Listening	Time Management	Instructing	Reading Comprehension	Speaking	Coordination	
	Coordination	Equipment Selection	Instructing	Learning Strategies	Equipment Selection	Quality Control Analysis	Operation Managing	Operation and Control	Active Listening	Mathematics	Management of Personnel Resources	Time Management	Critical Thinking	
	Instructing	Speaking	Coordination	Monitoring	Instructing	Active Learning	Active Listening	Monitoring	Critical Thinking	Reading Comprehensio	Instructing	Reading Comprehension	Speaking	
	Reading Comprehension	Instructing	Learning Strategies	Equipment Selection	Operation and Control	Instructing	Mathematics	Critical Thinking	Judgment and Decision Making	Equipment Selection	Monitoring	Persuasion	Time Management	
	Speaking	Monitoring	Time Management	Instructing	Operation Atomicone	Operation Monsoring	Troubleshoot ing	Speaking	Equipment Selection	Speaking	Speaking	Service Orientation	Complex Problem Solving	
	Quality Control Analysis	Equipment Mantenance	Wanagement	Troubleshootin	Active Listening	Equipment Selection	Critical Thinking		Coordination	Critical Thinking	Time Management	Negotiation	Judgment and Decision Making	
		Learning Strategies			Mathematics	Reading Comprehension			Reading Comprehension	Active Learning	Critical Thinking	Social Perceptiveness	Management of Personnel Resources	
		Critical Thinking			Time Management	Coordination	Equipment Selection			Coordination	Judgment and Decision Making	Active Learning	Monitoring	
		Mathematics			Critical Thinking	Equipment Maintenance	Instructing			Quality Control Analysis	Coordination	Coordination	Reading Comprehension	
Total			6	7		Mountenance		6	8	Control			Comprehension	

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List of Skills for Occupations Employed in Other Wood Product Manufacturing

Number of Occup JZ	pations within	2	6	1	4	0	0	1	14	
Total Employme	nt Range (2005)	45,780 - 141,810	2,270 - 276,490	144,450	15,640 - 226,740	N/A	N/A	31,900		
Average Annual (2005)	Salary Range	\$21,260 - \$33,980	\$23,210 - \$32,780	\$ 48,440	\$29,360 - \$112,740	N/A	N/A	\$ 25,360		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 13)
Active Listening		2	6	1	4	0	0	0	13	√
Active Learning		0	1	0	2	0	0	0		
Reading Compre	hension	1	2	1	4	0	0	0	8	N
Judgment and De	STATE OF THE PROPERTY OF THE P	0	0	1	2	0	0	0	3	
Time Managemen		0	2	1	3	0			6	
Critical Thinking	5	1	3	1	3	0		0	8	
Coordination		2	2	1	4	0	0	0	9	V
Operation Monito	oring	0	4	0	0	0	0	0	4	
Operation and Co	ontrol	0	3	0	0	0	0	0	3	
Equipment Select	tion	2	4	1	1	0	0	0	8	\checkmark
Equipment Maint		1	3	0	0	0	0	0	4	
Quality Control A	Analysis	1	1	0	1	0	0	0	3	
Instructing		2	5	0	2	0	0	0	9	√.
Speaking		2	2	0	4	0		0	8	V
		1	2	1	1	0			5	
Learning Strategi	ies	1.	3	0	0	0		0	. 4	
Persuasion		0	0	0	1	0		0	1	
Monitoring		1	2	0	2	0		0	5	
		0	1	0	0	0		0	1	
Service Orientatio		0	0	0	1	0	0	0	1	
Management of F Resources	rersonnel	0		^	2	_	0			
Troubleshooting		0	0 3	0	0	0		0	2	
Troubleshooting		0	0	0	1	0		0	1	
Complex Problem	A CANADA	0	0	0	1	0		0		
Social Perceptive	SACCESSARIOS E SAN SAN DE ESTADOS EN PROPERTORIOS DE	0	0	0	1	0		0	1	
		V	V	V	1			U	1	
Γotal		17	49	8	40	0	0	0	114	

List of Skills for Occupations Employed in Aerospace Product and Parts Manufacturing

nality Control Active nalysis Listening	Machinists Operation	secretaries and administrative assistants	service	JZ-3 13-1023 Purchasing agents, except wholesale, retail, and farm	JZ-4 17-2112	JZ-4 17-2141	JZ-4 15-1031 Computer	JZ-4 15-1032 Computer software	JZ-5 17-2011	JZ-5 11-9041	N/A 13-1199	N/A 17-2199	N/A 11-9199
spectors, Structural metal metal fabricators and fitters uality Control nalysis Structural metal metal fabricators and fitters Listening	Machinists	Executive secretaries and administrative assistants	Aircraft mechanics and service	Purchasing agents, except wholesale,	17-2112	17-2141		Computer	17-2011	11-9041		17-2199	11-9199
sters, sorters, metal fabricators and fitters uality Control alysis metal fabricators and fitters and fitters Listening	Machinists Operation	secretaries and administrative assistants	mechanics and service	except wholesale,			Computer				L . 1	۱ ۱	1
nalysis Listening		Active		products		Mechanical engineers	software engineers, applications	engineers, systems software	Aerospace engineers	Engineering managers			Managers, all other
ctive Time		Listening	Reading Comprehensio n	Speaking	Critical Thinking	Markematics	Programming	Complex Problem Solving	Critical Thinking	Critical Thinking	Not Available	Not Available	Not Available
stening Management		Reading Comprehension	Reporting	Active Listening	Active Listening	Complex Problem Subjug		Technology Design		Judgment and Decision Making			
eading Equipment omprchensio Selection			Troubleshootin g	Critical Thinking			Complex Problem Solving	Troubleshootin g	Time Management	Reading Comprehensio n			
	Active Listening		Equipment Maintenance	Judgment and Decision Making			Active Learning		Active Learning	Active Listening			
				Reading Comprehension	Problem	Science	Troubleshootin g	Active Learning	Writing	Speaking			
rategies Thinking	Problem	Critical	Equipment	Writing	Mullionates	Listening	Decision	Programmans	Monitoring	emple.			
	Coordination		Writing	Time Management		Judgment and Decision	Technology			and large concorners all the column column columns			
speaking Speaking	Equipment Maintennice	Coordination	Active Listening	Mathematics			Reading Comprehensio n		Speaking	Negotiation			
earning Monitoring I	Decision			Active Learning	Speaking	Writing	Operations Analysis	Victorantes	Management of Personnel Resources	Social Perceptiveness			
			Installation	Neg (Carlot	Active Learning			Operations Analysis	Systems Evaluation	Writing			
earnit ctive earnin	chensio Sefection Quality Control Analysis Mathematics Grant Critical Thinking Expurement Mannenance Speaking Operation Reading	chensio Selection Quality Control Active Analysis Listening Mathematics Critical Thinking Critical Complex Problem Solving Fagapischi Mantenance Speaking Laminuscht Mantenance German Judgment and Decision Making Reading Comprehensio and	chensio Selection Management Quality Control Active	chensio Selection Management g	chensio Selection Management g	chensio Selection Management g	chensio Selection	Selection Management g Management Thinking Problem Solving Quality Control Active Analysis Listening Maintenance Decision Making Mathemates Critical Thinking Problem Solving Comprehension Solving Quality Control Active Maintenance Decision Making Decision Making Mathemates Critical Thinking Problem Complex Reading Comprehension on no notice of the problem Solving Comprehension on notice of the problem Solving Comprehension Solving Comprehension Solving Mathemates Active Judgment and Decision Making Management Thinking Reading Comprehension on notice of the problem Solving Comprehension Solving Comprehension Solving Comprehension Solving Comprehension Solving Mathemates Active Judgment and Decision Making Decision Making Decision Making Comprehension Making Comprehension In Notice Listening Comprehension Making Comprehension Making Comprehension Making Comprehension Making Comprehension Notice C	Selection Management g Management Thinking Problem Solving Reading Comprehensio n Nathematics Critical Thinking Problem Solving Thinking Problem Solving Reading Comprehensio n n Comprehensio n n Solving Thinking Solving Comprehension Solving Thinking Time Management Learning Time Management Thinking Solving Thinking Time Management Thinking Solving Thinking Time Management Thinking Towns Thinking Solving Thinking Time Management Thinking Towns Towns Towns Thinking Time Management Thinking Towns Town	Selection Management g Management Thinking Problem g Management Management Thinking Problem g Management Manag	Selection Management g Management Thinking Quality Control Active Analysis Listening Mithematics Critical Thinking Critical Thinking Critical Thinking Troblem Solving Comprehensio Thinking Thinking Troblem Solving Management Thinking Troblem Solving Thinking Thinking Troblem Solving Thinking Thinking Thinking Thinking Thinking Thinking Troblem Solving Thinking	Selection Management Quality Control Active Analysis Listening Monitoring Comprehension and Monitoring Comprehension and Monitoring Comprehension and Decision Making Monitoring Comprehension and Decision Monitoring Comprehension and Decision Moni	Selection Management g Management Thinking Solving Comprehensio and Management Thinking Management Thinking Solving So

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List of Skills for Occupations Employed in Aerospace Product and Parts Manufacturing

Number of Occupations within JZ	0	1	5	4	2	3	15	
			7,800 -	19,090 -	25,100 -	26,990 -		
Total Employment Range (2005)	N/A	48,210	214,050	84,550	35,620	175,920		
			\$35,050 -	\$80,900 -	\$97,140 -	\$60,860 -	:	1
Average Annual Salary Range (2005)	N/A	\$ 32,580	\$57,900	\$96,070	\$125,080	\$101,470		
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top T
ritical Thinking	0	0	5	4	2	0	11	N
Reading Comprehension	0	1	4	4	2	0	11	1
Active Listening	0	1	5	2	1	0	9	\checkmark
ime Management	0	1	3	2	1	0	7	
udgment and Decision Making	0	0	2	3	2	0	7	
Quality Control Analysis	0	1	2	0	0	0	3	
Active Learning	0	1	2	3	1	0	7	
ystems Analysis	0		0	2	0	0	2	
systems Evaluation	0	0	0		1	0	1	1
Aathematics	0		2	3	0	0	6	ee projector de de la constante
peaking	0		3	2	2	0	8	V
Vriting	0		3	2	2	0	7	
omplex Problem Solving	0		2	4	1	0	7	
Operations Analysis	0		0	2	0	0		
Coordination	0		2	0	0	0		
quipment Maintenance Decration Monitoring	0	0	3 2	0	0	0	3	
equipment Selection	0	0	2	0	0	0	3	
nstructing	0	1	0	0	0	0	1	
Monitoring	0	0	2	0	2	0	4	
nstallation	0	0	1	0	0	0		
ervice Orientation	0	ő	1	0	0	0	1	
Negotiation	0	0	1:	0	1	0	2	
roubleshooting	0	0	1	2	0	0	3	
rogramming	0	0	0	2	0	0	2	
echnology Design	0	0	0	2	0	0	2	
earning Strategies	0	1	0	0	0	0	1	
epairing	0	0	1	0	0	0	1	
Management of Personnel Resources								
	0	0	0	0	1	0	1	
peration and Control	0	0	1	0	0	0	1	
ocial Perceptiveness	0	0	0	0	1	0	1	
cience	0	0	0	1	0	0	1	l

List of Skills for Occupations Employed in Motor Vehicle Manufacturing

TOT	_EMP
A_M	IEAN
Job 2	Zone
SOC-	-Code

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Occupation Title

95,990	396,750	28,800	6,830
\$ 24,430	\$ 27,470	\$ 33,640	\$ 41,150
JZ-2	JZ-2	JZ-2	JZ-2
51-2092	43-9061	51-4121	51-9122
Team assemblers	Office clerks, general	Welders, cutters, solderers, and brazers	Painters, transportation equipment
Learning	Active	Reading	Time
Strategies	Listening	Comprehension	Management
Active Listening	Reading Comprehensio n	Quality Control Analysis	Equipment Maintenance
Quality Control Analysis	Speaking	Learning Strategies	Monitoring
Active Learning	Writing	Time Management	Equipment Selection
Instructing	Social Perceptiveness	Active Listening	Critical Thinking
Operation Monitoring		Mathematics	Coordination
Equipment Selection		Equipment Selection	Judgment and Decision Making
Reading Comprehension			Management of Material Resources
Coordination			Active Learning
Equipment Maintenance			Active Listening
10	5	7	10

22,240	145,	
\$ 41,680	\$ 60,6	
JZ-3	JZ-3	JZ-3
53-1021	41-4012	11-3051
First-line supervisors/ managers of helpers, laborers, and material movers, hand	Sales representatives, wholesale and manufacturing, except technical and scientific products	Industrial production managers
Time Management	Active Listening	Monitoring
Monitoring	Speaking	Active Listening
Judgment and Decision Making	Time Management	Critical Thinking
Active Listening	Reading Comprehension	37.00
Speaking	Persuasion	Management of Personnel Resources
Critical Thinking	Service Orientation	Reading Comprehension
Management of Personnel Resources	Negotiation	Time Management
Persuasion	Social Perceptiveness	Coordination
Reading Comprehension	Active Learning	Active Learning
Service Orientation	Coordination	Complex Problem Solving
10		10 10

Total

List of Skills for Occupations Employed in Motor Vehicle Manufacturing

	ecupations within		,	-				
JZ		0	4	3	0	0	7	
Total Employ	ment Range (2005)	0	6,830 - 396,750	18,960 - 145,050	0	0		
	ial Salary Range		\$24,430 -	\$41,680 -				
(2005)	an Sulary Range	N/A	\$41,150	\$90,000	N/A	N/A		
(====)						1000		T T1 1
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 7)
Complex Prob	Managaran (1997)			3Z-3 1	0	0	1 vuinoci	(0.7)
Active Listeni	CACCE AND CONTRACTOR C	0	0	3	0	0	7	V
Active Learning		0	2	2	0	0	1	٧
Active Learnii Coordination	"E	0	2	2	0	0	4	
Reading Com	nrehension	0	3	3	0	0	6	N
Time Manager		0		3	0	0	5	
Service Orient		0		2	0	0	2	
					Ü		_	
Judgment and	Decision Making	0	1	1	0	0	2	
Equipment Ma	In a Control of the C	0	2	0	0	0	2	
Equipment Se	lection	0	3	0	0	0	3	
Management of								
Resources		0	0	2.	0	0	2	
Management o	of Material							:
Resources		0	<u> </u>	0	0	0	1	
Learning Strat	tegies	0		0	0	0	2	
Monitoring		0		2	0	0	3	
Operation Mo		0		0	0	0	1	
Critical Think	ing	0		2	0	0	3	
Persuasion		0	<u> </u>	2	0	0	2	
Speaking		0		3	0	0	4	
Social Percept	***************************************	0	<u></u>	1	0	0	2	
Quality Control Mathematics	or Analysis	0	2	0	0	0	2	:
Instructing		0		0	0	0	1	٠
Writing		0		0	0	0	1 1	
writing Negotiation		0		1	0	0	1	
Total		0		30	0	0	62	

ARCHITECTURAL AND ENGINEERING SERVICES (NAICS 541300)

MANAGEMENT AND TECHNICAL CONSULTING SERVICES (NAICS 541600)

California Research Bureau, California State Library

Manufacturing Value Chain – Design

List of Skills for Occupations Employed in Architectural and Engineering Services

101_2111	
A_MEAN	\$ 24,570
Job Zone	JZ-1
SOC-Code	37-3011
	Landscaping
	and
Occupation	groundskeeping
Title	workers
Title	Active Listening Active Listening Speaking Reading Comprehension Equipment Selection Activities
Total	L

31,460	214,050	16,910	8,170	11,210	226,740
\$ 38,200	\$ 43,250	\$ 48,780	\$ 53,690	\$ 61,980	\$ 112,740
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
51-4041	43-6011	17-3011	17-3022	47-4011	11-1021
Machinists	Executive secretaries and administrative assistants	Architectural and civil drafters	Civil engineering technicians	Construction and building inspectors	General and operations managers
Operation Mountoring	Active Listening	Active Listening	Mathematics	Critical Thinking	Active Listening
Operation and Control	Reading Comprehension	Coordination	Active Learning	Active Listening	Coordination
Monitoring	Time Management	Active Learning	Reading Comprehension	Quality Control Analysis	Critical Thinking
Active Listening	Speaking	Complex Problem Solving	Critical Thinking	Speaking	Speaking
Critical Thinking	Writing	Mathematics	Speaking	Judgment and Decision Making	Time Management
	Critical Thinking	Reading Comprehension	Time Management	Complex Problem Solving	Complex Problem Solving
Coordination	Active Learning	Time Management	Active Listening	Reading Comprehension	Judgment and Decision Making
Equipment Maintenance	Coordination	Critical Thinking	omaley Problem Ayung	Active Learning	Management of Personnel Resources
Judgment and Decision Making	Monitoring	Judgment and Decision Making	Coordination	Systems Analysis	Monitoring
Quality Control Analysis	Service Orientation	Speaking	Judgment and Decision Making	Writing	Reading Comprehensior
		Writing			

17,450	3,480	5,540	11,020	31,930	49,790	4,610
\$ 57,690	\$ 65,930	\$ 68,040	\$ 70,730	\$ 72,680	\$ 76,970	\$ 79,100
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
13-1073	17-1012	17-1022	13-2031	15-1071	15-1051	17-2081
Training and development specialists	Landscape architects	Surveyors	Budget analysts	Network and computer systems administrators	Computer systems analysts	Environmental engineers
Instructing	Time Management	Writing	Critical Thinking	Reading Comprehension	Active Learning	Reading Comprehension
Learning Strategies	Coordination	Reading Comprehension	Reading Comprehension	Active Listening	Reading Comprehension	Speaking
Speaking	Active Listening	Active Listening	Speaking	Critical Thinking	Complex Problem Solving	Active Listening
Active Listening	Reading Comprehensio n	Critical Thinking	Active Listening	Complex Problem Solving	Critical Thinking	Critical Thinking
Reading Comprehension	Active Learning	Speaking	Mathematics	Speaking	Active Listening	Writing
Writing	Critical Thinking	Time Management	Judgment and Decision Making	Monitoring	Troubleshootin g	ompler Problem dom
Social Perceptiveness	Judgment and Decision Making	Coordination	Complex Problem Solving	Systems Evaluation	Monitoring	Judgment and Decision Making
Fime Management	Writing	Judgment and Decision Making	Management of Financial Resources	Time Management	Service Orientation	Systems Analysis
Complex Problem Solving	Complex Problem Solving	Monitoring	Monitoring	Coordination	Time Management	Active Learning
Coordination	Mathematics	Complex Problem Solving	Writing	Judgment and Decision Making	Quality Control Analysis	Monitoring

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Manufacturing Value Chain – Design

List of Skills for Occupations Employed in Architectural and Engineering Services

31,810	23,220	19,000	84,550	27,970	50,400	11,970	35,620	61,940
\$ 79,950	\$ 81,790	\$ 88,280	\$ 91,590	\$ 93,410	\$ 96,070	\$ 75,560	\$ 125,080	\$ 132,670
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-5	JZ-5	JZ-5
17-2051	17-2141	17-2071	15-1031	17-2072	15-1032	17-1011	11-9041	23-1011
Civil engineers	Mechanical engineers	Electrical engineers	Computer software engineers, applications	Electronics engineers, except computer	Computer software engineers, systems software	Architects, except landscape and naval	Engineering managers	Lawyers
Reading Comprehension	Mathematics	Active Listening	Programming	Reading Comprehension	Complex Problem Solving	Active Listening	Critical Thinking	Reading Comprehension
Complex Problem Solving	Complex Problem Solving	Troubleshootin g	Critical Thinking	Complex Problem Solving	Technology Design	Critical Thinking	Judgment and Decision Making	Judgment and Decision Making
Critical Thinking	Critical Thinking	Critical Thinking	Complex Problem Solving	Equipment Selection	Troubleshooting	Complex Problem Solving	Reading Comprehension	Writing
Active Listening	Reading Comprehension	Reading Comprehension	Active Learning	Troubleshootin g	Critical Thinking	Time Management	Active Listening	Critical Thinking
Coordination	Science	Complex Problem Solving	Troubleshootin g	Active Learning	Active Learning	Reading Comprehension	Speaking	Active Listening
Judgment and Decision Making	Active Listening	Technology Design	Judgment and Decision Making	Critical Thinking	Programming	Management of Personnel Resources	Complex Problem Solving	Persuasion
Speaking	Judgment and Decision Making	Active Learning	Technology Design	Coordination	Reading Comprehension	Coordination	Monitoring	Time Management
Time Management	Time Management	Systems Analysis	Reading Comprehension	Mathematics	Systems Analysis	Writing	Negotiation	Negotiation
Writing	Writing	Judgment and Decision Making	Operations Analysis	Active Listening	Mathematics	Speaking	Social Perceptiveness	Speaking
Management of Personnel Resources	Speaking	Time Management	Systems Analysis	Judgment and Decision Making	Operations Analysis	Operations Analysis	Writing	Active Learning

175,920	8,070
\$ 60,860	\$ 109,820
N/A	N/A
13-1199	11-3049
Business	Human
operations	resources
specialists, all	managers, all
other	other
Not Available	Not Available
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List of Skills for Occupations Employed in Architectural and Engineering Services

Number of Occupations within JZ	i i	0	6	13	3	2	25	
			8,170 -					
Total Employment Range (2005)	126,180	N/A	226,740		11,970 - 61,940			
Average Annual Salary Range (2005)	\$ 24,570	N/A	\$38,200 - \$112,740	\$57,690 - \$96,070	\$75,560 - \$132,670	\$60,860 - \$109,820		
								Top Third
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	(of 23)
Active Listening	1	0	6	11	3	0	21	V
Active Learning	0	0	4	7	1	0	12	
Reading Comprehension	1	0	5	13	3	0	22	V
Critical Thinking	0	0	6	12	3	0	21	V
Judgment and Decision Making	0	0	5	10	2	0	17	V
Time Management	1	0			2	0	15	
Complex Problem Solving	0	0	5	13	2	0	20	N
Mathematics	0	0	2		0	0	7	
Speaking	1	0	5	7	3	0	16	V
Writing	0	0	3	7	3	0	13	
Coordination	0	0	5	6	1	0	12	
Operations Analysis	0	0	0	2	1	0	3	
Systems Analysis	0	0	1	4	0	0		
Systems Evaluation	0	0	0	1	0	0	. 1	
Instructing	0	0	0	1	0	0	1	
Monitoring	0	0	3	5	1	0	. 9	
Negotiation	0	0	0	0	2	0	2	
Troubleshooting	0	0	0	5	0	0	5	
Management of Personnel Resources	0	0	1	1	1	0	3	
Management of Financial Resources	0	0	0	1	0	0	1	
Equipment Selection	1	0	0	1	0	0	2	
Equipment Maintenance	1	0	1	0	0	0	2	
Science	0	0	0		0	0	1	
Technology Design	0	0	0	3	0	0	3	
Social Perceptiveness	0	0			1	0	2	
Programming	0	0	0	2	0	0	2	
Service Orientation	0	0	1	1	0	0	2	
Quality Control Analysis	0	0		1	0	0	3	
Learning Strategies	0	0			0	0	1	
Persuasion	0	0				0	1	
Repairing	1.	0				0	1	
Operation and Control	0	0		0		0	1	
Operation Monitoring	0	0	1	0	0	0	1	
Total	7	0	61	130	30	0	228	

	126,180	396,750	199,440	9,830	208,200	214,050	17,060	59,520	24,070	8,170	29,620	23,450	226,
A_MEAN	\$ 24,570	\$ 27,470	\$ 34,110	\$ 68,200	\$ 35,880	\$ 43,250	\$ 45,250	\$ 50,100	\$ 53,090	\$ 53,690	\$ 56,850	\$ 71,870	\$ 112
Job Zone	JZ-1	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
SOC-Code	37-3011	43-9061	43-4051	41-9022	43-3031	43-6011	49-9021 Heating, air	15-1041	23-2011	17-3022	13-1031	15-1081	11-102
	Landscaping		C		D 11 - 1	Executive	conditioning, and	i		01.11.	CI : I'	Network systems	G 1
Occupation	and groundskeepin	Office clerks,	Customer service	Real estate sales	Bookkeeping,	secretaries and administrative	refrigeration mechanics and	Computer support	Daralagaic and	Civil engineering	Claims adjusters, examiners, and	and data communications	General ar operations
Title	g workers	general	representatives	: :	auditing clerks	3	installers	specialists	legal assistants	technicians	investigators	analysts	managers
	Гариртені Матепанее	Active Listening	<u></u>	Active Listening	Mathemanes		Troubleshooting			Mathematics	1	Equipment Selection	Active Li
	Active Listening	Reading Comprehension	Reading Comprehensio	Time Management	Reading Comprehension	Reading Comprehension		Speaking	Time Management	Active Learning	Judgment and Decision Making	Troubleshooting	Coordinat
	Listoning	Comprehension	n	Management	Comprehension	Comprehension	2322335			Learning	Decision Making		
	Speaking	Speaking	Monitoring	Negotiation	Time Management	Time Management	Active Listening	Active Learning	Active Listening	Reading Comprehensio	Active Listening	Complex Problem Solving	Critical Thinking
	Reading Comprehensio	Writing	Speaking	Speaking	Active Listening	Speaking	Equipment Maintenance	Complex Problem Solving		Critical Thinking	Time Management	Active Listening	Speaking
	n Equipment Selection	Social Perceptiveness	Time Management	Reading Comprehension	Critical Thinking	Writing	Installation	Reading Comprehension	Speaking	Speaking	Writing	Active Learning	Time Managem
!			Service Orientation	Coordination	Active Learning	Critical Thinking	Social Perceptiveness	Active Learning	Active Learning	Time Management	Critical Thinking	Critical Thinking	Complex Problem S
	Time		Active	Mathematics	Learning	Active Learning	Reading	Coordination	Coordination	Active		Installation	Judgment
!	Management		Learning		Strategies		Comprehension			Listening			Decision Making
		1	Learning Strategies	Service Orientation	Social Perceptiveness	Coordination	Operation Monitoring	Instructing	Critical Thinking	Complex Problem Solving		Reading Comprehension	Manageme Personnel Resources
			Writing	Social Perceptiveness	Writing	Monitoring		Judgment and Decision Making	Monitoring	Coordination		Judgment and Decision Making	Monitorin
		1	Critical Thinking	Writing	Speaking	Service Orientation		Monitoring	Judgment and Decision Making	Judgment and Decision Making		Technology Design	Reading Comprehe

16,750 60,580 JZ-3/4 13-1071

Employment, recruitment, and placement specialists

Comprehension

Active Listening

Persuasion

Orientation

Speaking

Manufacturing Value Chain – Design

10,100	1,000	17,450	25,360	124,560	3,480	4,450	27,950	31,930	6,670	49,790	19,09
\$ 42,780		\$ 57,690		S 64,390	\$ 65,930	\$ 69,490	\$ 69,540	\$ 72,680	\$ 72,910	\$ 76,970	
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
19-4021	19-1032	13-1073	13-1051	13-2011	17-1012	19-3051	19-3021	15-1071	27-3042	15-1051	17-2112
Biological echnicians	Foresters	Training and development specialists	Cost estimators	Accountants and auditors	Landscape architects	Urban and regional planners	Market research analysts	Network and computer systems administrators			Industrial enginee
Science	Time Management	Instructing	Reading Comprehension	Mathematics	Time Management	Writing	Reading Comprehension	Reading Comprehension	Reading Comprehension	Active Learning	Critical Thinking
Reading Comprehension	Coordination	Learning Strategies	Critical Thinking	Active Listening	Coordination	Active Listening	Time Management	Active Listening	Writing	Reading Comprehension	Active Listening
nstructing	Science	Speaking	Active Listening	Critical Thinking	Active Listening	Reading Comprehension	Writing	Critical Thinking		Complex Problem Solving	Time Managemen
Active Learning	Critical Thinking	Active Listening	Writing	Monitoring	Reading Comprehension	Critical Thinking	Active Listening	Complex Problem Solving	Active Learning	Critical Thinking	Reading Comprehension
Learning Strategies		Reading Comprehension	Mathematics	Writing	Active Learning	Speaking	Coordination	Speaking	Active Listening	Active Listening	Complex Problem Solving
Fime Management	Active Listening	Writing	Speaking	Reading Comprehension	Critical Thinking	Time Management	Active Learning	Monitoring	Learning Strategies	Troubleshooting	Mathematics
Active Listening	Active Learning	Social Perceptiveness	Judgment and Decision Making	Speaking	Judgment and Decision Making	Judgment and Decision Making	Critical Thinking	Systems Evaluation	Critical Thinking	Monitoring	Writing
Mathematics	Mathematics	Time Management	Active Learning	Judgment and Decision Making	Writing	Complex Problem Solving	Speaking		Complex Problem Solving	Service Orientation	Judgment and Decision Making
Quality Control Analysis	Speaking		Complex Problem Solving		Complex Problem Solving	Service Orientation	Judgment and Decision Making		Judgment and Decision Making	Time Management	Speaking
	Management of Financial Resources	Coordination	Persuasion		Mathematics	Coordination	Negotiation	Judgment and Decision Making		Quality Control Analysis	Active Learning

63,700	19,920	19,000	8,790	84,550	20,310	27,970	50,400	5,110	49,200	35,550	30,320	1,520
S 82,200	\$ 86,620	\$ 88,280		\$ 91,590	\$ 92,940	S 93,410	\$ 96,070	\$ 105,020	\$ 114,770	\$ 120,600	\$ 123,600	\$ 67,650
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-5
13-1111	13-2051	17-2071	11-3061	15-1031	11-9021	17-2072	15-1032	11-2031	11-2022	11-3021	11-2021	19-1013
Management analysts	Financial analysts	Electrical engineers	Purchasing managers	Computer software engineers, applications	Construction managers	Electronics engineers, except computer	Computer software engineers, systems software	Public relations managers	Sales managers	Computer and information systems managers	Marketing managers	Soil and plant scientists
Critical Thinking	Reading Comprehension	Active Listening	Active Listening	Programming	Critical Thinking	Reading Comprehension	Complex Problem Solving	Speaking	Active Listening	Critical Thinking	Active Listening	Science
Judgment and Decision Making	Time Management	Troubleshooting	Critical Thinking	Critical Thinking	Active Listening	Complex Problem Solving	Technology Design	Time Management	Speaking	Active Listening	Critical Thinking	Reading Comprehension
Active Listening	Active Listening	Critical Thinking	Judgment and Decision Making	Complex Problem Solving	Monitoring	Equipment Selection	Troubleshooting	Writing	Coordination	Judgment and Decision Making	Speaking	Writing
	Judgment and Decision Making	Reading Comprehension	Active Learning	Active Learning	Reading Comprehension	Troubleshooting	Critical Thinking	Active Listening	Reading Comprehension	Management of Personnel Resources	Writing	Critical Thinking
	Complex Problem Solving	Complex Problem Solving	Reading Comprehension	Troubleshootin	Speaking	Active Learning	Active Learning	Reading Comprehension	Social Perceptiveness	Systems Analysis	Reading Comprehension	Active Learning
Instructing	Mathematics	Technology Design	Management of Material Resources	Judgment and Decision Making	Time Management	Critical Thinking	Programming	Coordination	Writing	Coordination	Social Perceptiveness	Time Management
Monitoring	Critical Thinking	Active Learning	Negotiation	Technology Design	Coordination	Coordination	Reading Comprehension	Critical Thinking	Critical Thinking	Reading Comprehension	Coordination	Speaking
	Management of Financial Resources	Systems Analysis	Mathematics	Comprehension	Management of Personnel Resources	Mathematics	Systems Analysis	Persuasion	Persuasion	Speaking	Complex Problem Solving	Active Listening
Reading Comprehension	Active Learning	Judgment and Decision Making	Time Management	Operations Analysis	Writing	Active Listening	Mathematics	Service Orientation	Active Learning	Monitoring	Management of Personnel Resources	Complex Problem Solving
Operation and Control	Monitoring	Time Management	Operations Analysis	Systems Analysis	Judgment and Decision Making	Judgment and Decision Making	Operations Analysis	Social Perceptiveness	Judgment and Decision Making	Social Perceptiveness	Monitoring	Mathematics
10	10	10	10	10	10	10	10	10	10	10	10	10

List of Skills for Occupations Employed in Management, Scientific and Technical Consulting Services

5,990	16,610	980	35,620
\$ 71,580	\$ 78,790	\$ 78,820	\$ 125,080
JZ-5	JZ-5	JZ-5	JZ-5
15-2031	19-1042	19-2043	11-9041
Operations research analysts	Medical scientists, except epidemiologists	Hydrologists	Engineering managers
Mathematics	Reading Comprehension	Science	Critical Thinking
Complex Problem Solving	Science	Reading Comprehension	Judgment and Decision Making
Critical Thinking	Active Listening	Writing	Reading Comprehension
Operations Analysis	Active Learning	Mathematics	Active Listening
Systems Analysis	Writing	Complex Problem Solving	Speaking
Reading Comprehension	Instructing	Critical Thinking	Complex Problen Solving
Active Learning	Time Management	Active Learning	Monitoring
Active Listening	Critical Thinking	Time Management	Negotiation
Judgment and Decision Making	Judgment and Decision Making	Speaking	Social Perceptiveness
Writing	Complex Problem Solving	Active Listening	Writing
10	10	10	10

27,810
\$ 57,090
JZ-2/3/4/5
13-1041
Compliance officers,
except agriculture,
construction, health and
safety, and
transportation
Critical Thinking
Speaking
Science
Active Listening
Reading Comprehension
Writing
Negotiation
Coordination
Active Learning
T + 70 . +
Learning Strategies
Instructing
Judgment and Decision Making
viakiiiQ

4,850	175,920	91,680	3,420	28,190	26,990	39,660
\$ 45,610	\$ 60,860	\$ 61,790	\$ 62,250	\$ 62,400	\$ 89,260	\$ 101,470
N/A	N/A	N/A	N/A	N/A	N/A	N/A
19-4099	13-1199	41-3099	19-1029	13-1079	17-2199	11-9199
Life, physical, and social science technicians, all other	specialists, all other	other	scientists, all other	Human resources, training, and labor relations specialists, all other	other	Managers, all
Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

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Number of Occupations within JZ	1	3	1	9	1	24	5	7	51]
		9,830 -	-	8,170 -		1,000 -		3,420 -		
Total Employment Range (2005)	126,180	396,750	27,810	226,740	16,750	124,560	980 - 35,620	175,920		
		\$27,470 -		\$35,880 -		\$42,780 -	\$67,650 -	\$45,610 -		Top Thi
Average Annual Salary Range (2005)	\$ 24,570	\$68,200	\$ 57,090	\$112,740	\$ 60,580	\$123,600	\$125,080	\$101,470		(of 44)
Skill Job Zone	JZ-1	JZ-2	JZ-2/3/4/5	JZ-3	JZ-3/4	JZ-4	JZ-5	JZ-N/A	Number	1
Critical Thinking	0	1	1	8	0	22	5	0	37	V
udgment and Decision Making	0	0	1	6	0	17	3	0	27	
Active Listening	1	3	1	8	1	22	5	0	41	4
Coordination	0	1	1	5	0	14	0	0	21	
ime Management	1	2	0	6	0	16	3	0	28	
nstructing	0	0	1	1	0	3	1	0	6	
Monitoring	0	1	0	4	0	8	1	0	14	l
Quality Control Analysis	0	0	0	0	0	3	0	0	3	
Reading Comprehension	1	3	1	9	1	24	5	0	44	V
Operation and Control	0	0	0	0	0	1	0	0	I	
peaking	1	3	1	6	1	14	3	0	29	V
Vriting	0	3	1	4	0	12	5	0	25	
Active Learning	0	1	1	7	0	15	4	0	28	
ervice Orientation	0	2	0	1	1	3	0	0	. 7	
ocial Perceptiveness	0	2	0	2	0	5	1	0	10	
Management of Personnel Resources	0	0	0	1	0	3	0	0	4	l
Management of Financial Resources	0	0	0	0	0	2	0	0	2	
ersuasion	0	0	0	0	1	3	0	0	4	
earning Strategies	0	1	1	1	0	3	0	0	6	ŀ
rogramming	0	0	0	0	0	2	0	0	2	
Simplex Problem Solving	0	0	0	4	0	14	5	0	23	Ī
roubleshooting	0	0	0	2	0	5	0	0	7	
echnology Design	0	0	0	1	0	3	0	0	4	
Decrations Analysis	0	0	0	0	0	3	1	0	4	
ystems Analysis	0	0	0	0	0	4	1	0	5	
Aathematics	0	1	0	2	0	10	3	0	16	
legotiation	0	1	1	0	1	2	1	0	6	
quipment Selection	1	0	0	1	0	1	0	0	3	
quipment Maintenance	1	0	0	1	0	0	0	0	. 2	
nstallation	0	0	0	2	0	0	0	0	2	
Repairing	1	0	0	1	0	0	0	0	2	
cience	0	0	1	0	0	2	3	0	6	
ystems Evaluation	0	0	0	0	0	1	0	0	1	
Management of Material Resources	0	0	0	0	0	1	0	0	1	
peration Manitoring	0	0	0	11	0	0	0	0	1	
otal	7	25	12	84	6	238	50	0	422	i

Health Science and Services

GENERAL MEDICAL AND SURGICAL HOSPITALS (NAICS 622100)

SCIENCE RESEARCH AND DEVELOPMENT SERVICES (NAICS 541700)

OFFICES OF PHYSICIANS (NAICS 621100)

NURSING CARE FACILITIES (NAICS 623100)

OFFICES OF DENTISTS (NAICS 621200)

Health Science and Services

List of Skills for Occupations Employed in General Medical and Surgical Hospitals

•	TOT_EMP	88,390	207,640	17,640
	A_MEAN	\$ 20,530	\$ 23,360	\$ 23,820
	Job Zone	JZ-1	JZ-1	JZ-1
	SOC-Code	37-2012	37-2011	53-3041
	Occupation Title	Maids and housekeeping cleaners	Janitors and cleaners, except maids and housekeeping cleaners	Taxi drivers and chauffeurs
		Reading Comprehension	Reading Comprehension	Time Management
<u></u>			Active Listening	Equipment Maintenance
aliforni			Speaking	Social Perceptivene ss
a Rese			Coordination	Mathematics
arch R			Equipment Selection	Active Listening
llean (Time Management	Active Learning
alifornia Research Bureau California State I ihrary			Equipment Maintenance	Operation and Control
is State			Writing	Critical Thinking
· I ihra			Instructing	
2			Judgment and Decision Making	
	Total	1	10	8

96,820	396,750	57,480	199,440	23,360	125,210	
\$ 25,300	\$ 27,470	\$ 30,800	\$ 34,110	\$ 34,320	\$ 39,850	
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	
31-1012	43-9061	43-6013	43-6013 43-4051		41-1011	
Nursing aides, orderlies, and attendants	Office clerks, general	Medical secretaries	Customer service representative s	Pharmacy technicians	First-line supervisor managers of retail sales workers	
Active Listening	Active Listening	Active Listening	Active Active Listening Listening		Management of Personnel Resources	
Complex Problem Solving	Reading Comprehension	Reading Comprehension	Reading Comprehension	Speaking	Active Listening	
Speaking	Speaking	Speaking	Monitoring Active Learning		Service Orientation	
Coordination Writing		Coordination	Speaking	Service Orientation	Time Management	
Time Management	Social Perceptivenes	Critical Thinking	Time Management	Instructing	Instructing	
Service Orientation		Time Management	Service Orientation	Reading Comprehensi on	Monitoring	
Monitoring		Social Perceptiveness	Active Learning	Mathematics	Reading Comprehension	
Social Perceptiveness		Writing	Learning Strategies	Time Management	Judgment and Decision Making	
Critical Thinking		Service Orientation	Writing	Learning Strategies	Active Learning	
Reading Comprehensio			Critical Thinking	Writing	Critical Thinking	

58,830	26,660	56,170	29,620	14,950	
\$ 30,960	\$ 32,030	\$ 45,270	\$ 56,850	\$ 58,480	
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	
31-9092	43-4111	29-2061	13-1031	29-2034	
Medical assistants	Interviewers, except eligibility and loan	Licensed practical and licensed vocational nurses	Claims adjusters, examiners, and investigators	Radiologic technologists and technicians	
Active Listening	Active Listening	Active Listening	Reading Comprehension	Active Listening	
Social Perceptivenes s	Reading Comprehension	Reading Comprehension	Judgment and Decision Making	Reading Comprehension	
Speaking	Speaking	Time Management	Active Listening	Speaking	
Critical Thinking	Service Orientation	Coordination	Time Management	Critical Thinking	
Reading Comprehensi on	Writing	Monitoring	Writing	Writing	
Active Learning	Social Perceptiveness	Critical Thinking	Critical Thinking	Time Management	
Service Orientation	Learning Strategies	Social Perceptiveness		Coordination	
Complex Problem Solving	Critical Thinking	Service Orientation			
Coordination	Time Management	Speaking			
Writing	Monitoring	Complex Problem Solving			
10	10	10	6	7	

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Health Science and Services

List of Skills for Occupations Employed in General Medical and Surgical Hospitals

10,660	234,260	12,070	19,540	23,700	3,030	29,690	175,920	18,800
\$ 59,520	\$ 75,130	\$ 66,530	\$ 95,210	\$ 106,150	\$ 148,250	\$ 30,490	\$ 60,860	\$ 146,200
JZ-3	JZ-3	JZ-4	JZ-5	JZ-5	JZ-5	N/A	N/A	N/A
29-1126	29-1111	29-2011	11-9111	29-1051	29-1065	31-9099	13-1199	29-1069
Respiratory therapists	Registered nurses	Medical and clinical laboratory technologists	Medical and health services managers	Pharmacists	Pediatricians, general	Healthcare support workers, all other	Business operations specialists, all other	Physicians and surgeons, all other
Active Listening	Active Listening	Speaking	Active Listening	Active Listening	Critical Thinking	Not Available	Not Available	Not Available
Instructing	Reading Comprehensi	Complex Problem Solving	Reading Comprehension	Speaking	Active Listening			
Reading Comprehensio n	Critical Thinking	Reading Comprehension	Critical Thinking	Reading Comprehension	Reading Comprehension			
Critical Thinking	Active Learning	Monitoring	Speaking	Mathematics	Active Learning			
Monitoring	Speaking	Writing	Monitoring	Science	Social Perceptiveness			
Speaking	Coordination	Operation 111	Judgment and Decision Making	Critical Thinking	Science			
Time Management	Service Orientation	Critical Thinking	Time Management	Writing	Speaking			
Operation Monitoring	Monitoring	Judgment and Decision Making	Coordination	Instructing	Coordination			
Active Learning	Social Perceptivene ss	Active Listening	Management of Personnel Resources	Social Perceptiveness	Instructing			
Troubleshooti ng	Writing	Active Learning	Writing	Active Learning	Complex Problem Solving			

Health Science and Services

List of Skills for Occupations Employed in General Medical and Surgical Hospitals

Number of Occupations within JZ	3	6	7	1	3	3	23	
Total Employment Range (2005)	17,640 - 207,640	23,360 - 396,750	10,660 - 234,260	12,070	3,030 - 23,700	18,800 - 175,920	23	
Average Annual Salary Range	\$20,530 - \$23,820	\$25,300 - \$39,850	\$30,960 - \$75,130	\$ 66,530	\$95,210 - \$148,250	\$30,490 - \$146,200		
(2005)	920,020	337,030	\$75,150	9 00,530	\$140,200	3140,200		Top Third
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	(of 20)
Active Listening	2	6	7	1	3	0	19	V
Reading Comprehension	2	6	7	1	3	0	19	\checkmark
Critical Thinking	1	4	7	1	3	0	16	V
Instructing	1	2	1	0	2	0	6	
Speaking	1,	5	6	1	3	0	16	√
Time Management	2	5	5	0	1	0	13	4
Service Orientation	0	5	4	0	0	0	9	
Monitoring	0	3	4	0	1	0	8	
Social Perceptiveness	1	3	4	1	2	0	11	
Writing	1	4	5	1	2	0	13	4
Operation Monitoring	0	0	1	1	0	0	2	
Coordination	1	2	4	0	2	0	9	
Judgment and Decision Making	1	1	1	1	1	0	5	
Active Learning	1	3	3	1	2	0	10	
Troubleshooting	0	0	1	0	0	0	1	
Learning Strategies	0	2	1	0	0	0	3	
Mathematics	1	1	0	0	1	0	3	
Science .	0	0	0	0	2	0	2	
Equipment Maintenance	2	0	0	0	0	0	2	
Operation and Control	1	0	0	0	0	0	1	
Equipment Selection	1	0	0	0	0	0	1	
Management of Personnel Resources	O	1	0	0	1	0	2	
Complex Problem Solving	0	1	2	1	<u> </u>	0		

Health Science and Services

List of Skills for Occupations Employed in Scientific Research and Development Services

00	TOT_EMP	214,050	43,690	226,740
	A_MEAN	\$ 43,250	\$ 60,630	\$ 112,740
	Job Zone	JZ-3	JZ-3	JZ-3
	SOC-Code	43-6011	49-1011	11-1021
	Occupation . Title	Executive secretaries and administrative assistants	First-line supervisors/ managers of mechanics, installers, and repairers	General and operations managers
		Active Listening	Management of Personnel Resources	Active Listening
Calif		Reading Comprehension	Reading Comprehension	Management of Personnel Resources
ornia F		Time Management	Coordination	Time Management
lesea		Speaking	Active Listening	Judgment and Decision Making
rch Bu		Writing	Monitoring	Monitoring
reau, C		Critical Thinking	Speaking	Reading Comprehension
aliforn		Active Learning	Time Management	Speaking
ia State		Coordination	Critical Thinking	Coordination
California Research Bureau, California State Librar		Monitoring	Complex Problem Solving	Critical Thinking
4		Service Orientation	Social Perceptiveness	Complex Problem Solving
	Total	10	10	10

10,100	9,670	2,320	2.260	3,070	84,550	27,970	50,400	5,110
\$ 42,780		\$ 75,570	\$ 82,280	\$ 85,960	\$ 91,590		S 96,070	\$ 105,020
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
19-4021	19-2031	17-2111	17-2131	17-2031	15-1031	17-2072	15-1032	11-2031
Biological technicians	Chemists	Health and safety engineers, except mining safety engineers and inspectors	Materials engineers	Biomedical engineers	Computer software engineers, applications	Electronics engineers, except computer	Computer software engineers, systems software	Public relations managers
Science	Science	Reading Comprehension	Reading Comprehension	Science	Programming	Reading Comprehension	Complex Problem Solving	Speaking
Reading Comprehension	Complex Problem Solving	Writing	Active Listening	Reading Comprehension	Critical Thinking	Complex Problem Solving	Technology Design	Time Managemen
Instructing	Reading Comprehension	Critical Thinking	Science	Speaking	Complex Problem Solving	Equipment Selection	Troubleshooting	Writing
Active Learning	Quality Control Analysis	Mathematics	Critical Thinking	Time Management	Active Learning	Troubleshooting	Critical Thinking	Active Listening
Learning Strategies	Writing	Active Listening	Writing	Active Listening	Troubleshooting	Active Learning	Active Learning	Reading Comprehension
Time Management	Time Management	Time Management	Complex Problem Solving	Judgment and Decision Making	Judgment and Decision Making	Critical Thinking	Programming	Coordination
Active Listening	Active Listening	Speaking	Active Learning	Technology Design	Technology Design	Coordination	Reading Comprehension	Critical Thinking
Mathematics	Active Learning	Persuasion	Troubleshooting	Complex Problem Solving	Reading Comprehension	Mathematics	Systems Analysis	Persuasion
Quality Control Analysis	Critical Thinking	Active Learning	Equipment Selection	Critical Thinking	Operations Analysis	Active Listening	Mathematics	Service Orientation
Speaking	Speaking	Science	Time Management	Quality Control Analysis	Systems Analysis	Judgment and Decision Making	Operations Analysis	Social Perceptiveness

List of Skills for Occupations Employed in Scientific Research and Development Services

820	16,610	4,310	25,100	35,620	7,030
\$ 61,310	\$ 78,790	\$ 82,090	\$ 97,140	\$ 125,080	\$ 126,540
JZ-5	JZ-5	JZ-5	JZ-5	JZ-5	JZ-5
19-1012	19-1042	19-1021	17-2011	11-9041	11-9121
Food scientists and technologists	epidemiologist s	biophysicists	Aerospace engineers	Engineering managers	Natural sciences managers
Quality Control Analysis	Reading Comprehension	Science	Critical Thinking	Reading Comprehension	Science
Active Listening	Science	Reading Comprehensio n	Judgment and Decision Making	Speaking	Critical Thinking
Reading Comprehensio n	Active Listening	Time Management	Time Management	Active Listening	Reading Comprehension
Active Learning	Active Learning	Critical Thinking	Active Learning	Critical Thinking	Writing
Monitoring	Writing	Writing	Writing	Complex Problem Solving	Active Learning
Mathematics	Instructing	Active Learning	Monitoring	Monitoring	Mathematics
Critical Thinking	Time Management	Complex Problem Solving	Reading Comprehension	Negotiation	Time Management
Speaking	Critical Thinking	Equipment Selection	Speaking	Writing	Active Listening
Time Management	Judgment and Decision Making	Active Listening	Management of Personnel Resources	Judgment and Decision Making	Coordination
Writing	Complex Problem Solving	Learning Strategies	Systems Evaluation	Social Perceptiveness	Complex Problem Solving

175,920	26,990
\$ 60,860	\$ 89,260
N/A	N/A
13-1199	17-2199
13 1133	1, 21,
Business	
operations	
specialists, all	Engineers, all
other	other
Not Available	Not Available
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l	
0	0

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Health Science and Services

List of Skills for Occupations Employed in Scientific Research and Development Services

Number of Occupations within JZ	0	0	3	9	6	2	20	
			43,690 -		· · · · · ·	<u> </u>		
Total Employment Range (2005)	N/A	N/A	226,740	2,260 - 84,550	820 - 35,620	26,990 - 175,920		
Average Annual Salary Range (2005)	N/A	N/A	\$43,250 - \$112,740	\$42,780 - \$105,020	\$61,310 - \$126,540	\$60,860 - \$89,260		
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third
Reading Comprehension	0	0		92 (randostro tropanos apastro arra ter-
Science	0	0	0	5		0		Y
Active Listening	0	0		7				d
Active Learning	0	0	1	7	Transfer to the second	0		V
Writing	0	0	1	4	6	0		
Instructing	0	0	0	<u> </u>	1	0		
Time Management	0	0	3	6		0		V
Critical Thinking	0	0		8	6	0		N
Judgment and Decision Making								
	0	0	1	3	3	0	7	
Complex Problem Solving	0	0	2	6	4	0	12	V
Learning Strategies	0	0	0	1	1	0	2	BIRGHUNDS
Mathematics	0	0	0	4	2	0	6	
Quality Control Analysis	0	0	0	3	1	0	4	
Speaking	0	0	3	5	3	0	11	
Technology Design	0	0	0	3	0	0	3	
Troubleshooting	0	0	0	5	0	0		
Programming	0	0		1	0			
Operations Analysis	0	0	0	2	0	0		
Coordination	0	0	3	2	1	0		
Monitoring	0	0	3	0		0		
Service Orientation	0	0	1	1	0	0		
Systems Analysis	0	0	0	2	0	0	2	
Management of Personnel					,		2	
Resources	0	0	2	0 2	0	0		
Persuasion	0	0	0	0	1	0]
Systems Evaluation Equipment Selection	0	0	0	2	1	0		
Social Perceptiveness	0	0	1		1	0		
Negotiation	0	0	0	0	1	0		
Total	0	0	30	90	60	0		l

List of Skills for Occupations Employed in Offices of Physicians

TOT_EMP	356,880 \$ 21,420	126,560 \$ 25,980	396,750 \$ 27,470	\$ 30,800	\$ 34,200	56,480 \$ 32,810	58,830 \$ 30,960	\$ 59,520 \$ 50,100	\$ 50,230	29,620 \$ 56,850	\$ 58,480		1,610 \$ 75,140	
A_MEAN Job Zone	3 21,420 JZ-1	3 25,980 JZ-2	JZ-2	30,800 JZ-2	3 34,200 JZ-2	JZ-2/3	3 30,960 JZ-3	JZ-3	JZ-3	3 30,830 JZ-3	3 38,480 JZ-3	JZ-3	JZ-3	P
SOC-Code	41-2011	43-4171	43-9061	43-6013	29-2071	43-3021	31-9092	15-1041	43-1011	13-1031	29-2034	29-1111	29-2033	⊦
Occupation Title	Cashiers	Receptionists and information clerks	Office clerks, general	Medical secretaries	Medical records and health information technicians	Billing and posting clerks and machine operators	Medical assistants	Computer support specialists	First-line supervisors/ managers of office and administrative support workers	Claims adjusters, examiners, and investigators	Radiologic technologists and technicians	Registered nurses	Nuclear medicine technologists	St ab be di co
	Active Listening	Active Listening	Active Listening	Active Listening	Active Listening	Active Listening	Active Listening	Coordination	Active Listening	Reading Comprehension	Active Listening	Active Listening	Active Listening	Ā.
	Mathematics	Speaking	Reading Comprehens	Reading Comprehensio	Reading Comprehension	Reading Comprehension	Social Perceptivene	Reading Comprehension	Speaking	Active Listening	Speaking	Reading Comprehension	Operation Monitoring	Sc Pe
	Speaking	Reading Comprehension	Speaking	Speaking	Time Management	Writing	Speaking	Critical Thinking	Reading Comprehension	Critical Thinking	Reading Comprehension	Critical Thinking	Service Orientation	Se O
	Instructing	Writing	Writing	Coordination	Speaking	Mathematics	Critical Thinking	Active Listening	Critical Thinking	Time Management	Critical Thinking	Active Learning	Speaking	Sp
	Social Perceptiveness	Service Orientation	Social Perceptivene	Critical Thinking	Monitoring	Speaking	Reading Comprehens	Judgment and Decision Making	Monitoring	Judgment and Decision Making	Time Management	Speaking	Time Management	Ti M
	Service Orientation	Learning Strategies		Time Management	Complex Problem Solving	Time Management	Active Learning	Speaking	Time Management	Writing	Writing	Coordination	Critical Thinking	Cr Tl
	Learning Strategies	Social Perceptiveness		Social Perceptiveness	Coordination	Critical Thinking	Service Orientation	Active Learning	Management of Personnel Resources		Coordination	Service Orientation	Equipment Maintenance	Pe
	Critical Thinking	Critical Thinking		Writing	Critical Thinking		Complex Problem Solving	Monitoring	Judgment and Decision Making			Monitoring	Mathematics	Re Ce n
		Time Management		Service Orientation			Coordination	Complex Problem Solving	Instructing	-		Social Perceptiveness	Coordination	ln
		Active Learning					Writing	Instructing	Social Perceptiveness			Writing	Monitoring	W
Total		10	5	9	8	L	10	10	10	6	<u> </u>	10	10	

List of Skills for Occupations Employed in Offices of Physicians

5,820	9,700
\$ 80,960	\$ 136,290
JZ-5	JZ-5
29-1071	29-1062
	Family and
Physician	general
assistants	practitioners
Active Listening	Reading
	Comprehensio
	n
Active Learning	Active
	Listening
Speaking	Science
Reading	Critical
Comprehension	Thinking
Critical Thinking	Speaking
Complex Problem Solving	Writing
Coordination	Active
	Learning
Social	Complex
Perceptiveness	Problem
	Solving
Judgment and	Instructing
Decision Making	
Monitoring	Judgment and
	Decision
	Making

28,19	
\$ 62,400	
N/A	N/A
13-1079	29-1069
Human resources,	
training, and labor	Physicians and
relations specialists	, surgeons, all
all other	other
Not Available	Not Available
	1
	0 0

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List of Skills for Occupations Employed in Offices of Physicians

Number of Occu	pations within									l
JZ	•	1	4	1	7	0	3	2	18	
Total Employme	ent Range		13,490 -		1,610 -					
(2005)		356,880	396,750	56,480	234,260	N/A	5,820 - 9,700	18,800 - 28,190		
Average Annual	Salary Range		\$25,980 -		\$30,960 -		\$34,230 -	\$62,400 -	i i	
(2005)		\$ 21,420	\$34,200	\$ 32,810	\$75,140	N/A	\$136,290	\$146,200		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 16)
Active Listening		1	4	1	7	0	3	0	16	V
Social Perceptive	eness	1	3	0	3	0	2	0	9	
Speaking		1	4	1	6	0	3	0	15	$\sqrt{}$
Instructing		1	0	0	2	0		0	5	growthionermontalilionermontalilio
Reading Compre		0	4	1	6	0	3	0	14	V
Active Learning		0	1	0	3	0	2	0	6	
Service Orientati		1	2	0	3	0	1	0	7	
Time Manageme		0	3	1	4	0	1	0	9	
Learning Strateg	ies	1	1	0	0	0	0		. 2	
Writing		0	3	1	4	0		0	10	1
Critical Thinking	3	1	3	1	7	0	3		15	٧
Monitoring		0	1	0	4	0	1	0	. 6	
Coordination		0	2	0	4	0		0	/	
Mathematics		1	0	1	2	0	0	0	4	
Management of I Resources	Personnei	0	0	0	1	0	0	0	1	
Judgment and De Making	ecision	0	0	0	3	0	2	0	5	
Complex Problet	m Solving	0	1	0	2	0	2	0	5	
Science	3 (3 (3 (3 (3 (3 (3 (3 (3 (3 (3 (3 (3 (3	0	0	0	0	0	1	0	1	
Persuasion		0	0	0	0	0	1	0	1	
Equipment Main	tenance	0	0	0	1	0	0	0	1	
Operation Monit	oring	0	0	0	1	0	0	0	1	
Total		8	32	7	63	0	30	0	140	

List of Skills for Occupations Employed in Nursing Care Facilities

TOT_EMP	62,620 \$ 17,050	108,010 S 18,920	88,390 \$ 20,530	207,640 \$ 23,360	126,180	18,240	46,470	96,820	21,660	56,170	234,260	35,960	10,31
A_MEAN Job Zone	3 17,030 JZ-1	JZ-1	S 20,530 JZ-1	\$ 23,360 JZ-1	\$ 24,570 JZ-1	S 19,720 JZ-2	S 20,950 JZ-2	\$ 25,300 JZ-2	S 26,330 JZ-2	S 45,270 JZ-3	\$ 75,130 JZ-3	\$ 23,270 JZ-4	\$ 42,07 JZ-5
SOC-Code	35-9011	35-2021	37-2012	37-2011	37-3011	51-6011	31-1011	31-1012	35-2012	29-2061	29-1111	39-9032	21-1014
Occupation Title	Dining room and cafeteria attendants and	 	Maids and housekeeping cleaners	Janitors and cleaners, except maids and housekeeping cleaners	Landscaping and groundskeeping workers	Laundry and dry-cleaning workers	Home health	Nursing aides, orderlies, and attendants	Cooks, institution and cafeteria	Licensed practical and licensed vocational nurses	Registered nurses	Recreation workers	Mental healt
	Speaking	Active Listening	Reading Comprehension	Reading Comprehension	Equipment Maintenance	Active Listening	Active Listening	Active Listening	Reading Comprehension	Active Listening	Active Listening	Service Orientation	Active Listening
	Active Listening	Reading Comprehension		Active Listening	Active Listening	Speaking	Reading Comprehension	Complex Problem Solving	Active Listening	Reading Comprehension	Reading Comprehension	Active Listening	Social Perceptivena
	Learning Strategies	Instructing		Speaking	Speaking	Time Management	Writing	Speaking	Instructing	Time Management	Critical Thinking	Speaking	Critical Thinking
	Social Perceptiveness	Speaking		Coordination	Reading Comprehension	Equipment Selection	Coordination	Coordination	Service Orientation	Coordination	Active Learning	Instructing	Service Orientation
	Service Orientation	Learning Strategies		Equipment Selection	Equipment Selection	Reading Comprehension	Service Orientation	Time Management	Critical Thinking	Monitoring	Speaking	Judgment and Decision Making	Active Learning
		Service Orientation		Time Management		Critical Thinking	Social Perceptiveness	Service Orientation	Learning Strategies	Critical Thinking	Coordination	Time Management	Learning Strategies
		Social Perceptiveness		Equipment Maintenance	Time Management		Monitoring	Monitoring	Time Management	Social Perceptiveness	Service Orientation	Management of Personnel Resources	Speaking
		Coordination		Writing			Instructing	Social Perceptiveness	Coordination	Service Orientation	Monitoring	Social Perceptiveness	Reading Comprehens
		Mathematics		Instructing			Speaking	Critical Thinking	Vialiematics	Speaking	Social Perceptiveness	Reading Comprehension	Time Managemen
				Judgment and Decision Making				Reading Comprehension	Monitoring	Complex Problem	Writing	Critical Thinking	Monitoring

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List of Skills for Occupations Employed in Nursing Care Facilities

Number of Occ JZ	cupations within	5	4	2	1	1	13	
	nent Range (2005)	62,620 - 207,640	18,240 - 96,820	56,170 - 234,260	35,960	10,310	1.0	
	al Salary Range	\$17,050 - \$24,570	\$19,720 - \$26,330	\$45,270 - \$75,130				
Skill	Job Zone		JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 13)
Active Listenin	ıg	4	4	2	1	1	12	V
Instructing		2	2	0	1	0	5	
Speaking		4	3	2	1	1	11	V
Coordination		2	3	2	0	0	7	
Time Managen	nent	2	3	1	1	1	8	√
Service Orienta	ation	2	3	2	1	1	9	V
Monitoring		0	3	2	0	1	6	· ·
Complex Probl		0	1	1	0	0	2	
Social Percepti	CONTRACTOR STREET, STR	2	2	2	1	1	8	٧
Critical Thinkir		0	3	2	1	1	7	
Reading Comp	rehension	4	4	2	1	1	12	V
Writing	and the second second	1	1	1	0	0	3	
Judgment and I	Decision Making	1.	0	0	1	0	2	
Active Learnin	g	0	0	1	0	1	2	
Mathematics		1	1	0	0	0	2	
Learning Strate	egies	2	1	0	0	1	4	
Equipment Sele	ection	2	1	0	0	0	3	
Equipment Mai	intenance	2	0	0	0	0	2	
Management of Resources	f Personnel	0	0	0	1	0	1	
Committee of		1	0	0	0	0	1	
Total		32	35	20	10	10	107	•

List of Skills for Occupations Employed in Offices of Dentists

= 1	TOT_EMP	126,560	396,750	57,480	41,180	108,320
0	A_MEAN	\$25,980	\$27,470	\$30,800	\$32,170	\$33,030
	Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
	SOC-Code	43-4171	43-9061	43-6013	31-9091	43-6014
Andrews .	Occupation Title	Receptionists and information clerks		Medical secretaries	Dental assistants	Secretaries, except legal, medical, and executive
		Active Listening	Active Listening	Active Listening	Active Listening	Active Listening
		Speaking	Reading Comprehension	Reading Comprehensio n	Reading Comprehension	Reading Comprehension
	:	Reading Comprehension	Speaking	Speaking	Speaking	Time Management
alifo		Writing	Writing	Coordination	Coordination	Speaking
rnia R	:	Service Orientation	Social Perceptiveness	Critical Thinking	Social Perceptiveness	Writing
lesear	:	Learning Strategies		Time Management	Equipment Maintenance	Social Perceptiveness
California Research Bureau, California	!	Social Perceptiveness		Social Perceptiveness	Active Learning	Active Learning
reau,	!	Critical Thinking		Writing	Time Management	Critical Thinking
Califo	!	Time Management		Service Orientation	Equipment Selection	Monitoring
ornia		Active Learning			Instructing	Learning Strategies
70	Total	10	5	9	10	10

208,200	214,050	180,480	22,290
\$35,880	\$43,250	\$50,230	\$73,950
JZ-3	JZ-3	JZ-3	JZ-3
43-3031	43-6011	43-1011	29-2021
Bookkeeping, accounting, and auditing clerks		First-line supervisors/ managers of office and administrative support workers	Dental hygienists
Mathematics	Active Listening	Active Listening	Active Listening
Reading Comprehension	Reading Comprehensio n	Speaking	Speaking
Time Management	Time Management	Reading Comprehension	Active Learning
Active Listening	Speaking	Critical Thinking	Reading Comprehension
Critical Thinking	Writing	Monitoring	Time Management
Active Learning	Critical Thinking	Time Management	Critical Thinking
Learning Strategies	Active Learning	Management of Personnel Resources	Social Perceptivenes
Social Perceptiveness	Coordination	Judgment and Decision Making	Coordination
Writing	Monitoring	Instructing	Instructing
Speaking	Service Orientation	Social Perceptiveness	Writing

124,560 \$64,390	
JZ-4 13-2011	-
	Ora
Accountants	max
and auditors	surg
Mathematics	Rea
	Con
	n
Active	Act
Listening	Lea
Critical	
Crincal Thinking	Acti List
Timiking	List
Monitoring	Crit
	Thi
Judgment and	Mo
Decision	
Making	
Speaking	Scie
197 3-1	PERMIT
Writing	Equ Sele
	301
Reading	Spe
Comprehensio	13,00
n	
	Con
1	Pro
	Soh
	Tim
	Mai

840	9,650
\$127,730	\$142,190
JZ-5	JZ-5
29-1022	29-1021
Oral and	
maxillofacial	Dentists,
surgeons	general
Reading	Science
Comprehensio	
n	
Active	Active
Learning	Listening
Active	Complex
Listening	Problem
	Solving
Critical	Critical
Thinking	Thinking
Monitoring	Reading
	Comprehensio
	n
Science	Equipment
	Selection
Equipment Selection	Judgment and Decision
Selection	Making
0 1	Time
Speaking	Management
	i i i i i i i i i i i i i i i i i i i
Complex	Instructing
Problem	
Solving	
Time	Active
Management	Learning
10	

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List of Skills for Occupations Employed in Offices of Dentists

Number of Occupations within JZ	0	5	44	1	2	12	
Total Employment Range (2005)	N/A	41,180 - 396,750	22,290 - 214,050	124,560	840 - 9,650		
Average Annual Salary Range (2005)	N/A	\$25,980 - \$33,030	\$35,880 - \$73,950	\$64,390	\$127,730 - \$142,190		
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 12)
Active Listening	0	5	4	1	2	12	V
Reading Comprehension	0	5	4	1	2	12	V
Speaking	0	5	4	1	1	11	V
Coordination	0	2	2	0	0	4	
Social Perceptiveness	0	5	3	0	0	8	V
Equipment Maintenance	0	1	0	0	0	1	
Active Learning	0	3	3	0	2	8	V
Fime Management	0	4	4	0	2	10	\checkmark
Equipment Selection	0	1	0	0	2	3	
Instructing	0	1	2.	0	1	4	
Critical Thinking	0	3	4	1	2	10	
Writing	0	4	3	1	0	8	٧
Service Orientation	0	2	1	0	0	3	
Learning Strategies	0	2	1	0	0	3	
Science Complex Problem Solving	0	0	0	0	2	2	
Judgment and Decision Making	U	0					
augment und Decision waking	0	0	1	1	1	3	
Monitoring	0	1	2	1	1	5	
Management of Personnel Resources	0	0	1	0		1	
Mathematics	0	0	, l	1	0	1	
Fotal	0	44	40	8	20	112	I

FOOD SERVICES AND DRINKING PLACES (NAICS 722000)

Full-Service Restaurants (NAICS 722100)
Limited-Service Eating Places (NAICS 722200)
Specialty Food Services (NAICS 722300)
Drinking Places (Alcoholic Beverages) (NAICS 722400)

MOTION PICTURE AND SOUND RECORDING INDUSTRIES (NAICS 512000)

Motion Picture and Video Industries (NAICS 512100) Sound Recording Industries (NAICS 512200)

ACCOMMODATION (NAICS 721000)

AMUSEMENT, GAMBLING AND RECREATION INDUSTRIES (NAICS 713000)

Amusement Parks and Arcades (NAICS 713100)
Gambling Industries (NAICS 713200)
Other Amusement and Recreation Industries (NAICS 713900)

PERFORMING ARTS, SPECTATOR SPORTS AND RELATED INDUSTRIES (NAICS 711000)

Performing Arts Companies (NAICS 7111000) Spectator Sports (NAICS 711200) Independent Artists, Writers, and Performers (NAICS 711500)

MUSEUMS, PARKS, AND HISTORICAL SITES (NAICS 712000)

List of Skills for Occupations Employed in Full-Service Restaurants

TOT_EMP	62,620 \$ 17,050	61,400 \$ 17,070						43,990			29,930	91,68
A_MEAN Job Zone	\$ 17,050 JZ-1	JZ-1	\$ 17,900 JZ-1	\$ 18,030 JZ-1	\$ 18,920 JZ-1	\$ 20,530 JZ-1	\$ 21,350 JZ-1	\$ 18,980 JZ-2	\$ 22,520 JZ-2	\$ 27,560 JZ-2	\$ 46,260 JZ-3	\$ 61,790 N/A
SOC-Code	35-9011	35-9021	35-9031	35-3031	35-2021	37-2012	35-2015	35-3011	35-2014	35-1012	11-9051	41-3099
Occupation Title	Dining room and cafeteria attendants and		Hosts and hostesses, restaurant, lounge, and coffee shop	Waiters and	Food preparation workers	Maids and housekeepin g cleaners		Bartenders	Cooks,	First-line supervisors/ managers of food preparation and serving workers	Food service managers	Sales representative , services, all other
	Speaking	Learning Strategics	Active Listening	Speaking	Active Listening	Reading Comprehensi on	Coordination	Active Listening	Active Listening	Speaking	Active Listening	Not Available
	Active Listening	Speaking	Speaking	Active Listening	Reading Comprehens		Active Listening	Speaking	Reading Comprehensio	Active Listening	Persuasion	
	Learning Strategies	Active Listening	Service Orientation	Service Orientation	Instructing		Time Management	Social Perceptiveness	Speaking	Time Management	Speaking	
	Social Perceptiveness	Equipment Maintenance	Social Perceptivenes s	Social Perceptivene ss	Speaking		Judgment and Decision Making	Mathematics	Active Learning	Instructing	Time Management	
	Service Orientation	Instructing	Instructing	Coordination	Learning Strategies		Service Orientation	Service Orientation		Reading Comprehension	Monitoring	
		Service Orientation		Reading Comprehensi on	Service		Instructing	Critical Thinking	Learning Strategies	Monitoring	Coordination	
		Operation Monitoring	Coordination	Instructing	Social Perceptivene		Learning Strategies	Reading Comprehensio	Coordination	Mathematics	Critical Thinking	
		Reading Comprehensio	Persuasion	Active Learning	Coordination		Troubleshootin	Learning Strategies	Social Perceptiveness	Service Orientation	Negotiation	
		Quality Control Analysis		Critical Thinking	Mathematics		Active Learning	Coordination		Social Perceptiveness	Management of Personnel Resources	
				Learning Strategies			Speaking	Judgment and Decision Making		Management of Personnel Resources	Social Perceptiveness	
Total	5	9	8	10	9	1	10	10	9		10	
Total	,	,	O	10	,	,	52	10	ĺ	29	10	

List of Skills for Occupations Employed in Full-Service Restaurants

Number of Occupat	tions	7	2	1	0	0		10	
within JZ		7	3	1	0	0	1	12	
Total Employment	Range	14,740 -	43,990 -						j
(2005)		231,130	92,740	29,930	N/A	N/A	91,680		
Average Annual Sa Range (2005)	lary	\$17,050 - \$21,350	\$18,980 - \$27,560	\$ 46,260	N/A	N/A	\$ 61,790		Top Third (of 11)
Skill Jo	ob Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	
Speaking		6	3	1	0	0	0	10	V
Active Listening		6	3	1	0	0	0	10	\checkmark
Learning Strategies		5	2	0	0	0	0	7	\$ \$100 PERSON OF \$100
Reading Comprehe	nsion	5	3	0	0	0	0	8	V
Coordination		4	2	1	0	0	0	7	
Instructing		5	2	0	0	0	. 0	7	
Service Orientation	110	6	2	0	0	0	0	8	\checkmark
Social Perceptivene	SS	4	3	1	0	0	0	8	\checkmark
Time Management		1	2	1	0	0	. 0	4	and the second s
Active Learning		2	1	0	0	0	0	3	
Equipment Mainten	ance	1	0	0	0	0	0	1	
Mathematics		1	2	0	0	0	0	3	
Judgment and Decis Making	sion	1	1	0	0	0	0	2	
Monitoring		0	1	1	0	0	0	2	
Critical Thinking		1	1	1	0	0	0	3	
Persuasion		1	0	1	0	0	0	2	
Negotiation		0	0	1	0	0	0	1	
Management of Persources	sonnel	V	Ü		Ü				
Resources	17 17 18 18	0	1	1	0	0	0	2	
Troubleshooting		1	0	0	0	0	0	1	
Quality Control Ana	alysis	1	0	0	0	0	0	1	
Operation Monitoria		1	0	0	0	0	0	1	
Total		52	29	10	0	0	0	91	•

List of Skills for Occupations Employed in Limited-Service Eating Places

TOT_EMP	114,180		231,130			356,880	40,770	92,740		29,93
A_MEAN	\$ 17,030	\$ 17,920	\$ 18,030	\$ 18,200	\$ 18,920	\$ 21,420	\$ 24,690	\$ 22,520	\$ 27,560	\$ 46,26
Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-2	JZ-2	JZ-3
SOC-Code	35-2011	35-3021	35-3031	35-3022	35-2021	41-2011	53-3031	35-2014	35-1012	11-9051
Occupation Title	Cooks, fast food	Combined food preparation and serving workers, including fast food	Waiters and waitresses	Counter attendants, cafeteria, food concession, and coffee shop	Food preparation workers	Cashiers	Driver/ sales workers	Cooks, restaurant	First-line supervisors/ managers of food preparation and serving workers	Food service managers
	Active Listening	Active Listening	Speaking	Speaking	Active Listening	Active Listening	Active Listening	Active Listening	Speaking	Active Listenii
	Speaking	Speaking	Active Listening	Instructing	Reading Comprehension	Mathematics	Speaking	Reading Comprehension	Active Listening	Persuasion
	Reading Comprehension	Instructing	Service Orientation	Active Listening	Instructing	Speaking	Social Perceptivenes	Speaking	Time Management	Speaking
	Instructing	Mathematics	Social Perceptiveness	Reading Comprehensio	Speaking	Instructing	Critical Thinking	Active Learning	Instructing	Time Management
	Service Orientation	Service Orientation	Coordination	Social Perceptiveness	Learning Strategies	Social Perceptiveness	Coordination	Instructing	Reading Comprehension	Monitoring
	Social Perceptiveness	Social Perceptiveness	Reading Comprehension		Service Orientation	Service Orientation	Service Orientation	Learning Strategies	Monitoring	Coordination
	Mathematics		Instructing		Social Perceptiveness	Learning Strategies	Time Management	Coordination	Mathematics	Critical Thinking
	Critical Thinking		Active Learning		Coordination	Critical Thinking	Active Learning	Social Perceptiveness	Service Orientation	Negotiation
	Learning Strategies		Critical Thinking		Mathematics		Reading Comprehension	Time Management	Social Perceptiveness	Management of Personnel Resources
	Judgment and Decision Making	ł .	Learning Strategies				Mathematics		Management of Personnel Resources	Social Perceptiveness

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List of Skills for Occupations Employed in Limited-Service Eating Places

Number of Occup	ations within JZ	7	2	1	0	0	10	
Total Employmen		40,770 - 356,880		29,930	N/A	N/A		TO TOUR I
Average Annual S (2005)	Salary Range	\$17,030 - \$24,690	\$22,520 - \$27,560	\$ 46,260	N/A	N/A		Top Third (of 10)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	
Active Listening		7	2	1	0	0	10	1
Speaking		7	2	1	0	0	10	\forall
Instructing		6	2	0	0	0	8	\bigvee
Reading Compreh	ension	5	2	0	0	0	7	V
Mathematics		5	1	0	0	0	6	
Time Managemen	As a few and the second of the	1	2	1	0	0	4	
Social Perceptiver		7	2	1	0	0	10	√.
Service Orientatio	n	6	1	0	0	0	7	V
Critical Thinking		4	0	1	0	0	5	
Active Learning		2	1	0	0	0	3	
Learning Strategie	es	4	1	0	0	0	5	
Negotiation		0	0	1	0	0	1	
Monitoring		0	1	1	0	0	2	
Coordination		3	1	1	0	0	5	
Persuasion		0	0	1	0	0	1	
Judgment and Dec	cision Making	1	0'	0	0	0	1	
Management of Po	ersonnel							
Resources /		0	1	1	0	0	2	
Total		58	19	10	0	0	87	!

List of Skills for Occupations Employed in Specialty Food Services

TOT_EMP	62,620	61,400	208,910	231,130	96,610	108,010	356,880	18,410
A_MEAN	\$ 17,050	\$ 17,070	\$ 17,920	\$ 18,030	\$ 18,200	\$ 18,920	\$ 21,420	\$ 22,640
Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1
SOC-Code	35-9011	35-9021	35-3021	35-3031	35-3022	35-2021	41-2011	35-3041
Occupation Title	Dining room and cafeteria attendants and bartender helpers	Dishwashers	Combined food preparation and serving workers, including fast food	Waiters and waitresses	Counter attendants, cafeteria, food concession, and coffee shop	Food preparation workers	Cashiers	Food servers,
	Speaking	Learning Strategies	Active Listening	Speaking	Speaking	Active Listening	Active Listening	Active Listening
	Active Listening	Speaking	Speaking	Active Listening	Instructing	Reading Comprehensio n	Mathematics	Service Orientation
	Learning Strategies	Active Listening	Instructing	Service Orientation	Active Listening	Instructing	Speaking	Speaking
	Social Perceptiveness	Equipment Maintenance	Mathematics	Social Perceptiveness	Reading Comprehension	Speaking	Instructing	Time Management
	Service Orientation	Instructing	Service Orientation	Coordination	Social Perceptiveness	Learning Strategies	Social Perceptiveness	Instructing
		Service Orientation	Social Perceptiveness	Reading Comprehensio n		Service Orientation	Service Orientation	Active Learning
		Operation Monitoring		Instructing		Social Perceptiveness	Learning Strategies	Reading Comprehensio n
		Reading Comprehension		Active Learning		Coordination	Critical Thinking	Critical Thinking
		Quality Control Analysis		Critical Thinking		Mathematics		Social Perceptiveness
. !				Learning Strategies				Learning Strategies

21,660	82,240
\$ 26,330	\$ 27,560
JZ-2	JZ-2
35-2012	35-1012
	First-line
	supervisors/
Cooks,	managers of food
institution and	preparation and
cafeteria	serving workers
Reading	Speaking
Comprehensio	
n	
Active	Active Listening
Listening	
Instructing	Time Management
Service	Instructing
Orientation	
	- 4
Critical	Reading
Thinking	Comprehension
Learning	Monitoring
Strategies	
Time	Mathematics
Management	www.emantes
management	llia
Coordination	Service Orientation
Continuation	Our ICO Officiation
Mathematics	Social
	Perceptiveness
Monitoring	Management of
8	Personnel
	Resources
10	10

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List of Skills for Occupations Employed in Specialty Food Services

Number of Occ within JZ	cupations	8	2	0	0	0	10	
Total Employment Range		18,410 -	21,660 -			<u> </u>		
(2005)		356,880	82,240	N/A	N/A	N/A		
	al Salary Range		\$26,330 -	40.000				Top Third
(2005)	Ĵ	\$22,640	\$27,560	N/A	N/A	N/A		(of 10)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	
Speaking		8	1	0	0	0	9	V
Active Listenin	ng	8	2	0	0	0	10	\checkmark
Learning Strate	egies	6	1	0	0	0	7	\checkmark
Reading Comp	rehension	5,	2	0	0	0	7	V
Instructing		7	2	0	0	0	9	\checkmark
Service Orienta	ation	7	2	0	0	0	9	V
Mathematics		3	2	0	0	0	5	
Social Percepti	veness	7	1	0	0	0	8	\checkmark
Time Managen	nent	1	2	0	0	0	3	
Critical Thinki	ng	3	1	0	0	0	4	
Coordination		2	1	0	0	0	. 3	
Equipment Ma	intenance	1	0	0	0	0	1	
Active Learnin	g	2	0	0	0	0	2	
Operation Mon	itoring	1	0	0	0	0	1	
Monitoring		0	2	0	0	0	2	
Quality Contro	l Analysis	1	0	0	0	0	1	
Management o	f Personnel							
Resources		0	1	0	0	0	1	
Total		62	20	0	0	0	82	•

List of Skills for Occupations Employed in Drinking Places (Alcoholic Beverages)

120	TOT EMP	62,620	61,400	231,130	108,010	356,880	207,640
	A_MEAN	\$ 17,050	\$ 17,070	\$ 18,030	\$ 18,920	\$ 21,420	\$ 23,360
	Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1
	SOC-Code	35-9011	35-9021	35-3031	35-2021	41-2011	37-2011
The second secon	Occupation Title	Dining room and cafeteria attendants and bartender helpers	Dishwashers	Waiters and waitresses	Food preparation workers	Cashiers	Janitors and cleaners, except maids and housekeeping cleaners
		Speaking	Learning Strategies	Speaking	Active Listening	Active Listening	Reading Comprehension
		Active Listening	Speaking	Active Listening	Reading Comprehension	Mathematics	Active Listening
Californ		Learning Strategies	Active Listening	Service Orientation	Instructing	Speaking	Speaking
nia Res		Social Perceptiveness	Equipment Maintenance	Social Perceptiveness	Speaking	Instructing	Coordination
earch I		Service Orientation	Instructing	Coordination	Learning Strategies	Social Perceptiveness	Equipment Selection
California Research Bureau, California State Library			Service Orientation	Reading Comprehensio n	Service Orientation	Service Orientation	Time Management
aliforn			Operation Monitoring	Instructing	Social Perceptiveness	Learning Strategies	Equipment Maintenance
ia State			Reading Comprehension	Active Learning	Coordination	Critical Thinking	Writing
Librar			Quality Control Analysis	Critical Thinking	Mathematics		Instructing
۷				Learning Strategies			Judgment and Decision Making

43,990	92,740		82,240
\$ 18,980	\$ 22,520	\$ 23,740	\$ 27,560
JZ-2	JZ-2	JZ-2	JZ-2
35-3011	35-2014	33-9032	35-1012
	Cooks,	Security	First-line supervisors/ managers of food preparation and
Bartenders	restaurant	guards	serving workers
Active Listening	Active Listening	Active Listening	Speaking
Speaking	Reading Comprehension	Reading	Active Listening
Social Perceptiveness	Speaking	Social Perceptiveness	Time Management
Mathematics	Active Learning	Speaking	Instructing
Service Orientation	Instructing	Monitoring	Reading Comprehension
Critical Thinking	Learning Strategies	Judgment and Decision Making	Monitoring
Reading Comprehensio n	Coordination	Critical Thinking	Mathematics
Learning Strategies	Social Perceptiveness		Service Orientation
Coordination	Time Management		Social Perceptiveness
Judgment and Decision Making			Management of Personnel Resources

Total

List of Skills for Occupations Employed in Drinking Places (Alcoholic Beverages)

Number of (within JZ		6	4	0	0	0	10	
-	yment Range	61,400 -	43,990 -					
(2005)		356,880	136,680	N/A	N/A	N/A		
Average Am (2005)	nual Salary Range	\$17,050 - \$23,360	\$18,980 - \$27,560	N/A	N/A	N/A		Top Third (of 10)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	
Active Liste	ning	6	4	0	0	0	10	V
Speaking		6	4	0	0	0	10	\checkmark
Reading Cor	mprehension	4	4	0	0	0	8	$\sqrt{}$
Learning Str	ategies	5	2	0	0	0	7	\checkmark
Mathematics		2	2	0	0	0	4	
Social Perce	ptiveness	4	4	0	0	0	8	\checkmark
Service Orie	ntation	5	2	0	0	0	7	V
Time Manag	gement	1	2	0	0	0	3	
Instructing		5	2	0	0	0	7	V
Coordination	1	3	2	0	0	0	5	
Active Learn		1	1	0	0	0	2	
Equipment N	Aaintenance	2	0	0	0	0	2	
Monitoring		0	2	0	0	0	2	
Equipment S		1	0	0	0	0	1	
Critical Thin	king	2	2	0	0	0	4	
Writing		1	0	0	0	0	1	
Judgment an Making	d Decision	1	2	0	0	0	3	
Operation M	onitoring	1	0	0	0	0	1	
Quality Con	trol Analysis	1	0	0	0	0	1	
Managemen	t of Personnel	0	1	0	0	0	1	
Total		51	36	0	0	0	87	

List of Skills for Occupations Employed in Motion Picture and Video Industries

122	TOT_EMP	13,760	356,880
2	A MEAN	\$ 18,340	\$ 21,420
	Job Zone	JZ-1	JZ-1
	SOC-Code	39-3031	41-2011
	Occupation	Ushers, lobby attendants, and	
:	Title	ticket takers	Cashiers
	ritic		
		Active Listening	Active Listening
		c t'	
		Speaking	Mathematics
Califor		Social Perceptiveness	Speaking
nia Re		Service Orientation	Instructing
California Research Bureau, California State Librar		Coordination	Social Perceptiveness
Bureau		Mathematics	Service Orientation
ı, Са		Reading Comprehension	Learning Strategies
liforr			Critical Thinking
iia St			
ate L			
ibrar			
y			
	Total	7	8

276,490	26,590
\$ 23,210	*
JZ-2 53-7062	JZ-2 27-2011
53-7062	27-2011
Laborers and	
freight, stock,	j
and material	
movers, hand	Actors
Active Listening	Speaking
Reading	Active
Comprehension	Listening
Instructing	Reading
	Comprehensio
	n
Coordination	Social
	Perceptiveness
Learning Strategies	Coordination
Time	Time
Management	Management
· · · ·	- 8
	Critical
	Thinking
	Learning
	Strategies
	Monitoring
	Judgment and
	Decision
	Making
6	10

\$ 33,880	Salari da propositiva de la companya del companya del companya de la companya de	23,450	5,990	226,740
	\$ 62,920	\$ 71,870	\$ 72,640	\$ 112,740
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
25-4031	27-4031	15-1081	27-4032	11-1021
Library technicians	Camera operators, television, video, and motion picture	Network systems and data communications analysts	Film and video editors	General and operations managers
Active Listening	Active Listening	Equipment Selection	Active Listening	Active Listening
Reading Comprehension	Time Management	Troubleshooting	Instructing	Management of Personnel Resources
Service Orientation	Operation and Control	Complex Problem Solving	Coordinatio n	Time Management
Social Perceptiveness	Coordination	Active Listening	Equipment Selection	Judgment and Decision Making
Speaking	Speaking	Active Learning	Time Manageme nt	Monitoring
Instructing	Reading Comprehension	Critical Thinking	Troublesho oting	Reading Comprehension
Time Management	Critical Thinking	Installation	Speaking	Speaking
Active Learning	Operation Monitoring	Reading Comprehension	Monitoring	Coordination
Coordination	Equipment Selection	Judgment and Decision Making	Operation and Control	Complex Problem Solving
Critical Thinking	Social Perceptiveness	Technology Design	Critical Thinking	Critical Thinking

14,920 \$ 90,750 JZ-3/4
27-2012
Producers and
directors
Active
Listening
Time Management
Reading Comprehension
Speaking
Writing
Judgment and
Decision
Making
Coordination
Critical
Thinking
Monitoring
Management of
Personnel Resources Persuasion Operation and
Control 12
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List of Skills for Occupations Employed in Motion Picture and Video Industries

8,470	47,470
\$ 74,760	*
JZ-4	N/A
27-1014	27-2099
Multi-media artists and animators	Entertainers and performers, sports and related workers, all other
Active	
Listening	Not Available
Time Management	
Reading Comprehension	
Active Learning	
Judgment and Decision Making	
Operations Analysis	
Speaking	
Writing	
Critical Thinking	
Learning Strategies	
10	0
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Entertainment and Tourism

List of Skills for Occupations Employed in Motion Picture and Video Industries

N. 4 40			T		T			T	1
Number of Occupations within JZ	2	2	5	1	1	0	1	12	
Total Employment Range	13,760 -	26,590 -	5,950 -						
(2005)	365,880	276,490	226,740	14,920	8,470	N/A	47,470		
4 1G1 P	\$18,340 -		\$33,880 -						Top Third
Average Annual Salary Range (2005)	\$21,420	\$23,210	\$112,740	\$90,750	\$74,760	N/A	N/A		(of 11)
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-3/4	JZ-4	JZ-5	JZ-N/A	Number	
Speaking	2	1	4	1	1	0	0		V
Active Listening	2	2	5	1	1	0	0		\checkmark
Time Management	0	2	4	1	1	0	0	8	V
Mathematics	2	0	0	0	0	0	0	2	
Reading Comprehension	1	2	4	1	1	0	0	9	V
Management of Personnel									
Resources	0	0	1	1	0	0	0		
Active Learning	0	0		0		0	0		
Social Perceptiveness	2	1	2	0	0	0	0		
Critical Thinking	1	1	5	1	1	0	0		٧
Instructing	1	1	2	0		0	0		
Coordination	1	2	4	1	0	0	0		1
Service Orientation	2	0	1	0	0	0	0	3	
Judgment and Decision								_	
Making	0	1	2	<u>_</u>	1	0	0	5	
Operation and Control	0	0		1	0	0	0		
Operations Analysis	<u> </u>	2	0	0		0	0		
Learning Strategies Monitoring	0		2	1	0	0	0	4	
Operation Monitoring	0	0		0		0	0	1	
Equipment Selection	0	0		0		0	0	3	
Troubleshooting	0	0	2	0		0	0	2	
Persuasion	0	0	0	1	0	0	0	1	
Writing	0	0		1	1	0	0	2	
Complex Problem Solving	0	0		0	0	0	0	2	
Installation	0	0		0	0	0	0	1	
Technology Design	0	0	1	0	0	0	0	1	
Total	15	16	50	12	10	0	0	103	

List of Skills for Occupations Employed in Sound Recording Industries

\$ 25,980		THE CONTRACTOR OF THE PROPERTY		214,050				124,560	
	\$ 27,470	\$ 34,110	\$ 35,880	\$ 43,250	\$ 50,230	\$ 65,830	\$ 112,740	\$ 64,390	\$
JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-4	L
43-4171	43-9061	43-4051		 	43-1011	27-4014	11-1021	13-2011	L
Receptionists and information clerks	Office clerks, general	Customer service representatives	Bookkeepin g, accounting, and auditing clerks	Executive secretaries and administrati	and administrative	Sound engineering technicians	General and operations managers	Accountants and auditors	Bu ope spe
Active	Active	Active	Mathematic	Active	Active Listening	Operation	Active Listening	Mathematics	
Listening	Listening	Listening		Listening		and Control			No
Speaking	Reading Comprehens ion				Speaking	Operation Monitoring	Management of Personnel Resources	Active Listening	
Reading Comprehension	Speaking	Monitoring	Time Manageme nt	Time		Reading Comprehensi on	Time Management	Critical Thinking	
Writing	Writing	Speaking	Active Listening	Speaking	Critical Thinking	Troubleshoot ing	Judgment and Decision Making	Monitoring	
Service Orientation	Social Perceptivene ss	Time Management	Critical Thinking	Writing	Monitoring	Active Learning	Monitoring	Judgment and Decision Making	
Learning Strategies		Service Orientation	Active Learning	Critical Thinking	Time Management	Active Listening	Reading Comprehension	Writing	
Social Perceptiveness		Active Learning	Learning Strategies	Active Learning	Management of Personnel Resources	Coordination	Speaking	Reading Comprehension	
Critical Thinking		Learning Strategies	Social Perceptiven ess		Judgment and Decision Making	Critical Thinking	Coordination	Speaking	
Time Management		Writing	Writing	Monitoring	Instructing	Equipment Selection	Critical Thinking		
Active Learning		Critical Thinking	Speaking	Service Orientation	Social Perceptiveness		Complex Problem Solving		
	and information clerks Active Listening Speaking Reading Comprehension Writing Service Orientation Learning Strategies Social Perceptiveness Critical Thinking Time Management Active	Receptionists and Office information clerks general Active Listening Listening Speaking Reading Comprehension Reading Comprehension Writing Writing Service Social Perceptiveness Learning Strategies Social Perceptiveness Critical Thinking Time Management Active	Receptionists and Office Customer information clerks, service general representatives Active Listening Listening Listening Speaking Reading Comprehens ion n Reading Comprehens Ion North Speaking Writing Writing Speaking Service Orientation Scruce Orientation Service Orientation Scruce Orientation Cartical Thinking Strategies Time Management Active Critical Writing Writing Strategies Critical Thinking Critical Critical Critical Critical	Receptionists and Office Customer information clerks, service general representatives Active Active Listening Listening Comprehens ion Reading Comprehens ion Writing Writing Speaking Management Strategies Service Orientation Critical Thinking Speaking Critical Thinking Critical Thinking Receptionists and Office Customer service general representatives Active Listening and auditing and auditing clerks Mathematic Cierks Mathematic Comprehens ion Mathematic Comprehension in Comprehension in Comprehension Time Management Active Listening Service Orientation Service Orientation Service Orientation Service Orientation Critical Thinking Strategies Critical Citical Perceptivene Service Orientation Social Perceptivene Service Orientation Strategies Critical Thinking Strategies Time Management Active Critical Perceptivene ess Time Management Active Critical Thinking Speaking Speaking Thinking Speaking Speaking Speaking	Receptionists and Office Customer service clerks, general representatives Active Active Listening Comprehens ion Reading Comprehens ion Reading Comprehension Writing Writing Speaking Service Orientation Social Perceptiveness Critical Thinking Time Management Active Learning Social Perceptivenes Strategies Time Management Active Learning Service Orientation Social Perceptiveness Critical Thinking Critical Thinking Strategies Time Writing Writing Writing Service Orientation Social Perceptiveness Critical Thinking Comprehension Time Management Active Learning Service Orientation Social Perceptiveness Critical Thinking Strategies Time Writing Writing Writing Monitoring Speaking Critical Thinking Speaking Spea	Receptionists and Office Customer information clerks, service general representatives Active Listening Comprehensio ion n Reading Comprehensio ion n Comprehensio ion n Time Management it in inking Monitoring Monitoring ion ion n Active Listening Critical Thinking ionitoring ionitorin	Receptionists and Office Customer service representatives Active Listening Listening Comprehensio ion Reading Comprehensio ion Writing Writing Writing Strategies Strategies Strategies Critical Thinking Strategies Time Writing Writing Strategies Time Writing Writing Strategies Time Writing Management Active Learning Strategies Time Writing Writing Strategies Time Writing Management Active Learning Thinking Time Management Active Learning Thinking Time Management Active Learning Thinking Time Management Active Critical Thinking Thinking Monitoring Management Active Learning Speaking Thinking Monitoring Speaking Thinking Speaking Cordination Perceptivenes Strategies Time Writing Monitoring Strategies Speaking Thinking Speaking Thinking Speaking Cordination Perceptivenes Strategies Speaking Cordination Strategies Speaking Thinking Speaking Thinking Speaking Cordination Perceptivenes Speaking Thinking Speaking Thinking Speaking Thinking Speaking Cordination Perceptivenes Speaking Cordination Perceptivenes Speaking Thinking Speaking Thinking Speaking Thinking Speaking Cordination Perceptivenes Speaking Cordination Perceptivenes Speaking Cordination Perceptivenes Speaking Thinking Speaking Thinking Speaking Cordination Perceptivenes Speaking Cordination Perceptiv	Receptionists and information clerks, general representatives clerks and auditing and audinistratic and aministrative general representatives and audining and administrative clerks ageneral representatives clerks and auditing and administrative administrative versions general representatives clerks and auditing and administrative administrative versions general representatives clerks. Active Listening Listening Listening Comprehens and Control Comprehens and Control Listening Comprehens and Control Comprehens and Control Listening Comprehens and Control Comprehen	Receptionists and information clerks service clerks service peneral representatives clerks and information clerks accounting and auditing and administrating technicians managers of office auditing and administrating support workers technicians managers and auditors. Active Listening Listening Listening Comprehens Comprehens Comprehens on n Reading Comprehens on n

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List of Skills for Occupations Employed in Sound Recording Industries

								ı
Number of Occupations within JZ	0	2	E	,		1	10	
	0	3	2.070	1	0	1	10	
Total Employment Range	N7 (A	126,560 -	3,870 -	124560	2.7.4	177.000		
(2005)	N/A	396,750	226,740	124,560	N/A	175,920		or ordinal
Average Annual Salary Range	N/A	\$25,980 -	\$35,880 -	064.200				Top Third (of 9)
(2005)	N/A	\$34,110	\$112,740	\$64,390	N/A	\$60,860		(01 9)
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	
Operation and Control	0	0	1	0	0	0	1	
Active Listening	0	3	5	1	0	0	9	V
Mathematics	0	0	1	1	0	0	2	
Operation Monitoring	0	0	1	0	0	0	1	
Management of Personnel								
Resources	0	0	2	0	0	0	2	
Reading Comprehension	0	3	5	1	0	0	9	$\sqrt{}$
Speaking	0	3	4	1	0	0	8	\checkmark
Time Management	0	2	4	0	0	0	6	\checkmark
Critical Thinking	0	2	5	1	0	0	8	\checkmark
Monitoring	0	1	3	1	0	0	5	
Troubleshooting	0	0	1	0	0	0	1	
Judgment and Decision								
Making	0	0	2	1	0	0	3	
Writing	0	3	2	1	0	0	6	V
Active Learning	0	2	3	0	0	0	5	and the state of t
Social Perceptiveness	0	2	3	0	0	0	5	
Service Orientation	0	2	1	0	0	0	3	
Coordination	0	0	3	0	0	0	3	
Learning Strategies	0	2	1	0	0	0	3	
Equipment Selection	0	0	1	0	0	0	1	
Instructing	0	0	1	0	0	0	1	
Complex Problem Solving	0	0	1	0	0	0	1	
Total	0	25	50	8	0	0	83	

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California Research Bureau, California State Library

Entertainment and Tourism

List of Skills for Occupations Employed in Accommodation

TOT_EMP	114,180	62,620	208,910	231,130	88,390	6,340	18,410	207,640
A_MEAN	\$17,030	\$17,050	\$17,920	\$18,030	\$20,530	\$22,520	\$22,640	\$23,360
Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1
SOC-Code	35-2011	35-9011	35-3021	35-3031	37-2012	39-6011	35-3041	37-2011
Occupation Title	Cooks, fast food	Dining room and cafeteria attendants and bartender helpers	Combined food preparation and serving workers, including fast food	Waiters and waitresses	Maids and housekeeping cleaners	Baggage porters and bellhops	Food servers, nonrestaurant	Janitors and cleaners, except maids and housekeeping cleaners
	Active Listening	Speaking	Active Listening	Speaking	Reading Comprehension	Speaking	Active Listening	Reading Comprehension
	Speaking	Active Listening	Speaking	Active Listening		Active Listening	Service Orientation	Active Listening
	Reading Comprehension	Learning Strategies	Instructing	Service Orientation		Service Orientation	Speaking	Speaking
	Instructing	Social Perceptiveness	Mathematics	Social Perceptiveness	1911	Social Perceptivene ss	Time Management	Coordination
	Service Orientation	Service Orientation	Service Orientation	Coordination		Coordinatio n	Instructing	Equipment Selection
	Social Perceptiveness		Social Perceptiveness	Reading Comprehension		Critical Thinking	Active Learning	Time Management
	Mathematics			Instructing		Reading Comprehension	Reading Comprehensi on	Equipment Maintenance
	Critical Thinking			Active Learning		Active Learning	Critical Thinking	Writing
	Learning Strategies			Critical Thinking		Instructing	Social Perceptivene ss	Instructing
	Judgment and Decision Making			Learning Strategies		Learning Strategies	Learning Strategies	Judgment and Decision Making
Total	10	5	6	10	1	10	10	10

43,990 \$18,980	22,440 \$21,930	92,74 \$22,52
JZ-2	JZ-2	JZ-2
35-3011	43-4081	35-2014
Bartenders Active	Hotel, motel, and resort desk clerks Active	Cooks, restaurant Active
Listening	Listening	Listening
Speaking	Speaking	Reading Comprehensin
Social Perceptiveness	Service Orientation	Speaking
Mathematics	Social Perceptiveness	Active Learning
Service Orientation	Critical Thinking	Instructing
Critical Thinking	Reading Comprehensio n	Learning Strategies
Reading Comprehensio n	Instructing	Coordination
Learning Strategies	Mathematics	Social Perceptivenes
Coordination	Coordination	Time Management
Judgment and Decision Making	Monitoring	

2,010	128,880	17,200	4,240
\$25,230	\$36,630	\$37,010	\$50,790
JZ-3	JZ-3	JZ-3	JZ-3
39-6021	49-9042	37-1011	11-9081
Tour guides and escorts	Maintenance and repair workers, general	First-line supervisors/ managers of housekeeping and janitorial workers	Lodging managers
Speaking	Equipment Maintenance	Reading Comprehension	Active Listening
Active Listening		Active Listening	Speaking
Reading Comprehension	Troubleshooti ng	Instructing	Social Perceptiveness
Active Learning	Active Listening	Monitoring	Critical Thinking
Social Perceptiveness	Installation	Active Learning	Reading Comprehensio ii
Instructing	Equipment Selection	Speaking	Monitoring
Learning Strategies	Critical Thinking	Time Management	Active Learning
Monitoring	Reading Comprehensio n	Writing	Instructing
Critical Thinking	Operation Monitoring	Critical Thinking	Service Orientation
Time Management	Coordination	Learning Strategies	Time Management
10	10	10	10

List of Skills for Occupations Employed in Accommodation

and the property of the first of the property	23,900		32,700	39,660
\$51,420	\$57,590	\$72,680	\$170,710	\$101,470
JZ-3	JZ-4	JZ-4	JZ-5	N/A
51-1011	27-3031	15-1071	11-1011	11-9199
First-line supervisors/ managers of production and operating workers	Public relations specialists	Network and computer systems administrators	Chief executives	Managers, all
Active Listening	Writing	Reading Comprehensio	Judgment and Decision Making	Not Available
Reading Comprehension	Critical Thinking	Speaking	Management of Financial Resources	
Management of Personnel Resources	Reading Comprehension	Active Listening	Coordination	
Instructing	Active Listening	Monitoring	Critical Thinking	
Monitoring	Judgment and Decision Making	Critical Thinking	Negotiation	
Speaking	Persuasion	Complex Problem Solving	Active Listening	
Time Management	Social Perceptiveness	Systems	Monitoring	
Critical Thinking	Speaking	Coordination	Complex Problem Solving	
udgment and Decision Making	Time Management	Time Management	Reading Comprehension	
Coordination	Coordination	Judgment and Decision Making	Speaking	

List of Skills for Occupations Employed in Accommodation

Number of Occup JZ	oations within	8	3	5	2	1	1	20	
Total Employmer (2005)	nt Range	6,340 - 231,130	22,440 - 92,740	2,010 - 128,880	23,900 - 31,930	32,700	39,660		
Average Annual (2005)	Salary Range	\$17,030 - \$23,360	\$18,980 - \$22,520	\$25,230 - \$51,420	\$57,590 - \$72,680	\$170,710	\$101,470		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (out of 19)
Persuasion		0	0	0	1	0	0	1	
Active Listening		7	3	5	2	1	0		V
Speaking		7	3	4	2	1	0	17	V
Equipment Maint	and the second second second second	1	0	1	0	0	0		
Reading Comprel		6	3	5	2	1	0	17	V man man man
Service Orientation		6	2	1	0	0	0		
Social Perceptive	ness	6	3	2	1	0	0	12	V
Repairing		0	0	1	0	0	0	1	
Troubleshooting		0	0	1	0	0		1	
Learning Strategic	es	5	2	2	0	0		9	
Active Learning		3	1	3	0	0		7	
Coordination		3	3	2	2	1	0		
Mathematics		2	2	. 0		0			r
Critical Thinking		4	2	5	2	1	0		V
Installation	4.4. 直源	0	0	1	0	0			1
Instructing		6	2	4	0	0			V
Equipment Select		1	0	1	0	0		2	
Time Managemer	nt	2	1	4	2	0			
Monitoring		0	1	4	1	1	0		
Judgment and De		2	1	1	2	1	0		
Operation Monito	oring	0	0	1	0	0		1	
Writing	The second	1	0	1	1	0		3	
Management of P	***************************************	0	0	1	0	0			
Management of F	inancial	0	0	0	0	1	0		
Negotiation		0	0	0	0		0		
Systems Evaluation		0	0	0	1	0			
Complex Problem	Solving	0	0	0	1	1	0		
Total		62	29	50	20	10	0	171	

List of Skills for Occupations Employed in Amusement Parks and Arcades

132	TOT_EMP	114,180	62,620	231,130	33,640	108,010	356,880	126,180	396,750	82,240	226,740
	A_MEAN	\$ 17,030	\$ 17,050	\$ 18,030	\$ 18,420	\$ 18,920	\$ 21,420	\$ 24,570	\$ 27,470	\$ 27,560	\$ 112,740
	Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-2	JZ-2	JZ-3
	SOC-Code	35-2011	35-9011	35-3031	39-3091	35-2021	41-2011	37-3011	43-9061	35-1012	11-1021
	Occupation Title	Cooks, fast food	Dining room and cafeteria attendants and bartender helpers	Waiters and waitresses	Amusement and recreation attendants	Food preparation workers	Cashiers	Landscaping and groundskeepin g workers	Office clerks, general	First-line supervisors/ managers of food preparation and serving workers	General and operations managers
		Active Listening	Speaking	Speaking	Active Listening	Active Listening	Active Listening	Equipment Maintenance	Active Listening	Speaking	Active Listening
California		Speaking	Active Listening	Active Listening	Speaking	Reading Comprehension	Mathematics	Active Listening	Reading Comprehension	Active Listening	Management of Personnel Resources
		Reading Comprehensio n	Learning Strategies	Service Orientation	Coordination	Instructing	Speaking	Speaking	Speaking	Time Management	Time Management
Research I		Instructing	Social Perceptiveness	Social Perceptiveness	Reading Comprehensio n	Speaking	Instructing	Reading Comprehension	Writing	Instructing	Judgment and Decision Making
Bureau,		Service Orientation	Service Orientation	Coordination	Writing	Learning Strategies	Social Perceptiveness	Equipment Selection	Social Perceptiveness	Reading Comprehension	Monitoring
, California		Social Perceptiveness		Reading Comprehensio n	Social Perceptiveness	Service Orientation	Service Orientation	Repairing		Monitoring	Reading Comprehension
		Mathematics		Instructing	Critical Thinking	Social Perceptiveness	Learning Strategies	Time Management		Mathematics	Speaking
State Li		Critical Thinking		Active Learning	Instructing	Coordination	Critical Thinking			Service Orientation	Coordination
Library		Learning Strategies Judgment and		Critical Thinking Learning	Learning Strategies Service	Mathematics				Social Perceptiveness Management of	Critical Thinking Complex
•		Decision Making		Strategies	Orientation					Personnel Resources	Problem Solving
	Total	10	5	10	10	9	8	7	5	10	10

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List of Skills for Occupations Employed in Amusement Parks and Arcades

]						I
Number of Occupations within JZ	7	2	1	0	0	10	
Total Employment Range (2005)	33,640 - 356,880	82,240 - 396,750	226,740	N/A	N/A		
Average Annual Salary Range (2005)	\$17,030 - \$24,570	\$27,470 - \$27,560	\$112,740	N/A	N/A		Top Third (of 10)
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	
Active Listening	7	2	1	0	0	10	V
Speaking	7	2	1	0	0	10	V
Reading Comprehension	5	2	1	0	0	8	V
Social Perceptiveness	6	2	0	0	0	8	V
Learning Strategies	6	0	0	0	0	6	1
Critical Thinking	4	0	1	0	0	51	
Service Orientation	6	1	0	0	0	7	V
Time Management	1	1	1	0	0	3	Bandin - 1875 - 200 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 - 100 -
Management of Personnel Resources	0	1	1	0	0	2	
Equipment Maintenance	1	0	0	0	0'	1	
Mathematics	3	1	0	0	0	4	
Coordination	3	0	1.	0	0	4	
Instructing	5	1	0	0	0	6	
Judgment and Decision Making	1	0	1	0	0	2	
Writing	1.	1	0	0	0	2	
Active Learning	1	0	0	0	0	1	
Equipment Selection	1	0	0	0	0	1	
Monitoring	0	1	1	0	0	2	
Repairing	1	0	0	0	0	1	
Complex Problem Solving Total	0 59	0 15	10	0	0	84	

Total

Entertainment and Tourism

List of Skills for Occupations Employed in Gambling Industries

TC	т_	_EM
A_	M	EA
Jo	b :	Zone
SC	C-	Cod

Occupation Title

62,620	61,400	231,130	207,640
\$ 17,050	\$ 17,070	\$ 18,030	\$ 23,360
JZ-1	JZ-1	JZ-1	JZ-1
35-9011	35-9021	35-3031	37-2011
Dining room and cafeteria attendants and bartender helpers	Dishwashers	Waiters and waitresses	Janitors and cleaners, except maids and housekeeping cleaners
Speaking	Learning Strategies	Speaking	Reading Comprehension
Active Listening	Speaking	Active Listening	Active Listening
Learning Strategies	Active Listening	Service Orientation	Speaking
Social Perceptiveness	Equipment Maintenance	Social Perceptiveness	Coordination
Service Orientation	Instructing	Coordination	Equipment Selection
	Service Orientation	Reading Comprehension	Time Management
	Operation Monitoring	Instructing	Equipment Maintenance
	Reading Comprehensio n	Active Learning	Writing
	Quality Control Analysis	Critical Thinking	Instructing
		Learning Strategies	Judgment and Decision Making

43,990	11,110	2,960		136,680	2,320	600
\$ 18,980	\$ 21,140	\$ 21,510	\$ 22,520	\$ 23,740	\$ 25,240	\$ 33,600
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
35-3011	39-3011	41-2012	35-2014	33-9032	43-3041	33-9031
Bartenders	Gaming dealers	Gaming change persons and booth cashiers	Cooks,	Security guards	Gaming cage workers	Gaming surveillance officers and gaming investigators
Active Listening	Mathematics	Mathematics	Active Listening	Active Listening	Mathematics	Active Listening
Speaking	Speaking	Active Listening	Reading Comprehension	Reading Comprehensio n	Active Listening	Critical Thinking
Social Perceptiveness	Active Listening	Speaking	Speaking	Social Perceptiveness	Speaking	Writing
Mathematics	Service Orientation	Social Perceptiveness	Active Learning	Speaking	Reading Comprehension	Instructing
Service Orientation	Social Perceptiveness		Instructing	Monitoring	Service Orientation	Reading Comprehension
Critical Thinking	Monitoring		Learning Strategies	Judgment and Decision Making	Instructing	Learning Strategies
Reading Comprehension	Learning Strategies		Coordination	Critical Thinking	Critical Thinking	Speaking
Learning Strategies	Coordination		Social Perceptiveness	!	Learning Strategies	Judgment and Decision Making
Judgment and Decision Making	Reading Comprehensio n		Time Management		Social Perceptiveness	Monitoring
Coordination					Time Management	Service Orientation

List of Skills for Occupations Employed in Gambling Industries

1,660	128,880	4,85
\$ 46,180	\$ 36,630	\$ 23,710
JZ-2	JZ-3	N/A
39-1011	49-9042	39-3019
Gaming supervisors	Maintenance and repair workers, general	Gaming service workers, all other
Mathematics	Equipment Maintenance	Not Available
Instructing	Repairing	
Active Listening	Troubleshootin g	
Service Orientation	Active Listening	
Monitoring	Installation	
Speaking	Equipment Selection	
Social Perceptiveness	Critical Thinking	
Critical Thinking	Reading Comprehensio n	
Judgment and Decision Making	Operation Monitoring	
Management of Personnel Resources	Coordination	

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List of Skills for Occupations Employed in Gambling Industries

Number of Occupations within JZ	4	8	1	0	0	1	14	
T I F (2005)	61,400 -	(00 12((00	120.000	3.T/A	37/4	4.050		
Total Employment Range (2005) Average Annual Salary Range	231,130 \$17,050 -	\$18,980 -	128,880	N/A	N/A	4,850		Top Thire
(2005)	\$23,360	\$46,180	\$ 36,630	N/A	N/A	\$ 23,710		(of 13)
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	
Repairing	0	0	1	0	0	0	1	
Mathematics	0		0	0	0	0		
Active Listening	4	8	1	0	0	0		
Speaking	4	8	0	0	0	0		٧
Instructing	3	4	0	0	0	0		
Reading Comprehension	3		1	0	0	0		
Social Perceptiveness	2	7	0	0	0	0	9	٧
Judgment and Decision Making	1	4	0	0	0	0	5	
Learning Strategies	3	5	0	0	0	0	8	
Service Orientation	3	5	0	0	0	0	8	
Coordination	2	3	1	0	0	0	6	
Monitoring	0	4	0	0	0	0	4	
Management of Personnel Resources	0	1	0	0	0	0	1	
Гime Management	1	2	0	0	0	0	3	
Active Learning	1	1	0	0	0	0	2	
Equipment Selection	1	0	1	0	0	0	2	
Equipment Maintenance	2	0	1	0	0	0	3	
Writing	1	1	0	0	0	0	2	
Critical Thinking	1	5	1	0	0	0	7	
Troubleshooting	0	0	1	0	0	0	1	
Installation	0	0	1	0	0	0		
Operation Monitering	1	0	1	0	0	0		
Quality Control Analysis	1	0	0	0	0	0	1	

List of Skills for Occupations Employed in Other Amusement and Recreation Industries

138	TOT EMP	231,130	33,640	207,640	126,180
~	A MEAN	\$ 18,030	\$ 18,420	\$ 23,360	\$ 24,570
	Job Zone	JZ-1	JZ-1	JZ-1	JZ-1
	SOC-Code	35-3031	39-3091	37-2011	37-3011
	Occupation Title	Waiters and	Amusement and recreation attendants	Janitors and cleaners, except maids and housekeeping cleaners	Landscaping and groundskeepin g workers
		Speaking	Active Listening	Reading Comprehension	Equipment Maintenance
Califo		Active Listening	Speaking	Active Listening	Active Listening
ornia R		Service Orientation	Coordination	Speaking	Speaking
California Research Bureau, California State Library		Social Perceptiveness	Reading Comprehension	Coordination	Reading Comprehension
Burea		Coordination	Writing	Equipment Selection	Equipment Selection
ıu. Cali		•	Social Perceptiveness	Time Management	Repairing
fornia		Instructing	Critical Thinking	Equipment Maintenance	Time Management
State L		Active Learning	Instructing	Writing	
ibrar		Critical Thinking	Learning Strategies	Instructing	
7 1		Learning Strategies	Service Orientation	Judgment and Decision Making	
	Total	10	10	10	7

\$ 22,030	\$ 25,980
JZ-2	JZ-2
39-9011	43-4171
	Receptionists
	and
Child care	information
workers	clerks
Active	Active
Listening	Listening
Learning	Speaking
Strategies	
Social	Reading
Perceptiveness	Comprehension
	n
Instructing	Writing
Speaking	Service
эрсакшу	Orientation
	O.L.
Time	Learning
Management	Strategies
U ()	
Critical	Social
Thinking	Perceptivenes
Monitoring	Critical
	Thinking
Active	Time
Learning	Management
Negotiation	Active
	Learning

\$ 36,630 JZ-3	\$ 38,840	\$ 112,740
		19 112,740
40,0043	JZ-3	JZ-3
49-9042	39-9031	11-1021
Maintenance	Fitness	
and repair	trainers and	General and
workers,	aerobics	operations
general	instructors	managers
Equipment Maintenance	Instructing	Active Listening
Repairing	Speaking	Management of Personnel Resources
Troubleshooti ng	Coordination	Time Management
Active Listening	Monitoring	Judgment and Decision Making
Installation	Learning Strategies	Monitoring
Equipment Selection	Time Management	Reading Comprehension
Critical Thinking	Service Orientation	Speaking
Reading Comprehension	Active Learning	Coordination
Operation Monitoring	Equipment Selection	Critical Thinking
Coordination	Social Perceptiveness	Complex

20,180 \$ 36,300 JZ-5 27-2022
Coaches and scouts
Instructing
Speaking
Active Listening
Time Management
Social Perceptiveness Coordination
Monitoring
Active Learning
Learning Strategies Critical Thinking
10

List of Skills for Occupations Employed in Other Amusement and Recreation Industries

Number of Occ	cupations							1
within JZ		4	2	3	0	1	10	
Total Employn	nent Range	33,640 -	50,710 -	29,950 -				
(2005)		231,130	126,560	226,740	N/A	20,180		
_	al Salary Range	\$18,030 -	\$22,030 -	\$36,630 -				Top Third
(2005)		\$24,570	\$25,980	\$112,740	N/A	\$ 36,300		(of 10)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	
Learning Strate	egies	2	2	1	0	1	6	
Instructing		3	1	1	0	1	6	
Speaking		4	2	2	0	1	9	V
Reading Comp		4	1	2	0	0	7	V
Equipment Ma	intenance	2	0	1	0	0	3	*
Coordination		3	0	3	0	1	7	V
Active Learnin		1	2	1	0	1	5	4
Critical Thinkin		2	2	2	0	1	7	V
Time Managen		2	2	2	0	1	7	٧
Social Percepti	veness	2	2	1	0	1	6	
Replication _		1	0	1	0	0	2	
Monitoring		0	1	2	0	1	4	
Service Orienta		2	11	1	0	0	4	
Equipment Sele		2	0	2	0	0	4	
Judgment and I Making	Decision	1	0	1	0	0	2	
Writing		2	1	0	0	0	3	
Management of Resources	f Personnel	0	0	1	0	0	1	
Troubleshootin	o a	0	0	1	0	0	1	
Installation		0	0	1	0	0	1	
Negotiation		0	1	0	0	0	1	
Active Listenin	g	4	2	2	0	1	9	V
Operation Mon	itoring	0	0	1	0	0	1	
Complex Probl	em Solving	0	0	1	0	0	1	
Total	7-3-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-	37	20	30	0	10	97	

List of Skills for Occupations Employed in Performing Arts Companies

TOT_EMP	26,590	481,990	126,560	396,750	108,320	1,320	8,310	2,820	20,960	226.
A_MEAN	*	\$ 25,270	\$ 25,980	\$ 27,470	\$ 33,030	\$ 49,000	*	*	\$ 41,180	\$ 112,
Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2/3	JZ-3	JZ-3	JZ-3
SOC-Code	27-2011	41-2031	43-4171	43-9061	43-6014	49-9096	27-2042	27-2031	25-3021	11-1021
Occupation Title	Actors	Retail salespersons	Receptionists and information clerks	Office clerks, general	Secretaries, except legal, medical, and executive	Riggers	Musicians and singers	Dancers	Self- enrichment education teachers	General and operations mana
	Speaking	Active Listening	Active Listening	Active Listening	Active Listening	Equipment Selection	Active Listening	Coordinatio n	Instructing	Active Listening
	Active Listening	Mathmatics	Speaking	Reading Comprehensio	Reading Comprehension	Instructing	Social Perceptiveness	Active Listening	Speaking	Management of Personnel Resou
	Reading Comprehension	Speaking	Reading Comprehension	Speaking	Time Management	Critical Thinking	Learning Strategies	Instructing	Active Listening	Time Manageme
	Social Perceptiveness	Social Perceptiveness	Writing	Writing	Speaking	Operation and Control	Speaking	Learning Strategies	Learning Strategies	Judgment and Decision Making
	Coordination	Critical Thinking	Service Orientation	Social Perceptiveness	Writing	Active Listening	Reading Comprehensio	Monitoring	Social Perceptivene	Monitoring
	Time Management	Writing	Learning Strategies		Learning Strategies	Quality Control Analysis	Coordination	Social Perceptiven	Monitoring	Reading Comprehension
	Critical Thinking	Judgment and Decision Making	Social Perceptiveness		Active Learning	Speaking	Equipment Maintenance	Time Manageme	Coordination	Speaking
	Learning Strategies	Instructing	Critical Thinking		Critical Thinking	Judgment and Decision Making	Active Learning	Active Learning	Time Management	Coordination
		Reading Comprehension	Time Management		Monitoring	Reading Comprehensio	Monitoring	Service Orientation	Service Orientation	Critical Thinking
	Judgment and Decision Making		Active Learning		Social Perceptiveness	Coordination		Speaking	Active Learning	Complex Problet Solving
Total	10	9	10	5	10	10	9	10	10	

List of Skills for Occupations Employed in Performing Arts Companies

2,180	14,920	23,900	47,470	175,920
*	\$ 90,750	\$ 57,590	*	\$ 60,860
JZ-3/4	JZ-3/4	JZ-4	N/A	N/A
27-2041	27-2012	27-3031	27-2099	13-1199
Music directors and composers	Producers and directors	Public relations specialists	Entertainers and performers, sports and related workers, all other	Business operations specialists, all other
Coordination	Active Listening	Writing	Not Available	Not Available
Instructing	Time Management	Critical Thinking		
Speaking	Reading Comprehension	Reading Comprehension		
Monitoring	Speaking	Active Listening		
Active Listening	Writing	Judgment and Decision Making		
Social Perceptiveness	Judgment and Decision Making	Speaking		
Critical Thinking	Coordination	Time Management		
Reading Comprehension	Critical Thinking	Persuasion		
Writing	Monitoring	Social Perceptiveness		
	Management of Personnel Resources	Coordination		
	Persuasion Operation and Control			

List of Skills for Occupations Employed in Performing Arts Companies

Number of Occupati	ions										
within JZ		0	6	1	3	2	1	0	2	15	
Total Employment F	Range		1,320 -		2,820 -	2,180 -			47,470 -		}
(2005)		N/A	481,990	8,310	226,740	14,920	\$ 23,900	N/A	175,920		
Average Annual Sal	ary Range		\$25,270 -		\$41,180 -				Tolkien Tolkien		Top Third
(2005)		N/A	\$49,000	N/A	\$112,740	\$90,750	\$57,590	N/A	\$60,860		(of 13)
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-3/4	JZ-4	JZ-5	JZ-N/A	Number	
Judgment and Decis	ion										
Making		0	3	0	1	1	1	0	0	6	
Monitoring		0		1	3	2	0	0	0		
Learning Strategies		0		1	2	0	0	0	0		
Active Listening		0		1	3	2	1	0	0		٧
Active Learning		0	_	1	2	0	0	0	0		
Critical Thinking		0	Ξ.	0	<u>l</u>	2	1	0	0		
Reading Comprehen Time Management	ision	0		0	3	2	1	0	0		Y
Social Perceptivenes		0		1	2	1	1	0	0	10/20/10/20/00/00/00/00/00/00/00/00/00/00/00/00	
Speaking	,,,	0		1	3	2	1	0	0		
Coordination		0		1	3	2	1	0	0		
Instructing		0		0		1	0	0	0		•
Persuasion		0		0		1	1	0	0		
Writing	100	0	Ů	0			1	0	0		
Management of Pers	sonnel										
Resources		0	0	0	1	1	0	0	0	2	
Service Orientation		0	1	0	2	0	0	0	0	3	
Management of Fina	incial										
Resources		0	0	0	0	0	0	0	0	0	
Equipment Maintena		0	0	1	0	0	0	0	0	1	
Equipment Selection	The second secon	0	1	0	0	0	0	0	0	1	
Operation and Contr	ol	0		0		1	0	0.	0	2	
Mathmatics		0		0		0	0	0	0	1	
Complex Problem S		0		0		0	0	0	0		
Quality Control Ana	lysis	0		0		0	0	0	0		
Total		0	54	9	30	21	10	0	0	124	

List of Skills for Occupations Employed in Spectator Sports

TOT_EMP	13,760	33,640	5,790	356,880	207,640
A_MEAN	\$ 18,340	\$ 18,420	\$ 21,300	\$ 21,420	\$ 23,360
Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1
SOC-Code	39-3031	39-3091	45-2093	41-2011	37-2011
Occupation Títle	Ushers, lobby attendants, and ticket takers	Amusement and recreation attendants	Farmworkers, farm and ranch animals	Cashiers	Janitors and cleaners, except maids and housekeeping cleaners
	Active	Active	Instructing	Active	Reading
	Listening Speaking	Listening Speaking	Active Listening	Listening Mathematics	Comprehension Active Listening
	Social Perceptiveness	Coordination	Coordination	Speaking	Speaking
	Service Orientation	Reading Comprehensio n	Equipment Maintenance	Instructing	Coordination
	Coordination	Writing	Speaking	Social Perceptivene ss	Equipment Selection
	Mathematics	Social Perceptiveness	Monitoring	Service Orientation	Time Management
	Reading Comprehensio n	Critical Thinking	Time Management	Learning Strategies	Equipment Maintenance
		Instructing	Equipment Selection	Critical Thinking	Writing
		Learning Strategies	Judgment and Decision Making		Instructing
		Service Orientation			Judgment and Decision Making
Total	7	10	9	8	10

10,600	136,680		199,440	
\$ 21,610	\$ 23,740	\$ 29,000	\$ 34,110	\$ 82,230
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
39-2021	33-9032	39-2011	43-4051	27-2021
Nonfarm animal caretakers	Security guards		Customer service representativ	Athletes and sports competitors
Active Listening	Active Listening	Instructing	Active Listening	Active Listening
Time Management	Reading Comprehension	Speaking	Reading Comprehensi on	Coordination
Speaking	Social Perceptiveness	Active Listening	Monitoring	Active Learning
Social Perceptiveness	Speaking	Monitoring	Speaking	Equipment Selection
Coordination	Monitoring	Social Perceptiveness	Time Management	Critical Thinking
Reading Comprehensio n	Judgment and Decision Making	Learning Strategies	Service Orientation	Judgment and Decision Making
Judgment and Decision Making	Critical Thinking	Judgment and Decision Making	Active Learning	Troubleshootin
Instructing		Critical Thinking	Learning Strategies	Equipment Maintenance
		Active Learning	Writing	Time Management
		Coordination	Critical Thinking	Learning Strategies

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List of Skills for Occupations Employed in Spectator Sports

14,980	20,180	2,350
\$ 37,870	\$ 36,300	\$ 26,650
JZ-3	JZ-5	N/A
39-1021	27-2022	45-2099
First-line		
supervisors/		Agricultural
nanagers of personal	Coaches and	workers, all
service workers	scouts	other
Active Listening	Instructing	Not
		Available
nstructing	Speaking	
Service Orientation	Active	
	Listening	
Judgment and	Time	
Decision Making	Management	
Mangement of	Social	
Personnel Resources	Perceptivene	
Learning Strategies	Coordination	
Fime Management	Monitoring	
Critical Thinking	Active Learning	
Monitoring	Learning Strategies	
Active Learning	Critical Thinking	

List of Skills for Occupations Employed in Spectator Sports

Number of Oc	ccupations	_	<i>,</i> -	1	0		,		
within JZ		5	5	1	0	1	1	13	
Total Employ (2005)	ment Range	5,790 - 356,880	1,150 - 199,440	14,980	N/A	20,180	2,350		
Average Annı Range (2005)	ıal Salary	\$18,340 - \$23,360	\$21,610 - \$82,230	\$37,870	N/A	\$36,300	\$26,650		Top Third (of 12)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	
Active Listeni	ng	5	5	1	0	1	0	12	V
Speaking		5	4	0	0	1	0	10	\forall
Social Percept	tiveness	3	3.	0	0	1	0	7	and the state of t
Reading Com	prehension	3	3	0	0	0	0	6	
Critical Think	ing	2	4	1	0	1	0	8	1
Judgment and	Decision								Silver and before construction of the 1 to 3 and demonstruction of the
Making		2	4	1	0	0	0	7	
Learning Strat	tegies	2	3	1	0,	1	0	7	
Time Manage	ment	2	3	1	0	1	0	7	
Active Learni	ng	0	3	1	0	1	0	5	
Coordination		4	3	0	0	1	0	8	\checkmark
Service Orien	tation	3	1	1	0	0	0	5	ALDOUBLE TO A PARAMOUNT SAFETY SHARE OUTS FOR A PARAMOUNT SHARE OUTS FOR A
Instructing		4	2	1	0	1	0	8	
Mathematics		2	0	0	0	0	0	2	
Monitoring		1	3	1	0	1	0	6	
Equipment Se	lection	2	1	0	0	0	0	3	
Writing	200 00 0000	2	1	0	0	0	0	3	
Equipment Ma		2	1	0	0	0	0	3	
Troubleshooti	Charles and the control of the contr	0	1	0	0	0	0	1	
Mangement of	f Personnel			·	!				
Resources		0	0	1	0	0	0	1	
Total		44	45	10	0	10	0	109	•

List of Occupations Employed in Independent Artists, Writers, and Performers

48	TOT_EMP	26,590	108,320
∞	A MEAN	*	\$ 33,030
	Job Zone	JZ-2	JZ-2
	SOC-Code	27-2011	43-6014
			Secretaries,
			except legal,
	Occupation		medical, and
	Title	Actors	executive
		Speaking	Active
			Listening
		Active	Reading
		Listening	Comprehensio
			n
$C_{\mathbf{a}}$		Reading	Time
lifor		Comprehensio n	Management
p.		Social	Speaking
Re		Perceptiveness	
alifornia Research Bureau.		Coordination	Writing
₽		Time	Social
ıreau		Management	Perceptiveness
		Critical	Active
California State		Thinking	Learning
mia		Learning Strategies	Critical Thinking
State		Monitoring	Monitoring
Library		Judgment and Decision Making	Learning Strategies

	214,050	7,010	1,010
*	\$ 43,250	\$ 44,040	\$ 72,720
JZ-3	JZ-3	JZ-3	JZ-3
27-2031	43-6011	27-4011	27-1013
Dancers	Executive secretaries and administrative assistants	Audio and video equipment technicians	Fine artists, including painters, sculptors, and illustrators
Coordination	Active Listening	Active Listening	Equipment Selection
Active Listening	Reading Comprehension	Critical Thinking	Active Listening
Instructing	Time Management	Troubleshootin g	Time Management
Learning Strategies	Speaking	Reading Comprehension	Speaking
Monitoring	Writing	Active Learning	Active Learning
Social Perceptiveness	Critical Thinking	Equipment Maintenance	Judgment and Decision Making
Time Management	Active Learning	Operation and Control	Operations Analysis
Active Learning	Coordination	Time Management	Reading Comprehension
Service Orientation	Monitoring	Speaking	Social Perceptiveness
	Service Orientation	Judgment and Decision	Management of Financial Resources

JZ-3/4 27-2012 Producers and directors Active Listening Time Management Reading Comprehension Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and Control	\$		14,92 90,75
directors Active Listening Time Management Reading Comprehension Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and			
directors Active Listening Time Management Reading Comprehension Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and			
Active Listening Time Management Reading Comprehension Speaking Writing Udgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and	Produ	icers	and
Time Management Reading Comprehension Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and			
Management Reading Comprehension Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring, Management of Personnel Resources Persuasion Operation and	Activ	e Lis	tening
Reading Comprehension Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring, Management of Personnel Resources Persuasion Operation and	Time		
Comprehension Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and	Mana	geme	ent
Speaking Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and	Readi	ng	
Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and	Comp	rehe	nsion
Writing Judgment and Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and	Speak	ing	
Judgment and Decision Making Coordination Critical Thinking Monitoring, Management of Personnel Resources Persuasion Operation and			
Judgment and Decision Making Coordination Critical Thinking Monitoring, Management of Personnel Resources Persuasion Operation and	Writi	nσ	
Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and	.,,,,,,,	.0	
Decision Making Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and	13		
Coordination Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and			
Critical Thinking Monitoring Management of Personnel Resources Persuasion Operation and			
Monitoring, Management of Personnel Resources Persuasion Operation and	Coord	linati	on
Monitoring, Management of Personnel Resources Persuasion Operation and			
Management of Personnel Resources Persuasion Operation and	Critic	al Th	inkinį
Personnel Resources Persuasion Operation and	Moni	toring	3
Personnel Resources Persuasion Operation and			
Resources Persuasion Operation and			nt of
Operation and			
	Persu	asion	
	Opera	tion :	and

23,900 \$ 57,590	124,560
\$ 57,590 JZ-4	\$ 64,390 JZ-4
27-3031	13-2011
27-3031	13-2011
Public relations specialists	Accountants and auditors
Writing	Mathematics
Critical Thinking	Active Listening
Reading	Critical
Comprehension	Thinking
	-
Active Listening	Monitoring
Judgment and	Judgment and
Decision Making	
	Making
Speaking	Writing
Time	Reading
Management	Comprehensio
j	n
Persuasion	Speaking
Social Perceptiveness	
Coordination	

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Total

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12

List of Occupations Employed in Independent Artists, Writers, and Performers

3,500	47,470	175,920
\$ 102,530	*	\$ 60,860
JZ-4	N/A	N/A
13-1011	27-2099	13-1199
Agents and business	Entertainers and	Business
nanagers of artists,	performers, sports	operations
performers, and	and related workers,	specialists, all
thletes	all other	other
Speaking		
	Not Available	Not Available
Reading		
Comprehension		
Negotiation		
Social Perceptiveness		
Time Management		
Critical Thinking		
udgment and		
Decision Making	1	
Writing		
Coordination		
Active Listening		
10		
10	0	(

List of Occupations Employed in Independent Artists, Writers, and Performers

Number of Oc within JZ	ecupations	0	2	4	1	3	0	2	12	
Total Employr (2005)	ment Range	N/A	26,590 - 108,320	1,010 - 214,050	14,920	3,500 - 124,560	N/A	47,470 - 175,920		
Average Annu (2005)	al Salary Range	.√. √N/A	\$33,030	\$43,250 - \$72,720	\$90,750	\$57,590 - \$102,530	N/A	\$60,860		Top Third (of 10)
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-3/4	JZ-4	JZ-5	JZ-N/A	Number	
Speaking	602	0	2	4	1	3	0	0	10	V
Active Listenii	ng	0	2	4	1	_ 3	0	0	10	V
Reading Comp	orehension	0	2	3	1	3	0	0	9	V
Coordination		0	1	2	1	2	0	0	6	
Time Manager	ment	0	2	4	1	2	0	0	9	V
Critical Thinki	ing	0	2	2	1	3	0	0	8	V
Active Learnir	ng	0	1	4	0	0	0	0	5	
Social Percept	iveness	0	2	2	0	2	0	0	6	
Writing		0	1	1	1	3	0	0	6	
Judgment and	Decision							:		
Making		0	1	2	1	3		0	7	٧
Instructing		0	0	1	0			0	1	
Learning Strate	egies	0	2	1	0	0	0	0	3	
Monitoring		0	2	2	1	1	0	0	6	
Equipment Sel	the man and the second state of the second sta	0	0	1	0	0	<u> </u>	0	1	
Service Orient	ANGREE STREET,	0	0	. 2	0	0		0	2	
Troubleshootir		0	0	1	0	0		0	1	
Equipment Ma		0	0	1	0	0		0	1	
Operation and		0	0	1	1	0		0	2	
Operations An		0	0	1	0	0	0	0	1	
Management o	of Personnel							:		
Resources		0	0	0	_ 1	0		0	1	
Mathematics		0	0	0	0	1	0	0	1	
Management o	of Financial									
Resources		0	0	1	0	0		0	1	
Negotiation		0	0	0	0	1	0	0	1	
Persuasion		0	0	0	1	1	0	0	2	
Total		0	20	40	12	28	0	0	100	

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Entertainment and Tourism

List of Skills for Occupations Employed in Museums, Parks and Historical Sites

TOT_EMP	33,640	356,880	207,640
A_MEAN	\$18,420	\$21,420	\$23,360
Job Zone	JZ-1	JZ-1	JZ-1
SOC-Code	39-3091	41-2011	37-2011
Occupation Title	Amusement and recreation attendants	Cashiers	Janitors and cleaners, except maids and housekeeping cleaners
	Active Listening	Active Listening	Reading Comprehension
	Speaking	Mathematics	Active Listening
	Coordination	Speaking	Speaking
	Reading Comprehensio n	Instructing	Coordination
	Writing	Social Perceptiveness	Equipment Selection
	Social Perceptiveness	Service Orientation	Time Management
	Critical Thinking	Learning Strategies	Equipment Maintenance
	Instructing	Critical Thinking	Writing
	Learning Strategies		Instructing
	Service Orientation		Judgment and Decision Making
Total	10	8	10

10,600	136,680	199,440
\$21,610	\$23,740	\$34,110
JZ-2	JZ-2	JZ-2
39-2021	33-9032	43-4051
Nonfarm animal caretakers	Security guards	Customer service representatives
Active	Active	Active
Listening	Listening	Listening
Time Management	Reading Comprehensio n	Reading Comprehension
Speaking	Social Perceptiveness	Monitoring
Social Perceptiveness	Speaking	Speaking
Coordination	Monitoring	Time Management
Reading Comprehension	Judgment and Decision Making	Service Orientation
Judgment and Decision Making	Critical Thinking	Active Learning
Instructing		Learning Strategies
		Writing
		Critical Thinking

2,010	14,980	20,960	940
\$25,230	\$37,870	\$41,180	\$41,730
JZ-3	JZ-3	JZ-3	JZ-3
39-6021	39-1021	25-3021	25-4013
Tour guides and escorts	First-line supervisors/manage rs of personal service workers	Self- enrichment education teachers	Museum technicians and conservators
Speaking	Active Listening	Instructing	Critical Thinking
Active Listening	Judgment and Decision Making	Speaking	Active Listening
Reading Comprehensio n	Active Learning	Active Listening	Judgment and Decision Making
Active Learning	Management of Personnel Resources	Learning Strategies	Reading Comprehensio n
Social Perceptiveness	Time Management	Social Perceptiveness	Time Management
Instructing	Critical Thinking	Monitoring	Active Learning
Learning Strategies	Service Orientation	Coordination	Equipment Selection
Monitoring	Instructing	Time Management	Complex Problem Solving
Critical Thinking	Learning Strategies	Service Orientation	Management of Material Resources
Time Management	Monitoring	Active Learning	Coordination

List of Skills for Occupations Employed in Museums, Parks and Historical Sites

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214,050	226,740	840	13,550	175,920
\$43,250	\$112,740	\$58,040	\$61,070	\$60,860
JZ-3	JZ-3	JZ-4	JZ-5	N/A
43-6011	11-1021	25-4012	25-9031	13-1199
Executive secretaries and administrative assistants	General and operations managers	Curators	Instructional coordinators	Business operations specialists, all other
Active Listening	Active Listening	Active Listening	Reading Comprehension	Not Available
Reading Comprehension	Management of Personnel Resources	Reading Comprehension	Active Listening	
Time Management	Time Management	Speaking	Critical Thinking	
Speaking	Judgment and Decision Making	Writing	Learning Strategies	
Writing	Monitoring	Critical Thinking	Instructing	
Critical Thinking	Reading Comprehension	Time Management	Active Learning	
Active Learning	Speaking	Active Learning	Writing	
Coordination	Critical Thinking	Instructing	Time Management	
Monitoring	Coordination	Coordination	Speaking	
Service Orientation	Complex Problem Solving	Judgment and Decision Making	Coordination	

List of Skills for Occupations Employed in Museums, Parks and Historical Sites

Number of Occu within JZ	pations	3	3	6	1	1	1	15		
Total Employme (2005)	ent Range	33,640 - 356,880	10,600 - 199,440	940 - 226,740	840	13,550	175,920			
Average Annual (2005)	Salary Range	\$18,420 - \$23,360	\$21,610 - \$34,110	\$25,230 - \$112,740	\$58,040	\$61,070	\$60,860			
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Thi (of 14)	
Active Listening	,	3	3	6	1	1	0	14	V	
Time Manageme	ent	1	2	6	1	1	0	11	V	
Speaking		3	3	4	1	1	0	12	\forall	
Social Perceptive	eness	2	2	2	0	0	0	6	Brown Control of the Control	
Coordination		2	1	4	1	1	0	9		
Reading Compre	ehension	2	3	4	1	1	0	11	\checkmark	
Judgment and Do Making	ecision	1	2	3	1	0	0	7		
Instructing		3	1	3	1	1	0	9		
Critical Thinking	g S	2	2	5	1	1	0	11	V	
Mathematics		1	0	0	0	0	0	1	1	
Active Learning		0	1	5	1	1	0	8		
Service Orientati	ion	2	1	3	0	0	0	6		
Learning Strateg	ies	2	1	3	0	1,	0	7		
Writing	1000	2	1	1,	1	1	0	6		
Monitoring		0	2	5	0	0	0	7		
Equipment Selec		1	0	1.	0	0	0	2		
Management of l Resources	Personnel	0	0	2	0	0	0	2		
Equipment Main	tenance	1	0	0	0		0	1		
Complex Proble		0	0	2	0	0	0	2		
Management of I	AS ARCHITECTURE STATE AND									
Resources	ak 10 10 16	0	0	1	0	0	0	1		
Γotal		28	25	60	10	10	0	133		

RESIDENTIAL BUILDING CONSTRUCTION (NAICS 236100)

BUILDING FINISHING CONTRACTORS (NAICS 238300)

BUILDING EQUIPMENT CONTRACTORS (NAICS 238200)

BUILDING FOUNDATION AND EXTERIOR CONTRACTORS (NAICS 238100)

California !
Research Bureau
California Research Bureau, California State Library
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156	TOT_EMP A_MEAN Job Zone	141,810 \$ 33,980 JZ-1	7,850 \$ 26,130 JZ-2			144,450 \$ 48,440 JZ-2/3	208,200 \$ 35,880 JZ-3	214,050 \$ 43,250 JZ-3	5,010 \$ 55,340 JZ-3		226,740 \$ 112,740 JZ-3	27,950 \$ 69,540		11,970 \$ 75,560 JZ-5	21,520 \$ 41,940
	SOC-Code	47-2061	47-3012	43-9061	47-2141	47-2031	43-3031	43-6011	27-1025	47-1011	11-1021	JZ-4 19-3021	11-9021	17-1011	N/A 41-9099
	Occupation Title	Construction laborers	Helpers carpenters	Office clerks, general	Painters, construction and maintenance	Carpenters	Bookkeeping, accounting, and auditing clerks	Executive secretaries and administrative assistants	1	First-line supervisors/ managers of construction trades and extraction workers	General and operations managers	Market research analysts	Construction managers	Architects, except landscape and naval	Sales and related workers, all other
		Active Listening	Installation	Active Listening	Active Listening	Mathemanics	Mathematics	Active Listening	Active Listening	Time Management	Active Listening	Reading Comprehensio	Critical Thinking	Active Listening	Not Available
		Coordination	Mathematics	Reading Comprehen	Time Management	Time Management	Reading Comprehension	Reading Comprehensio	Reading Comprehension	Coordination	Coordination	n Time Management	Active Listening	Critical Thinking	
		Equipment Selection	Equipment Selection	Speaking	Coordination	Critical Thinking	Time Management	Time Management	Management of Financial Resources	Instructing	Critical Thinking	Writing	Monitoring	Complex Problem Solving	
C		Speaking	Equipment Maintenance	Writing	Equipment Selection	Active Listening	Active Listening	Speaking	Speaking	Judgment and Decision Making	Speaking	Active Listening	Reading Comprehension	Time Management	
California		Instructing	Management of Material Resources	Social Perceptiven ess	Monitoring	Judgment and Decision Making	Critical Thinking	Writing	Persuasion	Speaking	Time Management	Coordination	Speaking	Reading Comprehension	
- 1		Monitoring	Reading Comprehensio		Instructing	Equipment Selection	Active Learning	Critical Thinking	Writing	Active Listening	Complex Problem	Active Learning	Time Management	Management of Personnel	
Research		Equipment Maintenance	n Troubleshootii g		Speaking	Reading Comprehensio n	Learning Strategies	Active Learning	Time Management	Critical Thinking	Judgment and Decision Making	Critical Thinking	Coordination	Resources Coordination	
h B		Learning Strategies	Active Listening		Reading Comprehensio	Coordination	Social Perceptivenes	Coordination	Mathematics	Equipment Selection	Management of Personnel Resources	Speaking	Management of Personnel Resources	Writing	
Bureau,		Critical Thinking	Coordination		Management of Material Resources		Writing	Monitoring	Active Learning	Reading Comprehension	Monitoring	Judgment and Decision Making	Writing	Speaking	
California	Total	Mathematics	Time Management		i quipment Maintenance		Speaking	Service Orientation	Installation	Mathematics	Reading Comprehension	Negotiation	Judgment and Decision Making	Open stores	0 123
ornia :	Total	10	10	5	25	8	10	10	10	10	50	10	20	10	0 123

List of Skills for Occupations Employed in Residential Building Construction

Number of Oc JZ	ecupations within	1	3	1	5	2	1	1	14	
Total Employ	ment Range		7,850 -		5,010 -	20,310 -				
(2005)		141,810	396,750	144,450	226,740	27,950	11,970	21,520		
Average Annı (2005)	ıal Salary Range	\$ 33,980	\$26,130 - \$37,510	\$ 48,440	\$35,880 - \$112,740	\$69,540 - \$92,940	\$ 75,560	\$ 41,940		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 13)
Mathematics		11	1	1	3	0	0	0	6	
Time Manage	ment	0	2	1	5	2	1	0	11	V
Critical Think	ing	1	0	1	4	2	1	0	9	V
Active Listeni	ng	1	3	1	5	2	1	0	13	V
Judgment and	Decision Making	0	0	1	2	2	0	0	5	
Equipment Se	lection	1	2	1	1	0	0	0	5	
Reading Comp	prehension	0	3	1	5	_ 2	1	0	12	V
Speaking		1	2	0	5	2	1	0	11	V
Instructing		1	1	0	1	0	0		3	
Monitoring		1	1	0	2	1	0		5	
Equipment M:		1	2	0	0	0	0	0	3	
Learning Strat	tegies	1	0	0	1	0	0		2	
Writing		0	1	0	3	2	1	0	7	
Social Percept		0	1	0	1	0	0		2	
Active Learnii		0	0	0	3	1	0		4	
Service Orient		0	0	0	***	0	0	0	1	
Management o	of Material								_	
Resources		0	2	0	0	0	0	0	2	
Troubleshooti	ng	0	1	0	0	0	0	Ŭ	1	
Negotiation		0	0	0	0	1	0	0	1	
Management of Resources	of Personnel	0	0	0	1	1	1	0	3	
Management o	of Financial	0	0	0	1	0	0	0	1	
Persuasion		0	0	0	1	0	0	0	1	
Installation		0	1	0	1	0	0	0	2	
Complex Prob	dem Solving	0	0	0	0	0	1	0	1	
Operations Ar		0	0	0	1	0	1	0	2	
Coordination		1	2	1	3	2	1	0	10	V
Total		10	25	8	50	20	10	0	123	

List of Skills for Occupations Employed in Building Finishing Contractors

, 	TOT_EMP A MEAN	9,510 \$ 28,920			5,810		The state of the s			10,660	144,450	64,980	64,840	31,900
58	A_MEAN Job Zone	3 28,920 JZ-1	\$ 33,980 JZ-1	3 41,930 JZ-1	\$ 27,200 JZ-2	\$ 37,510 JZ-2	\$ 40,260 JZ-2	\$ 42,670 JZ-2	\$ 45,240 JZ-2	\$ 47,810 JZ-2	\$ 48,440 JZ-2/3	\$ 66,340 JZ-3	\$ 109,530 JZ-4/5	\$ 25,360 N/A
\sim	SOC-Code	47-3011	47-2061	47-2041	51-9032	47-2141	47-2161	47-2044	47-2081	47-2082	47-2031	47-1011	11-3031	51-2099
-		Helpers	1		Cutting and									
1		brickmasons,	Ì	1	slicing	ļ			l	1	1 1	First-line supervisors/	1 1	
		blockmasons,	1]]	machine	Painters,]]	1 1	managers of]]	Assemblers
	0	stonemasons,	G 1 1		setters,	construction	, , , , , , , , , , , , , , , , , , ,		Drywall and		1 1	construction trades	F2. 7.1	and fabricators, all
	Occupation Title	and tile and marble setters	Construction laborers	Carpet installers	operators, and tenders	and maintenance	Plasterers and stucco masons	•	ceiling tile installers	Tapers	Carpenters	and extraction workers	Financial managers	other
l	11110	Equipment	Active Listening		Lquipment	Active	Coordination	Mathematics	Mathematics	Equipment	Carpenters	WORKERS	managers	Not Available
		Selection	Active Elsteining		Maintenance	Listening	Coordination			Selection			Time	Not Available
											Wathematics	Time Management	Management	1 1
1		Active Listening	Coordination	Installation	Mathematics	Time	Instructing	Active	Installation	Time	Time			
-						Management		Listening		Management	Management	Coordination	Instructing	
		Mathematics	Equipment	Time		Coordination	Active	Coordination	Critical	Instructing			Management of	1 1
1			Selection	Management	Control		Listening		Thinking		Critical Thinking	Instructing	Personnel Resources]]
		Coordination	Speaking	Instructing	Troubleshootin	Eminment	Judgment and	Judgment and	Time	Coordination	Crincal Imaking	instructing	Resources	
		Coordination	Speaking	maducing		Selection	Decision		Management	Coordination		Judgment and	Reading	
Ω							Making	Making			Active Listening	Decision Making	Comprehension	1 1
California		Speaking	Instructing	Coordination	Instructing	Monitoring	Time	Equipment	Active	Active			75.00	
fc							Management	Selection	Listening	Listening	Judgment and			
ĂΙ							-	-			Decision Making	Speaking	Active Listening	
113		Equipment Maintenance	Monitoring	Equipment Selection	Operation Monitoring	Instructing	Equipment Selection	Time Management	Instructing	Monitoring	Equipment		Management of Financial	
		, and charles		Scientifi	The second second		GCICCIIOII	ivianagement			Selection	Active Listening	Resources]]
Research		Active Learning	Experiment	Judgment and	Quality Control	Speaking	Complex	Critical	Coordination	Judgment and				
e l			Maintenance	Decision	Analysis		Problem	Thinking		Decision	Reading			
27				Making			Solving			Making	Comprehension	Critical Thinking	Mathematics	
요ㅣ		Instructing	Learning	Complex	Reading	Reading	Management	Social	Management of	400003100030000000000000000000000000000				1 1
			Strategies	Problem Solving	Comprehensio	Comprehension	of Material Resources	Perceptiveness	Personnel Resources	Personnel Resources	G	Equipment Selection	Critical Thinking	1 1
Bureau,		Learning	Critical	Management	Judgment and	Management of	1 - 355 Sept. 1 - 365 Sept. 1	Complex	Judgment and	Management of	Coordination	equipment selection	Cruicai Finnking	
6		Strategies	Thinking	of Personnel	Decision	Material	of Personnel	Problem		Material	1 1	Reading	1	1 1
au				Resources	Making	Resources	Resources	Solving	Any only a process of the contract of the cont	Resources	1 1	Comprehension	1 1	
1		Monitoring	Mathemetics	Speaking	Active	Lquipment	Monitoring	Monitoring	Management of					
$\mathcal{L}_{\mathcal{L}}$					Listening	Maintenance			Material		1		1	
									Resources	L		Methematics		L
<u>G</u> , ∣	Total	10	10	10	10	10	10	10	10	9	8	10	8	0 115
California				30					i	50	R	10	8	0
120				30					ļ			L	L	<u>ــــــــــــــــــــــــــــــــــــ</u>

List of Skills for Occupations Employed in Building Finishing Contractors

Namelan - 6 O -											1
JZ	cupations within	3	6	1	1	0	1	0	1	13	
Total Employr	nent Range					· ·				1.5	
(2005)		8,380 - 141,810	5,810 - 42,270	144,450	64,980	N/A	64,840	N/A	31,900		
Average Annu	al Salary Range	\$28,920 -	\$27,200 -								
(2005)		\$41,930	\$47,810	\$48,440	\$ 66,340	N/A	\$ 109,530	N/A	\$ 25,360		ĺ
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-4/5	JZ-5	JZ-N/A	Number	Top Third (of 12)
Active Listeni	ng	2	6	1	1	0	1	0	0	11	V
Time Manager		1	5	1	1	0	1	0	0	9	V
Coordination		3	5	1	1	0	0	0	0	10	\checkmark
Equipment Sel	lection	3	4	1	1	0	0	0	0	9	\checkmark
Monitoring		2		0	0	0	0	0	0	6	
Instructing		3		0	1	0'	1	0	0		\forall
Speaking		3		0	1	0	0	0	0		
Reading Comp		0	2	1	1	0	1	0	0	5	
Management o	of Material										
Resources	Yes Yes	0		0		0	0	0	0	4	
Equipment Ma	untenance	2	2	0		0	0	0	0		
Installation		<u> </u>	1	0	0	0	0	0	0	2	
Management o Resources	of Personnel	1	2	0	0		1				
Complex Brob		1	3 2	0		0	1	0	0		
Critical Thinki		1	2	1	1	0	1	0	0		
Social Percept		0		0	1	0	0	0	0	1	
Judgment and	CONTRACTOR OF THE PROPERTY OF		1					V		1	
Making	Decision	1	5	1	1	0	0	0	0	8	V
Mathematics :		3	3	1	1	0	1	0	. 0		
Learning Strate	egies	2	0	0	0	0	0	0	0		
Operation and		0	1	0	0	0	0	0	0	1	
Operation Mor		0	1	0	0	0	0	0	0	1	
Management o											
Resources		0	0	0	0	0	1	0	0	1	
Troubleshootir	ıg	0	1	0	0	0	0	0	0	1	
Quality Contro	INTERIOR PROPERTY AND ADDRESS OF THE PROPERTY	0	1	0	0	0	0	0	0	1	
Active Learnin	ıg	1	0	0	0	0	0	0	. 0	1	
Total		30	59	8	10	0	8	0	0	115	-

List of Skills for Occupations Employed in Building Equipment Contractors

_	TOT EMP	207,640	141,810
6	A_MEAN	\$ 23,360	\$ 33,980
0	Job Zone	JZ-1	JZ-1
	SOC-Code	37-2011	47-2061
	Soc-code	37-2011	47-2001
		Janitors and cleaners,	l
		except maids and	
	Occupation	housekeeping	Construction
	Title	cleaners	laborers
		Reading	Active
		Comprehension	Listening
		Active Listening	Coordination
		Speaking	Equipment
		Эрсакия	Selection
		Coordination	Speaking
			, ,
Ω			
<u>a</u>		Equipment Selection	Instructing
Ę			
Ξ			
멾.		Time Management	Monitoring
9			
\mathcal{Z}			
Š		Equipment	Equipment
22		Maintenance	Maintenance
7.			
Ħ		33.52	
В		Writing	Learning Strategies
☱			Strategies
œ.		Lactoration	Critical
12		Instructing	Thinking
•		Judgment and	Mathematics
$\mathcal{C}_{\mathcal{I}}$		Decision Making	
=			
alifornia Research Bureau, California State Libra	Total	10	10
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12			20
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\$ 27,960 JZ-2	\$ 28,280	\$ 45,350	S 49,140	
JZ-2		9 101000	3 47,140	\$ 48,440
	JZ-2	JZ-2	JZ-2	JZ-2/3
47-3015	47-3013	47-2211	49-9052	47-2031
Helpers pipelayers, plumbers, pipefitters, and steamfitters	Helpers electricians	Sheet metal	Telecommunica tions line installers and repairers	Carpenters
Active Listening	Installation	Mathematics	Installation	Mathematics
Mathematics	Mathematics	Active Listening	Troubleshootin g	Time Management
Equipment Selection	Troubleshooting	Equipment Selection	Active Learning	Critical Thinking
Installation	Active Listening	Installation	Equipment Selection	Active Listening
Coordination	Speaking	Coordination	Active Listening	Judgment and Decision Making
Active Learning	Reading Comprehension	Instructing	Reading Comprehension	Equipment Selection
Critical Thinking	Time Management	Writing	Critical Thinking	Reading Comprehension
Instructing	Complex Problem Solving	Critical Thinking	Instructing	Coordination
Learning Strategies	Critical Thinking	Reading Comprehension	Speaking	
Speaking	Equipment Selection	Speaking	Equipment Maintenance	

208,200	29,830	17,060	48,770	13,580	60,350
\$ 35,880	S 41,590	\$ 45,250	\$ 47,170	\$ 47,190	\$ 52,290
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
43-3031	47-2051	49-9021	47-2152	49-9041	47-2111
Bookkeeping, accounting, and auditing clerks	Cement masons and concrete finishers	Heating, air conditioning, and refrigeration mechanics and installers	Plumbers, pipefitters, and steamfitters	Industrial machinery mechanics	Electricians
Mathematics	Coordination	Troubleshooting	Installation		Critical Thinking
Reading Comprehension	Mathematics	Repairing	Instructing	Troubleshootin g	Active Listening
Time Management	Active Listening	Active Listening	Critical Thinking	Equipment Maintenance	Complex Problem Solving
Active Listening	Critical Thinking	Equipment Maintenance	Active Learning	Equipment Selection	Judgment and Decision Making
Critical Thinking	Active Learning	Installation	Equipment Selection	Installation	Operation Monitoring
Active Learning	Complex Problem Solving	Social Perceptiveness	Speaking	Critical Thinking	Quality Contro Analysis
Learning Strategies	Equipment Selection	Reading Comprehension	Judgment and Decision Making	Operation Monitoring	
Social Perceptiveness	Time Management	Operation Monitoring	Quality Control Analysis	Reading Comprehension	Troubleshooting
Writing	Equipment Maintenance		Time Management	Active Listening	Monitoring
Speaking	Speaking		Complex Problem Solving	Active Learning	Reading Comprehension

List of Skills for Occupations Employed in Building Equipment Contractors

64,980	23,220	18,000	3,17
\$ 66,340	\$ 81,790	\$ 95,360	\$ 48,73
JZ-3	JZ-4	JZ-4	N/A
47-1011	17-2141	41-9031	17-3019
First-line supervisors/ managers of construction trades and extraction workers	Mechanical engineers	Sales engineers	Drafters, all
Time Management	Mathematics	Active Listening	Not Availab
Coordination	Complex Problem Solving	Operations Analysis	
Instructing	Critical Thinking	Persuasion	
Judgment and Decision Making	Reading Comprehension	Reading Comprehension	
Speaking	Science	Social Perceptiveness	
Active Listening	Active Listening	Writing	
Critical Thinking	Judgment and Decision Making	Critical Thinking	
Equipment Selection	Time Management	Judgment and Decision Making	
Reading Comprehension	Writing	Monitoring	
Mathematics	Speaking	Negotiation	

List of Skills for Occupations Employed in Building Equipment Contractors

Number of Occ	upations									J
within JZ		2	4	11	7	2	0	1	17	ļ
Total Employm (2005)		141,810 - 207,640	5,070 - 17,690	144,450	13,580 - 208,200	18,000 - 23,220	N/A	3,170		
Average Annua	l Salary	\$23,360 -	\$27,960 -			\$81,790 -				
Range (2005)		\$33,980	\$49,140	\$48,440	\$35,880 - \$66,340	\$95,360	N/A	\$ 48,730		m mili
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 16)
Installation		0	4	0	3	0	0	0	7	
Active Listenin	g	2	4	1	6	2	0	0	15	V
Reading Compr	ehension	1	3	1	5	2	0	0	12	1
Troubleshooting	3	0	2	0	3	0	0	0	5	
Equipment Sele	ction	2	4	1	4	0	0	0	11	V
Judgment and E Making	Decision	1	0	1	3	2	0	0	7	
Regularity		0	0	0		0	0	0	3	
Time Managem	ent	1	1	1	4	1	0	0	8	
Active Learning		0	2	0	4	0	0	0	6	
Mathematics		1	3	1	3	1	0	0	9	
100										
Complex Proble	mi Solving	0	1	0	3	1	0	- 0	. 5	
Speaking		2	4	0	4	1	0	0	11	V
Critical Thinkin	g	1	4	1	6	2	0	0	14	V
Learning Strate		1	1	0	1	0	0	. 0	3.	
Equipment Mai	ntenance	2	1	0	3	0	0	0	6	
Writing		1.	1	0		2.	0	0	5.	
Operation Moni		0,		0		0	0	0	3.	
Social Perceptiv	reness	0	Ů	0		1	0	0	3	
Instructing		2	3	0		0	0	0	7.	
Coordination		2	2	1	2	0	0	0	7	
Monitoring		1	0	0		1	0	0	3	
Science		0		0		1	0	0	1	
Negotiation		0		0		1	0	0	l	
Operations Ana	lysus —	0		0		1	0	0	1.	
Persuasion Quality Control	Amalyzaia	0		0		0	0	0	1	
Quality Control Total	Anaiysis	20	40	8	68	20	0	0	156	l

List of Skills for Occupations Employed in Building Foundation and Exterior Contractors

	TOT_EMP	9,510	141,810
164	A_MEAN	\$28,920	\$33,980
4	Job Zone	JZ-1	JZ-1
	SOC-Code	47-3011	47-2061
	Occupation Title	Helpers brickmasons, blockmasons, stonemasons, and tile and marble setters	Construction laborers
		Equipment Selection	Active Listening
		Active Listening	Coordination
		Mathematics	Equipment Selection
Califo		Coordination	Speaking
alifornia Research Bureau, California State Librar		Speaking	Instructing
esear		Equipment Maintenance	Monitoring
ch B		Active Learning	Equipment Maintenance
ureau		Instructing	Learning Strategies
ı, Calı		Learning Strategies	Critical Thinking
iforni		Monitoring	Mathematics
2 2	Total	10	10
tat		1	20
e		1	
Libra			
ıry			

7,850	20,250	10,350	5,300	4,930	144,450
\$26,130	\$40,990	\$44,820	\$48,700	\$49,260	\$48,440
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2/3
47-3012	47-2181	47-2021	47-2171	47-2221	47-2031
Helpers carpenters	Roofers	Brickmasons and blockmasons	workers	Structural iron and steel workers	Carpenters
Installation	Coordination	Active Listening	Equipment Selection	Active Listening	Mathematics
Mathematics	Installation	Coordination	Active Listening	Coordination	Time Management
Equipment Selection	Speaking	Viathematics	Time Management	Time Management	Critical Thinking
Equipment Maintenance	Instructing	Time Management	Coordination	Active Learning	Active Listening
Management of Material Resources	Active Listening	Equipment Selection	Instructing	Equipment Selection	Judgment and Decision Making
Reading Comprehensio n	Active Learning	Speaking	Speaking	Mathematics	Equipment Selection
Troubleshootin 8	Critical Thinking	Equipment Maintenance	Monitoring	Speaking	Reading Comprehension
Active Listening	Judgment and Decision Making	Reading Comprehension	Active Learning	Troubleshooting	Coordination
Coordination	Mathematics	Critical Thinking	Installation	Installation	
Time Management	Monitoring	Judgment and Decision Making	Mathematics	Equipment Maintenance	
10	10	10	10	10	8

29,830	63,290	145,050	64,980
\$41,590	\$51,420	\$60,660	\$66,340
JZ-3	JZ-3	JZ-3	JZ-3
47-2051	51-1011	41-4012	47-1011
Cement masons and concrete finishers	First-line supervisors/ managers of production and operating workers	Sales representatives, wholesale and manufacturing, except technical and scientific products	First-line supervisors/ managers of construction trades and extraction workers
Coordination	Active Listening	Active Listening	Time Management
Mathematics	Reading Comprehension	Speaking	Coordination
Active Listening	Management of Personnel Resources	Time Management	Instructing
Critical Thinking	Instructing	Reading Comprehension	Judgment and Decision Making
Active Learning	Monitoring	Persuasion	Speaking
Complex Problem Solving	Speaking	Service Orientation	Active Listening
Equipment Selection	Time Management	Negotiation	Critical Thinking
Time Management	Critical Thinking	Social Perceptiveness	Equipment Selection
Equipment Maintensiice	Judgment and Decision Making	Active Learning	Reading Comprehensio n
Speaking	Coordination	Coordination	Mathematics

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List of Skills for Occupations Employed in Building Foundation and Exterior Contractors

Number of Occup	ations within JZ	2	5	1	4	0	0	12]
Total Employmen	t Range (2005)	9,510 - 141,810		144,450	29,830 - 145,050	N/A	N/A		
Average Annual S (2005)	Salary Range	\$28,920 - \$33,980	\$26,130 - \$49,260	\$48,440	\$41,590 - \$66,340	N/A	N/A		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-5	Number	Top Third (of 12)
Mathematics		2	5	1	2	0	0		
Time Managemer	it	0	4	1	4	0	0	9	V
Critical Thinking		1	2	1	3	0	0		NAME OF COLUMN STREET, COLUMN STREET
Active Listening		2	5	1	4	0	0	12	٧
Judgment and Dec	cision Making	0	2	1	2	0	0	5	
Equipment Select		2	4	1	2	0	0	9	V
Reading Compreh		0	2	1	3	0	0	6	AND SERVICE AND SERVICES PROPERTY.
Coordination		2	5	1	4	0	0	12	V
Installation		0	4	0	0	0	0	4	
Active Learning		1	3	0	2	0	0	6	
Complex Problem	Solving	0	0	0	1	0	0	1	•
Equipment Maint	enance	2	3	0	1	0	0		
Speaking		2.	4	0	4	0	0	10	V
Instructing		2	2	0	2	0	0	6	
Monitoring		2	2	0	1	0	0	5	
Learning Strategic	ðs.	2	0	0	0	0	0	2	1
Troubleshooting		0	2	0	0	0	0	2	
Management of M Resources	laterial	0	1	0	0	0	0	1	
Management of P Resources	ersonnel	0	0	0	1	0	0	1	
Persuasion		0	0	0	1	0	0		1
rersuasion Service Orientatio	m	0	0	0	1	0	0		l
Negotiation	n e	0	0	0	1	0	0		1
Social Perceptive	iess	0	0	0:	1	0	0		l
Total		20	50	8	40		0		ı

Food Chain

SUPPORT AND PRODUCTION

Agriculture, Forestry, Fishing, and Hunting (NAICS 110000) Other Professional and Technical Services (NAICS 541900) Machinery and Supply Merchant Wholesalers (NAICS 423800)

PROCESSING

Other Food Manufacturing (NAICS 311900)
Fruit, Vegetable and Specialty Food Manufacturing (NAICS 311400)
Animal Slaughtering and Processing (NAICS 311600)
Dairy Product Manufacturing (NAICS 311500)

DISTRIBUTION

Grocery Product Merchant Wholesalers (NAICS 424400) Specialty Food Stores (NAICS 445200)

List of Skills for Occupations Employed in Agriculture, Forestry, Fishing Hunting (for Crop Production, Vegetable and Melon Farming, Fruit and Tree Nut Farming, and Cattle Ranching and Farming)

TOT_EMP	146,220	10,600	118,360	5,790	126,180	930	5,860	276,490	5,990	208,200	590
A_MEAN	\$ 17,210		\$ 18,630	\$ 21,300		\$ 38,210	\$ 21,090	\$ 23,210	\$ 33,270	\$ 35,880	\$ 62,170
Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-2	JZ-2	JZ-2/3/4	JZ-3	JZ-3/4
SOC-Code	45-2092	45-2041	53-7064	45-2093	37-3011	45-4022	45-2091	53-7062	45-1011	43-3031	11-9011
Occupation	Farmworkers and laborers, crop, nursery, and greenhouse	Graders and sorters, agricultural products	Packers and packagers, hand	Farmworkers, farm and ranch animals	Landscaping and groundskeeping workers	Logging equipment operators	Agricultural equipment operators	Laborers and freight, stock, and material movers, hand	First-line supervisors/ managers of farming, fishing, and forestry workers	Bookkeeping, accounting, and auditing clerks	Farm, ranch, and other agricultural managers
	Mathematics	Not Available	Active Listening	Instructing	Equipment Maintenance	Equipment Maintenance	Equipment Maintenance	Active Listening	Coordination	Mathematics	Science
	Equipment Maintenauce		Coordination	Active Listening	Active Listening	Republicania	Installation	Reading Comprehension	Management of Personnel Resources	Reading Comprehension	Reading Comprehension
	Equipment Selection		Speaking	Coordination	Speaking	Operation and Control	Judgment and Decision Making	Instructing	Speaking	Time Management	Management of Financial Resources
	Troubleshooting		Learning Strategies	Equipment Maintenance	Reading Comprehension	Time Management	Regularing	Coordination	Time Management	Active Listening	Active Listening
	Cepatring		Reading Comprehension	Speaking	Equipment Selection	Operation Monitoring	Learning Strategies	Learning Strategies	Monitoring	Critical Thinking	Judgment and Decision Making
	Active Listening		Social Perceptivenes s	Monitoring	Repairs	Troubleshoot ing	Active Listening	Time Management	Equipment Maintenance	Active Learning	Instructing
	Coordination			Time Management	Time Management	Instructing	Active Learning		Judgment and Decision Making	Learning Strategies	Time Management
	Speaking			Equipment Selection		i i	Time Management		Active Listening	Social Perceptiveness	Coordination
	Time Management			Judgment and Decision Making			Instructing		Troubleshooting	Writing	Speaking
							Coordination		Instructing Regularity Critical Thinking	Speaking	Writing Monitoring
Total	9	0		, ,	7		10	6	Reading Comprehension	10	11
Total	9	U	· d	, ,	,	38	10	16	13	:10	11

Food Chain

List of Skills for Occupations Employed in Agriculture, Forestry, Fishing Hunting (for Crop Production, Vegetable and Melon Farming, Fruit and Tree Nut Farming, and Cattle Ranching and Farming)

Number of Oct within JZ	cupations	6	2	ı	ı	1	0	0	11	
Total Employn (2005)	nent Range	930 - 146,220	5,860 - 276,490	5,990	208,200	590	N/A	N/A		
Average Annu Range (2005)	al Salary	\$17,210 - \$38,210	\$21,090 - \$23,210	\$ 33,270	\$ 35,880	\$ 62,170	N/A	N/A		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3/4	JZ-3	JZ-3/4	JZ-4	JZ-5	Number	Top Third (of 11)
Operation and	Control	1	0	0	0	0	0	0	1	
Едифиясы Ма	intenance	4	1	I	0	0	0	0	6	
Equipment Sel	ection	3	0	0	0	0	0	0	3	
Operation Mor	nitoritig	1	0	0	0	0	0	0	I	
Repairing		3	l l	1	0	0	0	0	5	
Science		0	0	0	0	I	0	0	1	
Reading Comp	rehension	2	1.	1	1	1	0	0	6	
Management o Resources	f Financial	0	0	0	0	1	0	0	1	
Active Listenir	ng	4	2	1	1	1	0	0	9	V
Judgment and Making	Decision	1	1	ı	0	1	0	0	4	ESTS SOM WATER OF STREET
Troubleshootin	ng	2	0	1	0	0	0	0	3	
Installation		0	1	0	0	0	0	0	1	
Coordination		3	2	1	0	1	0	0	7	
Management o	f Personnel	0	0	1	0	0	0	0	1	
Speaking		4	0	i	i	1	0	0	7	
Time Managen	nent	4	2	ī	1	1	0	0	g	V
Learning Strate		1	2	0	1	0	0	0	4	marierané sou desolguisatios
Social Percepti		1	0	0	i	0	0	0	2	
Monitoring		1	0	1	0	1	0	0	3	
Writing		0	0	0	ī	1	0	0	2	
Mathematics		1	0	0	1	0	0	0	2	
Critical Thinki	ng	0	0	1	l	0	0	0	2	
Active Learnin	ıg	0	1	0	1	0	0	0	2	
Instructing		2	2	1	0	1	0	0	6	

Food Chain

List of Skills for Occupations Employed in Other Professional Technical Services (for Veterinary Activities)

TOT_EMP	8,230		396,750	8,180	26,660	208,200	6,300	180,480	226,740	124,560	820	4,100	21,520	175,920	39,660 \$ 101,470
A_MEAN	\$ 22,750 JZ-2	S 25,980 JZ-2	\$ 27,470 JZ-2	\$ 31,380 JZ-3	\$ 32,030 JZ-3	\$ 35,880 JZ-3	S 36,390 JZ-3	\$ 50,230 JZ-3	\$ 112,740 JZ-3	\$ 64,390 JZ-4	\$ 95,880 JZ-4	\$ 97,250 JZ-5	\$ 41,940 N/A	\$ 60,860 N/A	5 101,47 N/A
Job Zone SOC-Code	31-9096	43-4171	43-9061	29-2056	43-4111	43-3031	27-4021	43-1011	11-1021	13-2011	19-2021	29-1131	41-9099	13-1199	11-9199
SOC-Code	Veterinary	43-41/1	43-9001	29-2036	43-4111	43-3031	27-4021	43-1011	11-1021	13-2011	19-2021	29-1131	41-9099	13-1199	11-7177
Occupation Title	assistants and laboratory	Receptionists and information clerks	Office clerks, general	Veterinary technologists and technicians	Interviewers, except eligibility and loan	Bookkeeping, accounting, and auditing clerks	Photographers	First-line supervisors/ managers of office and administrative support workers	General and operations managers	Accountants and auditors	Atmospheric and space scientists	Veterinarians	Sales and related workers, all other	Business operations specialists, all other	Managers, a
	Active Listening	Active Listening	Active Listening	Active Listening	Active Listening	Mathematics	Active Listening	Active Listening	Active Listening	Violiementes	Science	Active Listening	Not Available	Not Available	Not Available
	Reading Comprehensio	Speaking	Reading Comprehensio	Reading	Reading	Reading Comprehension	Monitoring	Speaking	Coordination	100000000000000000000000000000000000000	Judgment and Decision Making	Reading Comprehension			
	Speaking	Reading Comprehension	Speaking	Speaking	Speaking	Time Management	Persuasion	Reading Comprehension	Critical Thinking	Critical Thinking	Critical Thinking	Critical Thinking			
	Active Learning	Writing	Writing	Critical Thinking	Service Orientation	Active Listening	Speaking	Critical Thinking	Speaking	Monitoring	Reading Comprehension	Complex Problem Solving			
	Instructing	Service Orientation	Social Perceptiveness	Active Learning	Writing	Critical Thinking	Time Management	Monitoring	Time Management	Judgment and Decision Making	Writing	Speaking			
	Learning Strategies	Learning Strategies		Mathematics	Social Perceptiveness	Active Learning	Coordination	Time Management	Complex Problem Solving	Speaking	Active Learning	Science			
	Time Management	Social Perceptiveness		Instructing	Learning Strategies	Learning Strategies	Judgment and Decision Making	Management of Personnel Resources	Judgment and Decision Making	Writing	Time Management	Time Management			
	Critical Thinking	Critical Thinking		Learning Strategies	Critical Thinking	Social Perceptiveness	Active Learning	Judgment and Decision Making	Management of Personnel Resources	Reading Comprehension	Active Listening	Judgment and Decision Making			
	Mathematics	Time Management		Science	Time Management	Writing	Equipment Selection	Instructing	Monitoring		Coordination	Active Learning			
	Service Orientation	Active Learning		Time Management	Monitoring	Speaking	Service Orientation	Social Perceptiveness	Reading Comprehension		Complex Problem Solving	Mathematics			
Total	10) 10	5	10	10	10) 1(10	10	8	Wild Commented about April 1975 p.	10	0	0)

List of Skills for Occupations Employed in Other Professional Technical Services (for Veterinary Activities)

Number of Occ JZ	rupations within	0	3	6	2	1	3	15	
Total Employn (2005)	nent Range	N/A	8,230 - 396,750	6,300 - 226,740	820 - 124,560	4,100	21,520 - 175,920		
Average Annua (2005)	ıl Salary Range	N/A	\$22,750 - \$27,470	\$31,380 - \$112,740	\$64,390 - \$95,880	\$ 97,250	\$41,940 - \$101,470		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 12)
Active Listenin	g	0	3	6	2	1	0	12	V
Reading Comp	rehension	0	3	5	2	1	0	11	V
Speaking		0	3	6		1	0	11	V
Service Orienta	tion	0	2	2	0	0	0	4	
Writing		0	2	2	2	0	0	6	
Social Percepti	veness	0	2	3		0	0	5	
Learning Strate		0	2	3		0	0	5	ANGEN CONTROL TO A CONTROL
Critical Thinkin	ıg	0	2	5	2	1	0	10	
Time Managen	nent	0	2	6	1	1	0	10	V
Monitoring		0	0	4	1	0	0	5	
Mathematics		0	1	2	1	1	0	5	
Instructing		0	1	2	0	0	0	3	
Science		0	0	1	1	1	0	3	
Judgment and I	Decision Making	0	0	3	2	1	0	6	
Active Learning	g	0	2	3	1	1	0	7	
Persuasion		0	0	1	0.	0	0	1	
Coordination		0	0	2	1	0	0	3	
Equipment Sele	ection	0	0	1	0	0	0	1	
Complex Probl		0	0	1	1	1	0	3	
Management of Resources	Personnel	0	0	2	0	0	0	2	
Total		0	25	60	18	10	0	113	

Food Chain

List of Skills for Occupations in Machinery Supply Merchant Wholesalers (for Farm Garden Machinery Equipment)

TOT_EMP	276,490	100,380	396,/30	106,390	42,580	22,150	131,/6
A_MEAN	\$ 23,210	\$ 27,410	\$ 27,470	\$ 28,760	\$ 29,810	\$ 35,190	\$ 38,50
Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
SOC-Code	53-7062	53-3033	43-9061	43-5071	43-4151	41-2022	53-3032
Occupation Title	Laborers and freight, stock, and material movers, hand	Truck drivers, light or delivery services	Office clerks, general	Shipping, receiving, and traffic clerks	Order clerks	Parts salespersons	Truck drive heavy and tractor-traile
	Active Listening	Active Listening	Active Listening	Active Listening	Reading Comprehens ion	Active Listening	Equipment Maintenance
	Reading Comprehension	Time Management	Reading Comprehension	Reading Comprehension	Active Listening	Speaking.	Active Listening
	Instructing	Equipment Maintenance	Speaking	Speaking	Speaking	Reading Comprehension	Time Managemen
	Coordination	Reading Comprehension	Writing	Time Management	Time Management	Time Management	Coordinatio
	Learning Strategies	Social Perceptiveness	Social Perceptiveness	Writing	Service Orientation	Instructing	Judgment as Decision Making
	Time Management	Coordination		Mathematics	Writing	Critical Thinking	Reading Comprehent
		Speaking		Learning Strategies	Active Learning	Service Orientation	Troubleshoo g
		Learning Strategies	***	Monitoring	Mathematics	Social Perceptiveness	Speaking
		Operation and Control		Social Perceptiveness	Coordination	Active Learning	Mathematic
		Service Orientation		Critical Thinking	Critical Thinking	Coordination	Critical Thinking

208,200 \$ 35,880		145,050 \$ 60,660	226,740 \$ 112,740
JZ-3	JZ-3	JZ-3	JZ-3
43-3031	49-9042	41-4012	11-1021
Bookkeeping, accounting, and auditing	Maintenance and repair workers,	Sales representatives, wholesale and manufacturing, except technical and scientific	General and operations
clerks Mathematics	general Equipment Maintenance	Products Active Listening	managers Active Listening
Reading Comprehensio n	Repairing	Speaking	Coordination
Time Management	Troubleshooting	Time Management	Critical Thinking
Active Listening	Active Listening	Reading Comprehension	Speaking
Critical Thinking	Installation	Persuasion	Time Management
Active Learning	Equipment Selection	Service Orientation	Complex Problem Solving
Learning Strategies	Critical Thinking	Negotiation	Judgment and Decision Making
Social Perceptiveness	Reading Comprehension	Social Perceptiveness	Management o Personnel Resources
Writing	Operation Monitoring	Active Learning	Monitoring
Speaking	Coordination	Coordination	Reading Comprehension

11,800	42,950	49,200
\$ 50,400	S 77,480	\$ 114,770
JZ-4	JZ-4	JZ-4
49-3042	41-4011	11-2022
Mobile heavy equipment mechanics, except engines	Sales representatives, wholesale and manufacturing, technical and scientific products	Sales managers
Troubleshooting	Speaking	Active Listening
Repairing	Persuasion	Speaking
Equipment Mannenance	Active Listening	Coordination
Equipment Selection	Time Management	Reading Comprehension
Installation	Negotiation	Social Perceptiveness
Operation Monitoring	Service Orientation	Persuasion
Operation and Control	Social Perceptiveness	Monitoring
Complex Problem Solving	Reading Comprehension	Judgment and Decision Making
Judgment and Decision Making	Critical Thinking	Writing
Critical Thinking	Active Learning	Active Learning

List of Skills for Occupations in Machinery Supply Merchant Wholesalers (for Farm Garden Machinery Equipment)

Number of Occupations with JZ	in 0	7	4	3	0	14	
Total Employment Range (2005)	N/A	22,150 - 396,750	128,880 - 226,740	11,800 - 49,200	N/A		
Average Annual Salary Rang (2005)	e N/A	\$23,210 - \$38,500	\$35,880 - \$112,740	\$50,400 - \$114,770	N/A		
Skill Job Z	one JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Th (of 1
Active Listening	0	7	4	2	0	13	$\sqrt{}$
Speaking	0	6	3	2	0	11	V
Time Management	0	6		1	0	S016/4333020748980034804043740499994001050	V
Reading Comprehension	0	7	4	2	0	13	V
Persuasion	0	0	1	2	0	3	
Service Orientation	0	3	1	1	0	5	
Vegotiation	0	0		1	0	2	
Social Perceptiveness	0	4			0	8	
Active Learning	0	I			0	6	
Coordination	0	5	3	1	0		
Troubleshooting	0		1	1	0		
Regarding	0			1	0		
Equipment Maintenance	0		 	1	0		
Equipment Selection	0	Į		1	0		
Installation	0			1	0		
Operation Monitoring	0			1	0		
Operation and Control	0		0		0	2	
Complex Problem Solving	0			1	0	2	
Judgment and Decision Maki			_1	2	0	4	
Critical Thinking	0		3	2	0	9	
Instructing	0			0	0	2	
Learning Strategies	0			0	0	4	
Writing	0		1	1	0	5	
Mathematics	0		1	0	0	4	
Monitoring	0	1	1	1	0	3	
Management of Personnel Resources	0	0	1:	0	0	1	
Total	0	61	40	30	0	131	ı

List of Skills for Occupations in Other Food Manufacturing

174	TOT EMP	118,360	48,370	45,780	40,770
.	A_MEAN	\$ 18,630	\$ 19,970	\$ 21,260	\$ 24,690
	Job Zone	JZ-1	JZ-1	JZ-1	JZ-1
	SOC-Code	53-7064	53-7061	51-9198	53-3031
	Occupation Title	Packers and packagers, hand	Cleaners of vehicles and equipment	Helpers production workers	Driver/sales workers
		Active Listening	Equipment Maintenance	Equipment Selection	Active Listening
Cal		Coordination	Active Listening	Active Listening	Speaking
ifornia		Speaking		Coordination	Social Perceptiveness
Resear		Learning Strategies		Instructing	Critical Thinking
rch Bur		Reading Comprehension		Reading Comprehension	Coordination
eau, Ca		Social Perceptivenes 5		Speaking	Service Orientation
liforni				Quality Control Analysis	Time Management
a State					Active Learning
California Research Bureau, California State Librar					Reading Comprehension
V					Mathematics
	Total	6	2	7	10

276,490	46,380	13,120	5,810	100,380	48,210	69,220	39,740
\$ 23,210	\$ 24,730	\$ 25,040	\$ 27,200	\$ 27,410	\$ 32,580	\$ 32,780	\$ 42,830
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
53-7062	51-9111	51-3092	51-9032	53-3033	51-9061	53-7051	43-5061
Laborers and freight, stock, and material movers, hand	Packaging and filling machine operators and tenders	Food batchmakers	Cutting and slicing machine setters, operators, and tenders	Truck drivers, light or delivery services	Inspectors, testers, sorters, samplers, and weighers	Industrial truck and tractor operators	Production, planning, and expediting clerk
Active Listening	Reading Comprehension	Active Listening	Equipment Maintenance	Active Listening	Quality Control Analysis	Operation Monitoring	Active Listenin
Reading Comprehension	Quality Control Analysis	Operation Monitoring	Mathematics	Time Management	Active Listening	Active Listening	Reading Comprehension
Instructing	Active Listening	Mathematics	Operation and Control	Equipment Maintenance	Reading Comprehension	Operation and Control	Coordination
Coordination	Operation and Control	Operation and Control	Troubleshooting	Reading Comprehension	Instructing	Monitoring	Speaking
Learning Strategies	Instructing	Reading Comprehensi	Instructing	Social Perceptiveness	Operations Monitoring	Critical Thinking	Active Learning
Time Management	Equipment Maintenance	Active Learning	Operation Monitoring	Coordination	Learning Strategies	Speaking	Judgment and Decision Making
	Coordination	Time Management	Quality Control Analysis	Speaking	Mathematics		Time Management
	Troubleshooting	Troubleshooti ng	Reading Comprehension	Learning Strategies	Speaking		Writing
	Time Management.	Critical Thinking	Judgment and Decision Making	Operation and Control	Active Learning		Service Orientation
	Judgment and Decision Making		Active Listening	Service Orientation	Time Management		Mathematics

128,880	63,290
\$ 36,630	\$ 51,420
JZ-3 49-9042	JZ-3 51-1011
49-9042	First-line
	supervisors/
Maintenance	managers of
and repair	production and
workers, general	operating workers
Equipment	Active Listening
Maintenance	ACTIVE Elistening
	Reading
	Comprehension
	1
Troubleshooting	Management of
	Personnel Resources
Active Listening	Instructing
Installation	Monitoring
	0 - 1/12
Equipment Selection	Speaking
Selection	3.5
Critical	Time Management
Thinking	1
Reading	Critical Thinking
Comprehension	-
Operation	Judgment and
Monitoring	Decision Making
Coordination	Coordination

List of Skills for Occupations in Other Food Manufacturing

145,050	226,740
\$ 60,660	\$ 112,740
JZ-3	JZ-3
41-4012	11-1021
Sales representatives,	
wholesale and	
manufacturing, except	General and
technical and scientific	operations
products	managers
Active Listening	Active Listening
Speaking	Coordination
7.00	
Time Management	Critical
	Thinking
	_
Reading Comprehension	Speaking
Persuasion	Time
	Management
Service Orientation	Complex
	Problem Solving
Negotiation	Judgment and
	Decision
	Making
Social Perceptiveness	Management of
enter	Personnel
	Resources
Active Learning	Monitoring
· ·	
Coordination	Reading
	Comprehension

32,700
\$ 170,710 JZ-5
11-1011
Chief executives
Judgment and
Decision
Making Management of
Financial
Resources Coordination
Coordination
c
Critical Thinking
Negotiation
Active Listening
Monitoring
Complex Problem Solving
Reading Comprehension
Speaking
10

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List of Skills for Occupations in Other Food Manufacturing

N 1 CO								1
Number of Occ within JZ	cupations	4	8	4	0	1	17	
	Total Employment Range		5,810 -	63,290 -		22.700		
(2005)		118,360	276,490	226,740	N/A	32,700		
Average Annua Range (2005)	al Salary	\$18,630 - \$24,690	\$23,210 - \$42,830	\$36,630 - \$112,740	N/A	\$ 170,710		
								Top Third
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	(of 17)
Active Listenin	ıg	4	8	4	0	1	17	4
Time Managen	nent	1	6	3	0	0	10	
Speaking		3	4	3	0	1	11	V
Coordination		3	5	4	0	1	13	V
Critical Thinki		1	2	3	0	1	7	
Troubleshootin	g	0	3	1	0	0	4	
Service Orienta		1	2	1	0	0	4	
Active Learnin	g	1	3	1	0	0	5	
Reading Comp	rehension	3	7	4	0	1	15	V
Learning Strate	egies	1	3	0	0	0	4	
Instructing		1	4	1	0	0	6	
Judgment and I Making	Decision	0	3	2	0	1	6	
Social Percepti	veness	2	1	1	0	0	4	
Mathematics		1	4	0	0	0	5	
Equipment Ma	intenance	1	3	1	0	0	5	
Equipment Sel		1	0	1	0	0	2	
Quality Contro		1	3	0	0	0	4	
Operation Mon	ntoring	0	4	1	0	0	5	-
Operation and	Control	0	5	0	0	0	5	
Persuasion		0	0	1	0	0	1	
Monitoring		0	1	2	0	1	4	
Installation	ۇدى ئىرى دى .	0	0	1	0	0	1	
Cepara	2	0	0	1	0	0	1	
Negotiation		0	0	1	0	1	2	
Management of Resources	f Personnel	0	0	2	0	0	2	
Management of	f Financial	<u> </u>	U		U	U	4	
Resources	i i manciai	0	0	0	0	1	1	
Complex Probl	err care er	0	0	1	0	1	2	
Writing	5.00	0	1	0	0	0	11	
Total		25	72	40	0	10	147	

List of Skills for Occupations Employed in Fruit, Vegetable, Specialty Foods Manufacturing

A_MEAN	\$ 18,120	\$ 18,630	\$ 23,360	\$ 23,210	\$ 24,730			\$ 36,630	\$ 51,420	\$ 23,990
Job Zone	JZ-1	JZ-1	JZ-1	JZ-2	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	N/A
SOC-Code	45-2041	53-7064	37-2011	53-7062	51-9111	51-3092	53-7051	49-9042	51-1011	51-9199
Occupation Title	Graders and sorters, agricultural products	Packers and packagers, hand	Janitors and cleaners, except maids and housekeeping cleaners	Laborers and freight, stock, and material movers, hand	and filling machine operators and	Food batchmakers	Industrial truck and tractor operators	Maintenance and repair workers, general	First-line supervisors/ managers of production and operating workers	Production workers, all other
	Not Available	Active Listening	Reading Comprehension	Active Listening	Reading Comprehensi on	Active Listening	Operation Monitoring	Equipment Maintenance	Active Listening	Not Available
		Coordination	Active Listening	Reading Comprehensi on	Quality Control Analysis	Operation Monitoring	Active Listening	Repairing	Reading Comprehension	
		Speaking	Speaking	Instructing	Active Listening	Mathematics	Operation and Control	Troubleshooti ng	Management of Personnel Resources	
		Learning Strategies	Coordination	Coordination	Operation and Control	Operation and Control	Monitoring	Active Listening	Instructing	
		Reading Comprehension	Equipment Selection	Learning Strategies	Instructing	Reading Comprehensi on	Critical Thinking	Installation	Monitoring	
		Social Perceptiveness	Time Management	Time Management	Equipment Maintenance	Active Learning	Speaking	Equipment Selection	Speaking	
			Equipment Maintenance		Coordination	Time Management		Critical Thinking	Time Management	
			Writing		Troubleshooti ng	Troubleshoot ing		Reading Comprehension	Critical Thinking	
			Instructing		Time Management	Critical Thinking		Operation Monitoring	Judgment and Decision	
			Judgment and Decision Making		Judgment and Decision Making	Coordination		Coordination	Coordination	
otal	0	6	10	6	10	10	6	10	10	(

List of Skills for Occupations Employed in Fruit, Vegetable, Specialty Foods Manufacturing

Number of Occupations within IZ	3	4	2	0	0	1	10	
Total Employment Range	10,600 -	13,120 -	63,290 -	<u> </u>		-	- 10	1
(2005)	207,640	276,490	128,880	N/A	N/A	41,970		
Average Annual Salary Range	\$18,120 -	\$23,210 -	\$36,630 -					
(2005)	\$23,360	\$32,780	\$51,420	N/A	N/A	\$ 23,990		
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Th (of 9
Active Listening	2	4	2	0	0	0	8	V
Active Learning	0	1	0	0	0	0	1	Paraneantamina
Reading Comprehension	2	3	2	0	0	0	7	V
Judgment and Decision Making	1	1.	1	0	0	0	3	e e a polizi voli e con gera em
Coordination	2	3	2	0	0	0	7	V
Гime Management	1	3	1	0	0	0	5	
Froubleshooting	0	2	1	0	0	0	3	1
Equipment Maintenance	1	1	1	0	0	0	3	1
Equipment Selection	1	0	1	0	0	0	2	
Operation Monitoring	0	2	1	0	0	0	3	
Operation and Control	0	3	0	0	0	0	3	
Critical Thinking	0	2	2	0	0	0	4	
Speaking	2	1	1	0		0		
Writing	1	0	0	0	0	0		1
Instructing	1	2	1	0		0	4	
Installation	0	0	1	0		0	1	
Monitoring	0	1	1.	0		0		
Learning Strategies	1	1	0	0		0		
Mathematics	0	1	0	0		0		
Social Perceptiveness	1	0	0	0		0		
Quality Control Analysis	0	1	0	0		0		
Repairing	0	0	1	0	0	0	1	
Management of Personnel Resources	0	0	1	0	0	0	1	
Γotal	16	32	20	0	0	0	68	

List of Skills for Occupations Employed in Animal Slaughtering and Processing

TOT_EMP	\$ 18,630	\$ 21,260	5,790 \$ 21,300	3,130 \$ 21,890	10,860 \$ 21,950	\$ 23,360	276,490 \$ 23,210	\$ 24,730	17,740 \$ 29,500	131,760 \$ 38,500	13,580 \$ 47,190		\$
A_MEAN Job Zone	JZ-1	3 21,200 JZ-1	3 21,300 JZ-1	3 21,890 JZ-1	3 Z1,950 JZ-1	\$ 23,360 JZ-1	JZ-2	3 24,730 JZ-2	3 29,500 JZ-2	\$ 38,300 JZ-2	JZ-3	JZ-3	J N
SOC-Code	53-7064	51-9198	45-2093	51-3023	51-3022	37-2011	53-7062	51-9111	51-3021	53-3032	49-9041	51-1011	51-9
		Helpers production		Slaughterers and meat packers	Meat, poultry, and fish cutters and trimmers	Janitors and cleaners, except maids and housekeeping cleaners	Laborers and freight, stock, and material movers, hand	Packaging and filling machine operators and tenders		Truck drivers, heavy and tractor-trailer	Industrial machinery mechanics	First-line supervisors/ managers of production and operating workers	Produc worker other
	Active Listening	Equipment Selection	Instructing	Instructing	Active Listening	Reading Comprehension	Active Listening	Reading Comprehension	Active Listening	Equipment Maintenance		Active Listening	Not Av
	Coordination	Active Listening	Active Listening	Monitoring	Time Management	Active Listening	Reading Comprehensio	Quality Control Analysis	Service Orientation	Active Listening	Troubleshooting	Reading Comprehension	
	Speaking	Coordination	Coordination	Quality Control Analysis		Speaking	Instructing	Active Listening		Time Management	Equipment Maintenance	Management of Personnel Resources	
	Learning Strategies	Instructing	Equipment Maintenance	Equipment Maintenance		Coordination	Coordination	Operation and Control		Coordination	Equipment Selection	Instructing	
	Reading Comprehension	Reading Comprehension	Speaking	Coordination		Equipment Selection	Learning Strategies	Instructing		Judgment and Decision Making	Installation	Monitoring	
	Social Perceptiveness	Speaking	Monitoring	Learning Strategies		Time Management	Time Management	Equipment Maintenance		Reading Comprehensio	Critical Thinking	Speaking	
		Quality Control Analysis	Time Management	Time Management		Equipment Maintenance		Coordination		Troubleshooti ng	Operation Munistering	Time Management	
			Equipment Selection	Operation and Control		Writing		Troubleshooti ng		Speaking	Reading Comprehension	Critical Thinking	
			Judgment and Decision Making	Craine		Instructing		Time Management.		Mathematics	Active Listening	Judgment and Decision Making	
				Active Listening		Judgment and Decision Making		Judgment and Decision Making		Critical Thinking	Active Learning	Coordination	

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List of Skills for Occupations Employed in Animal Slaughtering and Processing

Number of Occupations within						ļ		1
JZ	6	4	2	0	0	1	13	
V 4.7	- V	17,740 -	13,580 -	<u> </u>		<u> </u>	13	
Total Employment Range (2005	3 130 - 207 640	276,490	63,290	N/A	N/A	41,970		ļ
Total Employment Range (2003				IV/A	IVA	41,970		
Average Annual Salary Range	\$18,630 -	\$23,210 -	\$47,190 -					
(2005)	\$23,360	\$38,500	\$51,420	N/A	N/A	\$ 23,990		
CI 31 I I I	e JZ-1	JZ-2	JZ-3	F77. 4	17.5	17.31/4)	Top Third (of 12)
Skill Job Zor	.0			JZ-4	JZ-5	JZ-N/A	Number	
Active Listening	6	4	2					
Reading Comprehension	3	3	2					V
Critical Thinking	0	1	2					
Time Management	4	3	1	Ÿ				V
Speaking	4	1	1	- ·]
Monitoring	2	0	1	0				ļ
Operation Monitoring	0	0	1	0	0	0	1	
Judgment and Decision Making								
	2	2	1	0		0		
Learning Strategies	2	1	0					
Active Learning	0	0	1				1	
Troubleshooting	0	2	1					
Writing	1	0	0					
Coordination	5	3	1	0				V
Instructing	4	2	1	·				ļ
Equipment Maintenance	3	2	1					
Equipment Selection	3	0	1		. , , , , , , , , , , , , , , , , , , ,			l
Mathematics	0	1	0					
Installation	0	0	1	0	0		1	İ
Repairing	1	0	1		0	0	2	
Service Orientation	0	1	0				1	1
Quality Control Analysis	2	1	0		0		3	l
Operation and Control	1	1	0		0	0	2	
Social Perceptiveness	1	0	0	0	0	0	1	
Management of Personnel								
Resources	0	0	1	0	0	0	1	
Total	44	28	20	0	0	0	92	-

List of Skills for Occupations Employed in Dairy Product Manufacturing

82	TOT_EMP	208,910	118,360	45,780	40,770
	A_MEAN	\$ 17,920	\$ 18,630	\$ 21,260	\$ 24,690
	Job Zone	JZ-1	JZ-1	JZ-1	JZ-1
	SOC-Code	35-3021	53-7064	51-9198	53-3031
	Occupation Title	Combined food preparation and serving workers, including fast food	Packers and packagers, hand	Helpers production workers	Driver/sales workers
		Active Listening	Active Listening	Equipment Selection	Active Listening
Ca		Speaking	Coordination	Active Listening	Speaking
liforni		Instructing	Speaking	Coordination	Social Perceptiveness
Resea		Mathemanes	Learning Strategies	Instructing	Critical Thinking
rch Bu		Service Orientation	Reading Comprehension	Reading Comprehension	Coordination
геац. С		Social Perceptiveness	Social Perceptiveness	Speaking	Service Orientation
aliforn				Quality Control Analysis	Time Management
ia State	;				Active Learning
alifornia Research Bureau. California State Librar	:				Reading Comprehension
<	!				Mathematics
	Total	6	<u> </u>	7	10

276,490	95,990	46,380	13,120	870	69,220	131,760	5,900
\$ 23,210	\$ 24,430	\$ 24,730	\$ 25,040	\$ 31,130	\$ 32,780	\$ 38,500	\$ 41,420
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
53-7062	51-2092	51-9111	51-3092	51-9193	53-7051	53-3032	51-9012
Laborers and freight, stock, and material movers, hand	Team assemblers	Packaging and filling machine operators and tenders	Food batchmakers	Cooling and freezing equipment operators and tenders	Industrial truck and tractor operators	Truck drivers, heavy and tractor-trailer	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders
Active Listening	Learning Strategies	Reading Comprehensio	Active Listening	Equipment Maintenance	Operation Monitoring	Equipment Maintenance	Operation Monitoring
Reading Comprehensi on	Active Listening	Quality Control Analysis	Operation Monitoring	Troubleshootin g	Active Listening	Active Listening	Active Listening
Instructing	Quality Control Analysis	Active Listening	Mathematics	Repairing	Operation and Control	Time Management	Reading Comprehension
Coordination	Active Learning	Operation and Control	Operation and Control	Operation and Control	Monitoring	Coordination	Equipment Maintenance
Learning Strategies	Instructing	Instructing	Reading Comprehension	Operation Monitoring	Critical Thinking	Judgment and Decision Making	Troubleshooting
Time Management	Operation Monitoring	Equipment Maintenance	Active Learning	Instructing	Speaking	Reading Comprehension	Operation and Contro
	Equipment Selection	Coordination	Time Management	Active Listening		Troubleshootin g	Critical Thinking
	Reading Comprehensi on	Troubleshootin g	Troubleshooti ng	Active Learning		Speaking	Quality Control Analysis
	Coordination	Time Management	Critical Thinking	Quality Control Analysis		Mathematics	Repairing
	Equipment Maintenance	Judgment and Decision Making	Coordination	Critical Thinking		Critical Thinking	Speaking

128,880	63,290	18,960
\$ 36,630	\$ 51,420	\$ 90,000
JZ-3	JZ-3	JZ-3
49-9042	51-1011	11-3051
Maintenance and repair workers, general	First-line supervisors/ managers of production and operating workers	Industrial production managers
Equipment Maintenance	Active Listening	Monitoring
(april1792	Reading Comprehension	Active Listening
Troubleshoot ing	Management of Personnel Resources	Critical Thinking
Active Listening	Instructing	Speaking
Installation	Monitoring	Management of Personnel Resources
Equipment Selection	Speaking	Reading Comprehension
Critical Thinking	Time Management	Time Management
Reading Comprehens ion	Critical Thinking	Coordination
Operation Monitoring	Judgment and Decision Making	Active Learning
Coordination	Coordination	Complex Problem Solving
10	10	10

List of Skills for Occupations Employed in Dairy Product Manufacturing

Number of Occ JZ	cupations within	4	8	3	0	0	15	
Total Employn (2005)	nent Range	40,770 - 208,910	870 - 276,490	18,960 - 128,880	N/A	N/A		
Average Annua (2005)	al Salary Range	\$17,920 - \$24,690	\$23,210 - \$41,420	\$36,630 - \$90,000	N/A	N/A		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 15)
Active Listenin	ıg	4	8	3	0	0	15	V
Coordination		3	5.	3	0	0	11	\checkmark
Operation Mon	ntoring	0	5	1	0	0	6	
Monitoring		0	1	2	0	0	3	
Indomest of 1	Decision Making	0		1	^	^	2	
Operation and I		0	5	0	0	0		
Critical Thinking		U	5	3	0	0		
Active Learnin		1	3		0	0		
Instructing	Б	2	4	1	0	0		
Time Managen	nent	1	4	2	0	0		
Speaking		4	3	2	0	0		
Quality Contro	l Analysis	1	4	0	0	0		
Reading Comp		3	6	3	0	0		V
Troubleshootin		0	5	1	0	0	6	
Repairing		0	2	1	0	0	3	
Equipment Ma	intenance	0	5	1	0	0	6	
Equipment Sele	ection	1	1	1	0	0	3	
Mathematics		2	2	0	0	0	4	
Social Percepti	***************************************	3	0	0	0	0	3	
Learning Strate		1	2	0	0	0	3	
Service Orienta	tion	2	0	0	0	0	2	
Installation		0	0	1	0	0	1	
	f Personnel							
Resources		0	0	2	0	0	2	
Complex Probl	em Solving	0	0	1	0	0	1	

List of Skills for Occupations in Grocery Product Merchant Wholesalers

TOT_EMP	118,360		199,180	276,490	46,380	13,120	100,380	106,390		69,220	199,440	21,960	131,76
A_MEAN	\$ 18,630		\$ 24,040	\$ 23,210	\$ 24,730	a the control of the	\$ 27,410	\$ 28,760	A TOTAL CONTRACTOR OF THE PROPERTY OF THE PROP	\$ 32,780	\$ 34,110		
Job Zone	JZ-1	JZ-1	JZ-1/2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
SOC-Code	53-7064	53-3031	43-5081	53-7062	51-9111	51-3092	53-3033	43-5071	51-3021	53-7051	43-4051	43-5032	53-3032
Occupation Title	Packers and packagers, hand	Driver/sales workers	Stock clerks and order fillers	Laborers and freight, stock, and material movers, hand	Packaging and filling machine operators and tenders	Food batchmakers	Truck drivers, light or delivery services	Shipping, receiving, and traffic clerks	Butchers and meat cutters	Industrial truck and tractor operators	Customer service representatives	Dispatchers, except police, fire, and ambulance	Truck drivers, heavy and tract trailer
	Active Listening	Active Listening	Active Listening	Active Listening	Reading Comprehension	Active Listening	Active Listening	Active Listening	Active Listening	Operation Monitoring	Active Listening	Active Listening	Equipment Maintenance
	Coordination	Speaking	Speaking	Reading Comprehension	Quality Control Analysis	Operation Monitoring	Time Management	Reading Comprehension	Service Orientation	Active Listening	Reading Comprehension	Judgment and Decision Making	Active Listenin
	Speaking	Social Perceptiveness	Reading Comprehension	Instructing	Active Listening	Mathematics	Equipment Maintenance	Speaking		Operation and Control	Monitoring	Reading Comprehension	Time Management
	Learning Strategies	Critical Thinking	Coordination	Coordination	Operation and Control	Operation and Control	Reading Comprehensio	Time Management		Monitoring	Speaking	Speaking	Coordination
	Reading Comprehension	Coordination	Social Perceptiveness	Learning // Strategies	Instructing		Social Perceptiveness	Writing		Critical Thinking	Time Management	Time Management	Judgment and Decision Makir
	Social Perceptiveness	Service Orientation	Mathematics	Time Management	Equipment Maintenance	Active Learning	Coordination	Mathematics		Speaking	Service Orientation	Critical Thinking	Reading Comprehension
		Time Management	Active Learning		Coordination	Time Management	Speaking	Learning Strategies			Active Learning	Learning Strategies	Troubleshooting
		Active Learning	Instructing	***	Troubleshooting	Troubleshoot ing	Learning Strategies	Monitoring			Learning Strategies	Monitoring	Speaking
		Reading Comprehension	Quality Control Analysis			Critical Thinking	Operation and Control	Social Perceptiveness		: :	Writing	Active Learning	Mathematics
		Mathematics	Critical Thinking		Judgment and Decision Making	Coordination	Service Orientation	Critical Thinking			Critical Thinking	Instructing	Critical Thinkin

List of Skills for Occupations in Grocery Product Merchant Wholesalers

39,740 59,520 145,050 226,740 42,830 50,100 60,660 112,740 JZ-3 JZ-3 JZ-2 JZ-3 43-5061 15-1041 41-4012 11-1021 Sales representatives, wholesale and manufacturing, except General and Production, Computer planning, and support technical and scientific operations expediting clerks specialists products managers Active Listening Active Listening Critical Active Listening Thinking Reading Speaking Speaking Coordination Comprehension Critical Coordination Active Listening Time Management Thinking Complex Reading Comprehension Speaking Speaking Problem Solving Persuasion Active Learning Reading Time Management Comprehension Judgment and Active Learning Service Orientation Complex Problem Solving Decision Making Time Coordination Negotiation Judgment and Decision Management Making Instructing Social Perceptiveness Management of Writing Personnel Resources Judgment and Active Learning Monitoring Service Orientation Decision Making Coordination Reading Mathematics Monitoring Comprehension 10 10 10 10

1	
	\$ 83,870
	JZ-4
ı	11-3011
ı	
ı	
I	Administrative
	services managers
1	Social
	Perceptiveness Time
	Management
	C. T. C.
	Coordination
1	Reading
	Comprehension
1	1000
1	Service
	Orientation
	Active Listening
1	
	Active Learning
	Instructing
	100 (100 100) (100)
	Speaking
	эрсакінд
Ì	Writing
•	10

30

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List of Skills for Occupations in Grocery Product Merchant Wholesalers

Number of Occup	pations within								
JZ		2	1	11	3	1	0	18	
		40,770 -		13,120 -	59,520 -				
Total Employmer	nt Range (2005)	118,360	199,180	276,490	226,740	25,120	N/A		
Average Annual	Salary Range	\$18,630 -		\$23,210 -	\$50,100 -	and the second	3.7		
(2005)		\$24,690	\$ 24,040	\$42,830	\$112,740	\$83,870	N/A		m m: 1
Skill	Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 18)
Active Listening		2	1	11	3	1	0	18	V
Reading Compre	hension	2	1	9	3	1	0	16	V
Active Learning		1	1	4	2	1	0	9	
Learning Strategi		1	0	5	0	0	0	<u> </u>	
Time Managemen	nt	1	0	9	2	1	0		
Speaking		2	1	7	3	1	0	14	\checkmark
Mathematics		1	1	4	0	0	0	6	
Service Orientation	on	1	0	4	1	1	0	7	
Persuasion		0	0	0	1	0	0	1	
Judgment and De	ecision Making	0	0	4	2	0	0	6	
Equipment Maint	tenance	0	0	3	0	0	0	3	
Quality Control A	Analysis	0	1	1	0	0	0	2	
Monitoring		0	0	4	2	0	0	6	
Management of P Resources	Personnel	0	0	0	1	0	0	1	
Operation and Co	ontrol	0	0	4	0	0	0	4	
Instructing		0	1	3	1	1	0	6	
Writing		0	0	3	0	1	0	4	
Critical Thinking		1	1	6	2	0	0	10	
Social Perceptive	ness	2	1	2	1	1	0	7	
Coordination		21	1	6	3	1	0	13	V
Troubleshooting		0	0	3	0	0	0	3	
Operation Monito	ome	0	0	2	0	0	0	2	
Negotiation		0	0	0	1	0	0	1	
Complex Problem	n Solving	0	0	0	2	0	0	2	
Total		16	10	94	30	10	0	160	ı

List of Skills for Occupations Employed in Specialty Food Stores

188	TOT_EMP A_MEAN Job Zone SOC-Code	\$ Cor
	Occupation Title	prej serv incl Act
California Research Bureau, California State Library		Specific Society Pen

Total

208,910	108,010	356,880	10,860	40,770
\$ 17,920	\$ 18,920	\$ 21,420	\$ 21,950	\$ 24,690
JZ-1	JZ-1	JZ-1	JZ-1	JZ-1
35-3021	35-2021	41-2011	51-3022	53-3031
Combined food preparation and serving workers, including fast food	Food preparation workers	Cashiers	Meat, poultry, and fish cutters and trimmers	Driver/sales workers
Active Listening	Active Listening	Active Listening	Active Listening	Active Listening
Speaking	Reading Comprehension	Mathematics	Time Management	Speaking
Instructing	Instructing	Speaking		Social Perceptivenes
Mathematics	Speaking	Instructing		Critical Thinking
Service Orientation	Learning Strategies	Social Perceptiveness		Coordination
Social Perceptiveness	Service Orientation	Service Orientation		Service Orientation
	Social Perceptiveness	Learning Strategies		Time Management
	Coordination	Critical Thinking		Active Learning
	Mathematics			Reading Comprehension
				Mathematics

199,180
\$ 24,040
JZ-1/2
43-5081
Stock clerks
and order
fillers Reading
Comprehensio n
Speaking
Mathematics
Instructing
insu ucting
Active Listening
Quality Control Analysis
Coordination
Social Perceptiveness
Active Learning
Critical Thinking

481,990	100,380	82,240	17,740	125,210
\$ 25,270	\$ 27,410	\$ 27,560	\$ 29,500	\$ 39,850
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
41-2031	53-3033	.35-1012	51-3021	41-1011
Retail salespersons	Truck drivers, light or delivery services	First-line supervisors/ managers of food preparation and serving workers	Butchers and meat cutters	First-line supervisors/ managers of reta sales workers
Active Listening	Active Listening	Speaking	Active Listening	Management of Personnel Resources
Mathematics	Time Management	Active Listening	Service Orientation	Active Listening
Speaking	Equipment Maintenance	Time Management		Service Orientation
Social Perceptiveness	Reading Comprehension	Instructing		Time Management
Critical Thinking	Social Perceptiveness	Reading Comprehension		Instructing
Writing	Coordination	Monitoring		Monitoring
Judgment and Decision Making	Speaking	Mathematics		Reading Comprehension
Instructing	Learning Strategies	Service Orientation		Judgment and Decision Makin
Reading Comprehension	Operation and Control	Social Perceptiveness		Active Learning
	Service Orientation	Management of Personnel Resources		Critical Thinking

List of Skills for Occupations Employed in Specialty Food Stores

Number of O	ccupations	5	1	5	0	0	0	11	
Total Employ (2005)	-	10,860 - 356,880	199,180	17,740 - 481,990	N/A	N/A	N/A		
Average Ann (2005)	ual Salary Range	\$17,920 - \$24,690	\$ 24,040	\$25,270 - \$39,850	N/A	N/A	N/A		
Skill	Job Zones	JZ-1	JZ-1/2	JZ- 2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 11)
Active Listen	ing	5	1	5	0	0	0	11	V
Active Learni	ng	1	1	1	0	0	0	3	
Reading Com	prehension	2	1	4	0	0	0	7	
Mathematics		4	1	2	0	0	0	7	
Coordination		2	1	1	0	0	0	4	
Critical Think	ing	2	1	2	0	0	0	5	
Instructing		3	1	3	0	0	0	7]
Monitoring		0	0	2	0	0	0	2	
Service Orien	tation	4	0	4	0	0	0	8	V
Speaking		4	1	3	0	0	0	8	
Social Percep	tiveness	4	1	3	0	0	0	8	$\sqrt{}$
Judgment and Making	Decision	0	0	2	0	0	0	2'	
Learning Stra	tegies	2	0	1	0	0	0	3	1
Operation and		0	0	1	0	0	0	1	
Time Manage	ment	2	0	3	0	0	0	5	
Equipment M	aintenance	0	0	1	0	0	0	1	
Management	of Personnel								
Resources		0	0	2	0	0	0	2	
Quality Contr	ol Analysis	0	1	0	0	0	0	1	
Writing		0	0	1	0	0	0	1	
Total		35	10	41	0	0	0	86	

COMPUTER SYSTEMS DESIGN AND RELATED SERVICES (NAICS 541500)

ARCHITECTURAL AND ENGINEERING SERVICES (NAICS 541300)

MANAGEMENT OF COMPANIES AND ENTERPRISES (NAICS 551000)

SCIENCE RESEARCH AND DEVELOPMENT SERVICES (NAICS 541700)

LEGAL SERVICES (NAICS 541100)

OTHER PROFESSIONAL AND TECHNICAL SERVICES (NAICS 541900)

List of Skills for Occupations Employed in Computer Systems Design and Related Services

192	TOT_EMP	396,750	48,210	199,440
	A_MEAN	\$ 27,470	\$ 32,580	\$ 34,110
	Job Zone	JZ-2	JZ-2	JZ-2
	SOC-Code	43-9061	51-9061	43-4051
	Occupation Title	Office clerks, general	Inspectors, testers, sorters, samplers, and weighers	Customer service representatives
		Active Listening	Quality Control Analysis	Active Listening
Cal		Reading Comprehension	Active Listening	Reading Comprehension
ifornia		Speaking	Reading Comprehensio n	Monitoring
Resea		Writing	Instructing	Speaking
rch Bu		Social Perceptiveness	Operation Monitoring	Time Management
eau, C			Learning Strategies	Service Orientation
California Research Bureau, California State Librar			Mathematics	Active Learning
a State			Speaking	Learning Strategies
Librar			Active Learning	Writing
V			Time Management	Critical Thinking

Total

42,990	19,060	214,050	59,520	23,450	226,740
\$ 35,250	\$ 39,470	\$ 43,250	\$ 50,100	\$ 71,870	\$ 112,740
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
43-3011	43-4161	43-6011	15-1041	15-1081	11-1021
Bill and account collectors	Human resources assistants, except payroll and timekeeping	Executive secretaries and administrative assistants	Computer support specialists	Network systems and data communication s analysts	General and operations managers
Active Listening	Active Listening	Active Listening	Critical Thinking	Equipment Selection	Active Listening
Speaking	Reading Comprehension	Reading Comprehension	Speaking	Troubleshooting	Coordination
Reading Comprehensio n	Speaking	Time Management	Active Listening	Complex Problem Solving	Critical Thinking
Time Management	Time Management	Speaking	Complex Problem Solving	Active Listening	Speaking
Mathematics	Critical Thinking	Writing	Reading Comprehensio n	Active Learning	Time Management
Social Perceptiveness	Writing	Critical Thinking	Active Learning	Critical Thinking	Complex Problem Solving
Writing	Mathematics	Active Learning	Coordination	Installation	Judgment and Decision Making
Active Learning	Learning Strategies	Coordination	Instructing	Reading Comprehension	Management of Personnel Resources
Judgment and Decision Making	Instructing	Monitoring	Judgment and Decision Making	Judgment and Decision Making	Monitoring
Critical Thinking	Social Perceptiveness	Service Orientation	Monitoring	Technology Design	Reading Comprehension

31,930	11,050	35,040	49,790	23,220	63,700
\$ 72,680	\$ 74,150	\$ 76,270	\$ 76,970	\$ 81,790	\$ 82,200
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
15-1071	15-1061	15-1021	15-1051	17-2141	13-1111
Network and computer systems administrators	Database administrators	Computer programmers	Computer systems analysts	Mechanical engineers	Management analysts
Reading Comprehension	Active Listening	Programming	Active Learning	Mathematics	Critical Thinking
Active Listening	Complex Problem Solving	Critical Thinking	Reading Comprehension	Complex Problem Solving	Judgment and Decision Making
Critical Thinking	Critical Thinking	Complex Problem Solving	Complex Problem Solving	Critical Thinking	Active Listening
Complex Problem Solving	Reading Comprehensio n	Active Learning	11 w/2 contensor or con-entropic entents	Reading Comprehensio n	Coordination
Speaking	Coordination	Reading Comprehension	Active Listening	Science	Time Management
Monitoring	Judgment and Decision Making	Learning Strategies	Troubleshooti ng	Active Listening	Instructing
Systems Evaluation	Programming	Operations Analysis	Monitoring	Judgment and Decision Making	Monitoring
Time Management	Writing	Active Listening	Service Orientation	Time Management	Quality Control Analysis
Coordination	Monitoring	Technology Design	Time Management	Writing	Reading Comprehension
Judgment and Decision Making	Speaking	Troubleshootin g	Quality Control Analysis	Speaking	Operation and Control

2

8,790	84,550	2,570	50,400	6,550	35,550
\$ 90,520	\$ 91,590	\$ 95,090	\$ 96,070	\$ 96,370	\$ 120,600
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
11-3061	15-1031	11-3042	15-1032	27-1011	11-3021
Purchasing managers	Computer software engineers, applications	Training and development managers	Computer software engineers, systems software	Art directors	Computer and information systems managers
Active Listening	Programming	Instructing	Complex Problem Solving	Active Listening	Critical Thinking
Critical Thinking	Critical Thinking	Reading Comprehensio n	Technology Design	Time Management	Active Listening
Judgment and Decision Making	Complex Problem Solving	Speaking	Troubleshootin g	Reading Comprehensio n	Judgment and Decision Making
Active Learning	Active Learning	Active Listening	Critical Thinking	Critical Thinking	Management of Personnel // Resources
Reading Comprehension	Troubleshooti ng	Learning Strategies	Active Learning	Coordination	Systems Analysis
Management of Material Resources	Judgment and Decision Making	Critical Thinking	Programming	Speaking	Coordination
Negotiation	Technology Design	Monitoring	Reading Comprehension	Judgment and Decision Making	Reading Comprehension
Mathematics	Reading Comprehension	Time Management	Systems Analysis	Active Learning	Speaking
Time Management	Operations Analysis	Writing	Mathematics	Negotiation	Monitoring
Operations Analysis	Systems Analysis	Coordination	Operations Analysis	Persuasion	Social Perceptiveness
10	10	10	10	10	10

175,920	91,680	28,190
\$ 60,860	\$ 61,790	\$ 62,400
N/A	N/A	N/A
13-1199	41-3099	13-1079
Business	Sales	IIman magayimaas
		Human resources,
operations		training, and labor
specialists, all other	, services, all	relations specialists, all other
	other	
Not Available	Not Available	Not Available
		•
0	0	0

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List of Skills for Occupations Employed in Computer Systems Design and Related Services

Number of Occupations within JZ	0	3	6	12	0	3	24
		48,210 -	19,060 -			28,190 -	
Total Employment Range (2005)	N/A	396,750	226,740	2,570 - 84,550	N/A	175,920	j
		\$27,470 -	\$35,250 -	\$72,680 -		\$60,860 -	l
Average Annual Salary Range (200	05) N/A	\$34,110	\$112,740	\$120,600	N/A	\$62,400	
	Zone JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number
ritical Thinking		0 1	6	12	0	0	
ctive Listening		0 3	6	10	0	0	
ctive Learning		0 2	4	6	0	0	
omplex Problem Solving	(September 1	0 0			0	0	
Reading Comprehension		0 3	6		0	0	
Speaking		0 3	5		0	0	
Operations Analysis		0 0	0		0	0	
Coordination		0 0			0	0	
/riting		0 2	3		0	0	
lathematics		0 1	2		0	0	
ystems Evaluation		0 0	<u> </u>		0	0	
ystems Analysis		0 0			0	0	
echnology Design		0 0		3	0	0	
roubleshooting		0 0		4	0	0	
ime Management		0 2	4		0	0	
dgment and Decision Making		0 0	4	9	0	0	
earning Strategies		0 2		2	0	0	
ervice Orientation		0 1	1	1	0	0	
structing		0 1	2		0	0	4
peration and Control		0 0	0		0	0	1
uality Control Analysis		0 1	0		0	0	
rogramming		0 0			0	0	
Ionitoring		0 1	3		0	0	10
peration Monitoring	ORGANIA I	0 1	0		0	0	1
ersuasion		0 0		L	0	0	1
stallation		0 0	1	0	0	0	l
quipment Selection		0 0	<u> </u>	0	0	0	1
ocial Perceptiveness		0 1	2	1	0	0	4
(,] .]	^	Δ	2
lanagement of Personnel Resource		0 0	0	1	0	0	
Management of Material Resources		0 0		<u> </u>	0		
Regotiation		0 0			0	0	4
cience		0 0	60	120	0	0	1

List of Skills for Occupations Employed in Architectural and Engineering Services

196	TOT_EMP	126,180	31,460	214,050	16,910	8,170	11,210	226,740
	A_MEAN	\$ 24,570	\$ 38,200	\$ 43,250	\$ 48,780	\$ 53,690	\$ 61,980	\$ 112,740
	Job Zone	JZ-1	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
	SOC-Code	37-3011	51-4041	43-6011	17-3011	17-3022	47-4011	11-1021
	Occupation Title	Landscaping and groundskeeping workers	Machinists	Executive secretaries and administrative assistants	Architectural and civil drafters	Civil engineering technicians	Construction and building inspectors	General and operations managers
		Equipment Maintenance	Operation Monitoring	Active Listening	Active Listening	Mathematics	Critical Thinking	Active Listening
		Active Listening	Operation and Control	Reading Comprehension	Coordination	Active Learning	Active Listening	Coordination
Califor		Speaking	Monitoring	Time Management	Active Learning	Reading Comprehension	Quality Control Analysis	Critical Thinking
nia Res		Reading Comprehension	Active Listening	Speaking	Complex Problem Solving	Critical Thinking	Speaking	Speaking
earch I		Equipment Selection	Critical Thinking	Writing	Mathematics	Speaking	Judgment and Decision Making	Time Management
California Research Bureau, California State Library		Acronice2	Complex Problem Solving	Critical Thinking	Reading Comprehension	Time Management	Complex Problem Solving	Complex Problem Solving
Califo		Time Management	Coordination	Active Learning	Time Management	Active Listening	Reading Comprehension	Judgment and Decision Making
mia St			Equipment Maintenance	Coordination	Critical Thinking	Complex Problem Solving	Active Learning	Management o Personnel Resources
ıte Libr			Judgment and Decision Making	Monitoring	Judgment and Decision Making	Coordination	Systems Analysis	Monitoring
VIE.			Quality Control Analysis	Service Orientation	Speaking	Judgment and Decision Making	Writing	Reading Comprehension
					Writing			

17,450	3,480	5,540	11,020	31,930	49,790	4,610
\$ 57,690	\$ 65,930	\$ 68,040	S 70,730	\$ 72,680	S 76,970	\$ 79,100
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
13-1073	17-1012	17-1022	13-2031	15-1071	15-1051	17-2081
Training and development specialists	Landscape architects	Surveyors	Budget analysts	Network and computer systems administrators	Computer systems analysts	Environmental engineers
Instructing	Time Management	Writing	Critical Thinking	Reading Comprehension	Active Learning	Reading Comprehension
Learning Strategies	Coordination	Reading Comprehension	Reading Comprehension	Active Listening	Reading Comprehension	Speaking
Speaking	Active Listening	Active Listening	Speaking	Critical Thinking	Complex Problem Solving	Active Listening
Active Listening	Reading Comprehension	Critical Thinking	Active Listening	Complex Problem Solving	Critical Thinking	Critical Thinking
Reading Comprehension	Active Learning	Speaking	Mathematics	Speaking	Active Listening	Writing
Writing	Critical Thinking	Time Management	Judgment and Decision Making	Monitoring	Troubleshootin g	Complex Problem Solving
Social Perceptiveness	Judgment and Decision Making	Coordination	Complex Problem Solving	Systems Evaluation	Monitoring	Judgment and Decision Making
Time Management	Writing	Judgment and Decision Making	Management of Financial Resources	Time Management	Service Orientation	Systems Analysis
Complex Problem Solving	Complex Problem Solving	Monitoring	Monitoring	Coordination	Time Management	Active Learning
Coordination	Mathematics	Complex Problem Solving	Writing	Judgment and Decision Making	Quality Control Analysis	Monitoring
10	10	10	10	10	10	10

California Research Bureau, California State Library

Professional and Technical Services

List of Skills for Occupations Employed in Architectural and Engineering Services

31,810	23,220	19,000	84,550	27,970	50,400
\$ 79,950	\$ 81,790	\$ 88,280	\$ 91,590	\$ 93,410	\$ 96,070
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
17-2051	17-2141	17-2071	15-1031	17-2072	15-1032
Civil engineers	Mechanical engineers	Electrical engineers	Computer software engineers, applications	Electronics engineers, except computer	Computer software engineers, systems software
Reading Comprehension	Mathematics	Active Listening	Programming	Reading Comprehension	Complex Problem Solving
Complex Problem Solving	Complex Problem Solving	Troubleshooting	Critical Thinking	Complex Problem Solving	Technology Design
Critical Thinking	Critical Thinking	Critical Thinking	Complex Problem Solving	Equipment Selection	Troubleshooting
Active Listening	Reading Comprehension	Reading Comprehensio n	Active Learning	Troubleshootin g	Critical Thinking
Coordination	Science	Complex Problem Solving	Troubleshootin g	Active Learning	Active Learning
Judgment and Decision Making	Active Listening	Technology Design	Judgment and Decision Making	Critical Thinking	Programming
Speaking	Judgment and Decision Making	Active Learning	Technology Design	Coordination	Reading Comprehension
Time Management	Time Management	Systems Analysis	Reading Comprehensio n	Mathematics	Systems Analysis
Writing	Writing	Judgment and Decision Making	Operations Analysis	Active Listening	Mathematics
Management of Personnel Resources	Speaking	Time Management	Systems Analysis	Judgment and Decision Making	Operations Analysis
10	10	10	10	10	10

11,970	35,620	61,940
\$ 75,560	\$ 125,080	\$ 132,670
JZ-5	JZ-5	JZ-5
17-1011	11-9041	23-1011
Architects,		
except		
landscape and	Engineering	
naval	managers	Lawyers
Active	Critical	Reading
Listening	Thinking	Comprehensio
		n
Critical	Judgment and	Judgment and
Thinking	Decision	Decision
	Making	Making
Complex	Reading	Writing
Problem	Comprehension	
Solving	20172 Sec.	
Time	Active Listening	Critical
Management		Thinking
Reading	Speaking	Active
Comprehension	Aug.	Listening
Management of	Complex	Persuasion
Personnel	Problem	
Resources	Solving	
Coordination	Monitoring	Time
		Management
Writing	Negotiation	Negotiation
		0.000
Speaking	Social	Speaking
	Perceptiveness	,a
Operations	Writing	Active
Analysis	THINE	Learning
, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		Comme
10	10	10

175,920	8,07
\$ 60,860	\$ 109,82
N/A	N/A
13-1199	11-3049
Business	Human
operations	resources
	managers, all
other	other
Not Available	Not Available
1	
	:

19/

List of Skills for Occupations Employed in Architectural and Engineering Services

Number of Occu	pations within JZ	1	0	6	13		2	25	1
				8,170 -					1
Total Employme	ent Range (2005)	126,180	N/A	226,740	1 '	11,970 - 61,940	8,070 - 175,920		}
	a.l. n. (2005)	6 04.570	\$77.6	\$38,200 -	\$57,690 -	\$75,560 -	\$60,860 -		
Average Annual	Salary Range (2005)	\$ -< 24,570	N/A	\$112,740	\$96,070	\$132,670	\$109,820		TE TELL I
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 23)
Active Listening		1	0	6	11	3	0	21	V
Active Learning		0	0	4	7	1	0	12	800000000000000000000000000000000000000
Reading Compre	ehension	1	0	5	13	3	0	22	V -
Critical Thinking	g	0	0	6	12	3	0	21	A
Judgment and Do	ecision Making	0	0	5	10	2	0	17	V
Time Manageme	ent	1.	0	4	8	2	0	15	
Complex Proble	m Solving	0	0	5	13	2	0	20	V
Mathematics		0	0	2	5	0	0	7	
Speaking		1	0	5	7	3	0	16	V
Writing		0	0	3	7	3	0	13	
Coordination		0	0	5	6	1	0	12	
Operations Anal		0	0	0	2	1	0	3	
Systems Analysi		0	0	1	4	0	0	5	
Systems Evaluat	ion	0	0	0	1	0	0	1	
Instructing		0	0	0	1	0	0	1	
Monitoring		0	0	3	5	1	0	9	
Negotiation		0	0	0	0	2	0	2	
Troubleshooting		0	0	0	5	0	0	5	
Management of	Personnel Resources	0	0	1	1	1	0	3,	
Management of	Financial Resources	0	0	0	1	0	0		
Equipment Selec	ction	1	0	0	1	0	0	2	
Equipment Main	itenance	1	0	1	0	0	0		
Science		0	0	0	1	0	0	1	l
Technology Des	hr named to the second of the	0	0	0	3	0			
Social Perceptive	eness	0	0	0	1	1	0	2	
Programming		0	0	0	2	0			
Service Orientati		0	0		1	0	0		
Quality Control		0	0		1	0	0		
Learning Strateg	ies	0	0			0	0		
Persuasion		0	0				0		
Repairing		1	0	0	0	0	0		
Operation and Co	ontrol	0	0		0	0	0	1	
Operation Mont	oring	0	0	1	0	0	0	1	
Total		7	0	61	130	30	0	228	•

ω,			
8	TOT_EMP	62,620	207,640
	A_MEAN	\$ 17,050	\$ 23,360
	Job Zone	JZ-1	JZ-1
	SOC-Code	35-9011	37-2011
			Janitors and
		Dining room and	cleaners, except
		cafeteria	maids and
	Occupation	attendants and	housekeeping
	Title	bartender helpers	cleaners
		Speaking	Reading Comprehension
Ca		Active Listening	Active Listening
lifornia		Learning Strategies	Speaking
òrnia Research Bureau		Social Perceptiveness	Coordination
rch E		Service Orientation	Equipment Selection
ureau.			Time Management
Califo			Equipment Maintenance
mia State l			Writing
ate Libi	!		Instructing
arv			Judgment and Decision Making
	Total	5	10

276,490	11,060	396,750	2,080	199,440	10,260
\$ 23,210	\$ 26,040	\$ 27,470	\$ 30,930	\$ 34,110	\$ 39,130
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
53-7062	41-9011	43-9061	29-2051	43-4051	29-2012
Laborers and freight, stock, and material movers, hand	Demonstrators and product promoters	Office clerks, general	Dietetic technicians	Customer service representatives	Medical and clinical laboratory technicians
Active Listening	Persuasion	Active Listening	Active Listening	Active Listening	Reading Comprehension
Reading Comprehension	Speaking	Reading Comprehension	Speaking	Reading Comprehension	Active Listening
Instructing	Active Listening	Speaking	Reading Comprehension	Monitoring	Speaking
Coordination	Social Perceptiveness	Writing	Monitoring	Speaking	Science
Learning Strategies	Instructing	Social Perceptiveness	Critical Thinking	Time Management	Equipment Maintenance
Time Management	Service Orientation		Social Perceptiveness	Service Orientation	Instructing
	Time Management		Coordination	Active Learning	Time Management
	Active Learning		Judgment and Decision Making	Learning Strategies	Judgment and Decision Making
	Learning Strategies		Service Orientation	Writing	Monitoring
	Reading Comprehension		Time Management	Critical Thinking	Active Learning

42,990	208,200	22,990	29,830	214,050	16,910
\$ 35,250	\$ 35,880	\$ 37,790	\$ 41,590	\$ 43,250	\$ 48,780
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
43-3011	43-3031	43-3051	47-2051	43-6011	17-3011
Bill and account collectors	Bookkeeping, accounting, and auditing clerks	Payroll and timekeeping clerks	Cement masons and concrete finishers	Executive secretaries and administrative assistants	Architectural and civil drafters
Active Listening	Mathentatics	Time Management	Coordination	Active Listening	Active Listening
Speaking	Reading Comprehensio n	Mathematics	Mathematics	Reading Comprehension	Coordination
Reading Comprehension	Time Management	Reading Comprehension	Active Listening	Time Management	Active Learning
Time Management	Active Listening	Active Listening	Critical Thinking	Speaking	Complex Problem Solving
Mathematics	Critical Thinking	Speaking	Active Learning	Writing	Mathematics
Social Perceptiveness	Active Learning	Active Learning	Complex Problem Solving	Critical Thinking	Reading Comprehension
Writing	Learning Strategies	Judgment and Decision Making	Equipment Selection	Active Learning	Time Management
Active Learning	Social Perceptiveness	Critical Thinking	Time Management	Coordination	Critical Thinking
Judgment and Decision Making	Writing	Learning Strategies	Equipment Maintenance	Monitoring	Judgment and Decision Making
Critical Thinking	Speaking	Writing	Speaking	Service Orientation	Speaking
					Writing

59,520	180,480	145,050	23,450	226,740
\$ 50,100	\$ 50,230	\$ 60,660	\$ 71,870	S 112,740
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
15-1041	43-1011	41-4012	15-1081	11-1021
Computer support specialists	First-line supervisors/ managers of office and administrative support workers	Sales representatives, wholesale and manufacturing, except technical and scientific products	Network systems and data communications analysts	General and operations managers
Critical Thinking	Active Listening	Active Listening	Equipment Selection	Active Listening
Speaking	Speaking	Speaking	Troubleshooting	Coordination
Active Listening	Reading Comprehension	Time Management	Complex Problem Solving	Critical Thinking
Complex Problem Solving	Critical Thinking	Reading Comprehension	Active Listening	Speaking
Reading Comprehension	Monitoring	Persuasion	Active Learning	Time Management
Active Learning	Time Management	Service Orientation	Critical Thinking	Complex Problem Solving
Coordination	Management of Personnel Resources	Negotiation	Installation	Judgment and Decision Making
Learning Strategies	Judgment and Decision Making	Social Perceptiveness	Reading Comprehension	Management of Personnel Resources
Judgment and Decision Making	Instructing	Active Learning	Judgment and Decision Making	Monitoring
Monitoring	Social Perceptiveness	Coordination	Technology Design	Reading Comprehension
10	10	10	10	10

124,560	27,950	31,930	49,790	63,700	84,550	50,400	49,200
\$ 64,390	\$ 69,540	\$ 72,680	\$ 76,970	S 82,200	\$ 91,590	\$ 96,070	\$ 114,770
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
13-2011	19-3021	15-1071	15-1051	13-1111	15-1031	15-1032	11-2022
auditors	Market research analysts	Network and computer systems administrators	Computer systems analysts	Management analysts	Computer software engineers, applications	engineers, systems software	Sales managers
Mathematics	Reading Comprehension	Reading Comprehension	Active Learning	Critical Thinking	Programming	Complex Problem Solving	Active Listening
Active Listening	Time Management	Active Listening	Reading Comprehension	Judgment and Decision Making	Critical Thinking	Technology Design	Speaking
Critical Thinking	Writing	Critical Thinking	Complex Problem Solving	Active Listening	Complex Problem Solving	Troubleshooting	Coordination
Monitoring	Active Listening	Complex Problem Solving	Critical Thinking	Coordination	Active Learning	Critical Thinking	Reading Comprehension
Speaking	Coordination	Speaking	Active Listening	Time Management	Troubleshooting	Active Learning	Social Perceptiveness
Reading Comprehension	Active Learning	Monitoring	Troubleshooting	Instructing	Judgment and Decision Making	Programming	Writing
Writing	Critical Thinking	Systems Evaluation	Monitoring	Monitoring	Technology Design	Reading Comprehension	Critical Thinking
ludgment and Decision Making	Speaking	Time Management	Service Orientation	Quality Control Analysis	Reading Comprehension	Systems Analysis	Persuasion
	Judgment and Decision Making	Coordination	Time Management	Reading Comprehension	Operations Analysis	Mathematics	Active Learning
	Negotiation	Judgment and Decision Making	Quality Control Analysis	Operation and Control	Systems Analysis	Operations Analysis	Judgment and Decision Making

35,550	30,320	64,840	16,610	61,940	32,700	11,270	175,920	39,660
\$ 120,600	\$ 123,600	\$ 109,530	\$ 78,790	\$ 132,670	\$ 170,710	\$ 42,780	\$ 60,860	\$ 101,470
JZ-4	JZ-4	JZ-4/5	JZ-5	JZ-5	JZ-5	N/A	N/A	N/A
11-3021	11-2021	11-3031	19-1042	23-1011	11-1011	29-2099	13-1199	11-9199
Computer and information systems managers	Marketing managers	Financial managers	Medical scientists, except epidemiologists	Lawyers	Chief executives	Health technologists and technicians, all other	Business operations specialists, all other	Managers, all other
Critical Thinking	Active Listening	Time	Reading	Reading	Judgment and	Not Available	Not Available	Not Available
		Management	Comprehension	Comprehension	Decision Making			
Active Listening	Critical Thinking	Instructing	Science	Judgment and Decision Making	Management of Financial Resources			
udgment and Decision Making	Speaking	Management of Personnel Resources	Active Listening	Writing	Coordination			
Management of Personnel Resources	Writing	Reading Comprehension	Active Learning	Critical Thinking	Critical Thinking			
Systems Analysis	Reading Comprehension	Active Listening	Writing	Active Listening	Negotiation			
Coordination	Social Perceptiveness	Management of Financial Resources	Instructing	Persuasion	Active Listening			
Reading Comprehension	Coordination	Mathematics	Time Management	Time Management	Monitoring			
Speaking	Complex Problem Solving	Critical Thinking	Critical Thinking	Negotiation	Complex Problem Solving			
Aonitoring	Management of Personnel Resources		Judgment and Decision Making	Speaking	Reading Comprehension		(6)	
Social Perceptiveness	Monitoring		Complex Problem Solving	Active Learning	Speaking			
10	10	8	10	10	10	0	0	0

Number of Occupations within JZ	2	6	11	10	1	3	3	36	
	62,620 -	2,080 -	16,910 -			16,610 -	11,270 -		
Total Employment Range (2005)	207,640	396,750	226,740	27,950 - 124,560	64,840	61,940	175,920		
	\$17,050 -	\$23,210 -	\$35,250 -	\$64,390 -		\$78,790 -	\$42,780 -		
Average Annual Salary Range (2005)	\$23,360	\$39,130	\$112,740	\$123,600	\$ 109,530	\$170,710	\$101,470		
									Top
Skill Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-4/5	JZ-5	JZ-N/A	Number	(of
Critical Thinking	0	2	10	10	1	3	0	26	V
Active Listening	2	6	11	8	1	3	0	31	V
Active Learning	0	3	9	5	0	2	0	19	
Coordination	1	2	6	6	0	1	0		
Reading Comprehension	1	6	10	10	1	3	0	31	V
Writing	1	2	5	4	0	2	0		
Гime Management	1	5	9		1	2	0		٧
Speaking	2	5	10	6	0		0		٧
Judgment and Decision Making	1	2	7	7	0		0		
Monitoring	0		4	6	0		0		
Learning Strategies	1	3		0	0	0	0		
Instructing	1	3		1	1	1	0		
Service Orientation	1	3	2	1	0	0	0		
Complex Problem Solving	0		5	5	0		0		
Persuasion	0		1	1	0	1	0		
Negotiation	0			1	0	2	0		
Social Perceptiveness	1	3		3	0		0		
Equipment Selection	1	0	2	0	0		0		
quipment Maintenance	<u>l</u>	1	1	0	0	0	0		
Systems Analysis	0				0		0		
Systems Evaluation	0	0	0	1	0	0	0		
Grand and Standard Constitute and Standard	^	_] _	_	,	0	0	ء	
Management of Personnel Resources	0	0	2	2	J.	 	0	3	
Management of Financial Resources	0	0	0	0	1	1	0	2	
Mathematics	0			2	1	0	0	8	
Troubleshooting				3	0		0		
Quality Control Analysis	0				0	0	0		
echnology Design	0			2	0	0	0	3	
Operation and Control	0				0	0	0		
² rogramming	0				0			2	
nstallation	0			0	0	0	0	1	
Science	0		0		0	1	0	2	
Operations Analysis	0		0	2	0	0	0	2	
Total	15	51	111	98	8	30	0	313	I

List of Skills for Occupations Employed in Scientific Research and Development Services

2	TOT EMP	214,050	43,690	226,740
	A MEAN	\$ 43,250	\$ 60,630	\$ 112,740
	Job Zone	JZ-3	JZ-3	JZ-3
	SOC-Code	43-6011	49-1011	11-1021
	Occupation Title	Executive secretaries and administrative assistants	First-line supervisors/ managers of mechanics, installers, and repairers	General and operations managers
		Active Listening	Management of Personnel Resources	Active Listening
Calid		Reading Comprehension	Reading Comprehension	Management of Personnel Resources
fornia F		Time Management	Coordination	Time Management
\esearc		Speaking	Active Listening	Judgment and Decision Making
h B		Writing	Monitoring	Monitoring
lrean (Critical Thinking	Speaking	Reading Comprehension
aliforn		Active Learning	Time Management	Speaking
ia State	!	Coordination	Critical Thinking	Coordination
alifornia Research Bureau California State Library		Monitoring	Complex Problem Solving	Critical Thinking
2		Service Orientation	Social Perceptiveness	Complex Problem Solving
	Total	10	10	10

10,100	9,670	2,320	2,260	3,070	84,550	27,970	50,400	5,11
\$ 42,780	\$ 73,270	\$ 75,570	\$ 82,280	\$ 85,960	\$ 91,590	\$ 93,410	\$ 96,070	\$ 105,020
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
19-4021	19-2031	17-2111	17-2131	17-2031	15-1031	17-2072	15-1032	11-2031
Biological technicians	Chemists	Health and safety engineers, except mining safety engineers and inspectors	Materials engineers	Biomedical engineers	Computer software engineers, applications	Electronics engineers, except computer	Computer software engineers, systems software	Public relations managers
Science	Science	Reading Comprehension	Reading Comprehension	Science	Programming	Reading Comprehension	Complex Problem Solving	Speaking
Reading Comprehension	Complex Problem Solving	Writing	Active Listening	Reading Comprehensio n	Critical Thinking	Complex Problem Solving	Technology Design	Time Managemer
Instructing	Reading Comprehension	Critical Thinking	Science	Speaking	Complex Problem Solving	Equipment Selection	Troubleshooting	Writing
	Quality Control Analysis	Mathematics	Critical Thinking	Time Management	Active Learning	Troubleshooting	Critical Thinking	Active Listening
Learning Strategies	Writing	Active Listening	Writing	Active Listening	Troubleshooting	Active Learning	Active Learning	Reading Comprehension
Time Management	Time Management	Time Management	Complex Problem Solving	Judgment and Decision Making	Judgment and Decision Making	Critical Thinking	Programming	Coordination
Active Listening	Active Listening	Speaking	Active Learning	Technology Design	Technology Design	Coordination	Reading Comprehension	Critical Thinking
Mathematics	Active Learning	Persuasion	Troubleshooting	Complex Problem Solving	Reading Comprehension	Mathematics	Systems Analysis	Persuasion
Quality Control Analysis	Critical Thinking	Active Learning	Equipment Selection	Critical Thinking	Operations Analysis	Active Listening	Mathematics	Service Orientation
Speaking	Speaking	Science	Time Management		Systems Analysis	Judgment and Decision Making	Operations Analysis	Social Perceptiveness

JZ-5 19-1012 Food scientists technologists Quality Control Analysis Active Listening Comprehension Active Learning Monitoring ritical Phinking Speaking Management Writing

List of Skills for Occupations Employed in Scientific Research and Development Services

16,610	4,310	25,100	35,620	7,030	175,920	26,990
\$ 78,790	\$ 82,090	\$ 97,140	\$ 125,080	\$ 126,540	\$ 60,860	\$ 89,260
JZ-5	JZ-5	JZ-5	JZ-5	JZ-5	N/A	N/A
19-1042	19-1021	17-2011	11-9041	11-9121	13-1199	17-2199
Medical scientists, except epidemiologists	Biochemists and biophysicists	Aerospace engineers	Engineering managers	Natural sciences managers	Business operations specialists, all other	Engineers, all other
Reading Comprehension	Science	Critical Thinking	Reading Comprehension	Science	Not Available	Not Available
Science	Reading Comprehension	Judgment and Decision Making	Speaking	Critical Thinking		
Active Listening	Time Management	Time Management	Active Listening	Reading Comprehension		
Active Learning	Critical Thinking	Active Learning	Critical Thinking	Writing		
Vriting	Writing	Writing	Complex Problem Solving	Active Learning		
nstructing	Active Learning	Monitoring	Monitoring	Mathematics		
Fime Management	Complex Problem Solving	Reading Comprehension	Negotiation	Time Management		
Pritical Thinking	CONTRACTOR STATE OF THE PARTY O	Speaking	Writing	Active Listening		
udgment and Decision Making	Active Listening	Management of Personnel Resources	Judgment and Decision Making	Coordination		
	Learning	Systems	Social	Complex Problem Solving		

List of Skills for Occupations Employed in Scientific Research and Development Services

Number of Occupation JZ	ns within	0	0	3	9	6	2	20	
Total Employment Ran	nge (2005)	N/A	N/A	43,690 - 226,740	2,260 - 84,550	820 - 35,620	26,990 - 175,920		
Average Annual Salary (2005)	y Range	N/A	N/A	\$43,250 - \$112,740	\$42,780 - \$105,020	\$61,310 - \$126,540	\$60,860 - \$89,260		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Th (of 18
Reading Comprehension	on	0]	0	3	9	6	0	18	V
Science		0	0	0	5		0	8	
Active Listening		0	0	3	7	5	0	15	V
Active Learning		0	0	1	7	5	0	13	V
Writing		0	0	1	4	6	0	11	
Instructing	100	0	0	0	1	1	0		
Time Management		0	0	3	6	5	0		
Critical Thinking		0	0	3	8	6	0	17	V
Judgment and Decision	n Making	0	0	1	3	3	0	7	
Complex Problem Sol	rinto.	0	0		6	4			V
Learning Strategies		0	0		1	1	0		
Mathematics		0	0		4	2			
Quality Control Analys	sis	0	0		3	1	0	4	
Speaking		0	0	3	5	3	0	11	
Technology Design		0	0	0	3	0	0	3	
Troubleshooting		0	0	0	5	0	0	5	
Programming		0	0	0	1.	0	0	1	
Operations Analysis		0	0	0	2	0	0	2	
Coordination		0	0	3	2	1	0	6	
Monitoring		0	0	3	0	3	0	6	
Service Orientation		0	0	1	1	0		2	
Systems Analysis		0	0	0	2	0	0	2	
Management of Person Resources	inel	0	0	2	0	1	0	3	
Persuasion		0	0		2	0		2	
Systems Evaluation		0	0		0	1	0	1	
Equipment Selection		0	0		2	1	0	3	
Social Perceptiveness		0	0		1	1	0	3	
Negotiation		0	0		0	1	0	1.	
Total		0	0		90	60	0	180	l

List of Skills for Occupations Employed in Legal Services

TOT_EMP	207,640	126,560	396,750	29,740	208,200	214,050	35,220	180,480	24,070	3,930	61,94
A_MEAN	\$ 23,360	\$ 25,980	\$ 27,470	\$ 25,070	\$ 35,880	\$ 43,250	\$ 47,720	\$ 50,230	\$ 53,090	\$ 41,700	\$ 132,670
Job Zone	JZ-1	JZ-2	JZ-2	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-4	JZ-5
SOC-Code	37-2011	43-4171	43-9061	43-4071	43-3031	43-6011	43-6012	43-1011	23-2011	23-2092	23-1011
Occupation Title	Janitors and cleaners, except maids and housekeeping cleaners	Receptionists and information clerks	Office clerks, general	File clerks	Bookkeeping accounting, and auditing clerks	Executive , secretaries and administrative assistants	Legal secretaries	First-line supervisors/ managers of office and administrative support workers	Paralegals and legal assistants	Law clerks	Lawyers
	Reading Comprehension	Active Listening	Active Listening	Active Listening	Mathematics	Active Listening	Reading Comprehension	Active Listening	Reading Comprehensio n	Reading Comprehensio n	Reading Comprehensi n
	Active Listening	Speaking	Reading Comprehensi on	Speaking	Reading Comprehensi on	Reading Comprehensi on	Active Listening	Speaking	Time Management	Critical Thinking	Judgment and Decision Making
	Speaking	Reading Comprehension	Speaking	Reading Comprehensi	Time Management	Time Management	Time Management	Reading Comprehension	Active Listening	Writing	Writing
	Coordination	Writing	Writing	Time Management	Active Listening	Speaking	Writing	Critical Thinking	Writing	Active Learning	Critical Thinking
	Equipment Selection	Service Orientation	Social Perceptivenes	Active Learning	Critical Thinking	Writing	Active Learning	Monitoring	Speaking	Active Listening	Active Listening
	Time Management	Learning Strategies		Coordination	Active Learning	Critical Thinking	Speaking	Time Management	Active Learning	Time Management	Persuasion
	Equipment Maintenance	Social Perceptiveness		Instructing	Learning Strategies	Active Learning	Learning Strategies	Management of Personnel Resources	Coordination	Judgment and Decision Making	Time Management
	Writing	Critical Thinking		Learning Strategies	Social Perceptivenes s	Coordination	Judgment and Decision Making	Judgment and Decision Making	Critical Thinking	Complex Problem Solving	Negotiation
	Instructing	Time Management		Service Orientation	Writing	Monitoring	Coordination	Instructing	Monitoring	Social Perceptiveness	Speaking
	Judgment and Decision Making	Active Learning		Social Perceptivenes s	Speaking	Service Orientation	Critical Thinking	Social Perceptiveness	Judgment and Decision Making	Persuasion	Active Learning

Professional and Technical Services

List of Skills for Occupations Employed in Legal Services

Number of O within JZ	ecupations	1	2	6	1	1	11	
	mand Danas	1	126,560 -	24,070 -	1	1	11	
Total Employ (2005)	ment Kange	207.640	126,360 - 396,750	24,070 - 214,050	2.020	(1.040		
`	10.1 P	207,640	\$25,980 -	\$25,070 -	3,930	61,940		
-	ual Salary Range		\$27,470	\$53,090	641.700	6122 < 70		
(2005)	1	\$ 23,360	\$21,410	\$33,090	\$41,700	\$132,670		T Thi1
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 11)
Active Listen	ing	1	2	6	1	1	11	V
Active Learn	ing	0	1	5	1	1	8	V
Critical Thinl	cing	0	1	5	1	1	8	\forall
Social Percep	tiveness	0	2	3	1	0	6	Bina intra de mentente de la deconstitución
Time Manage	ement	1	1	6	1	1	10	V
Complex Pro	blem Solving	0	0	0	1	0	1	
Judgment and	l Decision							
Making		1	0	3	1	1	6	
Writing		1	2	4	1	14	9	V
Speaking		1.	2	6	0	1	10	V
Instructing		1	0	2	0	0	3	
Learning Stra	tegies	0	1	3	0	0	4	
Coordination		1	0	4	0	0	5	
Reading Com		1	2	6	1	1	11	\forall
Service Orien	itation	0	1	2	0	0	3	
Monitoring		0	0	3	0	0	3	
Equipment Se	election	1	0	0	0	0	1	
Negotiation		0	0	0	0	1	1	
Persuasion		0	0	0	1	1	2	
Mathematics		0	0	1	0	0	1	
Management					-			
	1000 200	0	0	1	0	0	1	
Equipment M	aintenance	1	0	0	0	0	1	
Total		10	15	60	10	10	105	l

Professional and Technical Services

List of Skills for Occupations Employed in Other Professional and Technical Services

TOT_EMP A MEAN	\$,230 \$ 22,750	126,560 \$ 25,980	396,750 \$ 27,470	8,180 \$ 31,380		208,200 \$ 35,880	6,300 \$ 36,390		226,740 \$ 112,740	124,560 \$ 64,390	\$ 95,880	4,100 \$ 97,250	21,520 \$ 41,940	175,920 \$ 60,860	39,66 \$ 101,47
Job Zone	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-4	JZ-4	JZ-5	N/A	N/A	N/A
SOC-Code	31-9096	43-4171	43-9061	29-2056	43-4111	43-3031	27-4021	43-1011	11-1021	13-2011	19-2021	29-1131	41-9099	13-1199	11-9199
Occupation Title	Veterinary assistants and laboratory animal caretakers	Receptionists and information clerks	Office clerks, general	Veterinary technologists and technicians	Interviewers, except eligibility and loan	Bookkeeping, accounting, and auditing clerks	Photographers	First-line supervisors/ managers of office and administrative support workers	General and operations managers	Accountants and auditors	Atmospheric and space scientists	Veterinarians	related workers, all	Business operations specialists, all other	Managers,
	Active Listening	Active Listening		Active	Active	Mathematics	Active	Active Listening	Active Listening	Mathematics	Science	Active	1	Not	Not
	Reading Comprehension	Speaking	Listening Reading Comprehensio n	Listening Reading Comprehensio n	Listening Reading Comprehensi on	Reading Comprehension	Listening Monitoring	Speaking	Coordination	Active Listening	Judgment and Decision Making	Listening Reading Comprehension	Available	Available	Available
	Speaking	Reading Comprehension	Speaking	Speaking	Speaking	Time Management	Persuasion	Reading Comprehension	Critical Thinking	Critical Thinking	Critical Thinking	Critical Thinking			
	Active Learning	Writing	Writing	Critical Thinking	Service Orientation	Active Listening	Speaking	Critical Thinking	Speaking	Monitoring	Reading Comprehensio n	Complex Problem Solving			
	Instructing	Service Orientation	Social Perceptivenes s	Active Learning	Writing	Critical Thinking	Time Management	Monitoring	Time Management	Judgment and Decision Making	Writing	Speaking			
	Learning Strategies	Learning Strategies		Mathematics	Social Perceptivenes s	Active Learning	Coordination	Time Management	Complex Problem Solving	Writing	Active Learning	Science			
	Time Management	Social Perceptiveness		Instructing	Learning Strategies	Learning Strategies	Judgment and Decision Making	Management of Personnel Resources	Judgment and Decision Making	Reading Comprehensio n	Time Management	Time Management			
	Critical Thinking	Critical Thinking		Learning Strategies	Critical Thinking	Social Perceptiveness	Active Learning	Judgment and Decision Making	Management of Personnel Resources	Speaking	Active Listening	Judgment and Decision Making			
	Mathematics	Time Management		Science	Time Management	Writing	Equipment Selection	Instructing	Monitoring		Coordination	Active Learning			
	Service Orientation	Active Learning		Time Management	Monitoring	Speaking	Service Orientation	Social Perceptiveness	Reading Comprehension		Complex Problem Solving	Mathematics			

Professional and Technical Services

List of Skills for Occupations Employed in Other Professional and Technical Services

Number of Occupat JZ	tions within	0	3	6	2	1	3	15	
			8,230 -	6,300 -			21,520 -		
Total Employment	Range (2005)	N/A	396,750	226,740	820 - 124,560	4,100	175,920		
Average Annual Sa (2005)	lary Range	N/A	\$22,750 - \$27,470	\$31,380 - \$112,740	\$64,390 - \$95,880	\$ 97,250	\$41,940 - \$101,470		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 12)
Active Listening		0	3	6	2	1	0	12	V
Reading Comprehe	nsion	0	3	5	2	1	0	11	V
Speaking		0	3	6	1	1	0	11	V
Service Orientation		0	2	2	0	0	0	4	and the state of t
Writing		0	2	2	2	0	0	6	
Social Perceptivene	SS	0	2	3	0	0	0	5	
Learning Strategies		0	2	3	0	0	0	5	
Critical Thinking		0	2	5	2	1	0	10	V
Time Management		0	2	6	1	1	0	10	V
Monitoring		0	0	4	1	0	0	5	
Mathematics		0	1	2	1	1	0	5	
Instructing		0	1	2	0	0	0	3	
Science		0	0	1	1	1	0	3	
Judgment and Decis	sion Making								
		0		3	2	l l	0	6	
Active Learning		0		3	1	1	0	7	
Persuasion		0		1	0	0	0	1	
Coordination		0		2	1	0	0	3	
Equipment Selection		0		1	0	0	0	<u>l</u>	
Complex Problem S	10000001111000000000000000000000000000	0	0	1	1	I.	0	3.	
Management of Per Resources	sonnel	0	0	2	0	0	0	2	
Total	······	0	25	60	18	10	0	113	-

FEDERAL GOVERNMENT (NAICS 910000)

STATE GOVERNMENT (NAICS 920000)

LOCAL GOVERNMENT (NAICS 930000)

TOT_EMP	27,810	5,380							4,930		10,870	49,7
_MEAN	\$ 57,090	\$ 35,220	\$ 41,730	\$ 55,710	\$ 57,910	\$ 61,000	\$ 67,940	\$ 75,130	\$ 79,250	\$ 114,800	\$ 73,820	S 76,9
ob Zone OC-Code	JZ-2/3/4/5 13-1041	JZ-3 19-4093	JZ-3 25-4013	JZ-3 17-3023	JZ-3 13-2081	JZ-3 33-3012	JZ-3 33-3051	JZ-3 29-1111	JZ-3 33-1011	JZ-3 53-2021	JZ-3/4 33-3021	JZ-4 15-1051
ccupation Title	Compliance officers, except agriculture, construction, health and safety, and transportation	Forest and conservation technicians	Museum technicians and conservators	Electrical and electronic engineering technicians	Tax examiners, collectors, and revenue agents	Correctional officers and jailers	Police and sheriff's patrol	Registered nurses	First-line supervisors/ managers of correctional officers	Air traffic controllers	Detectives and criminal investigators	Computer syste
	Critical Thinking	Critical Thinking	Critical Thinking	Troubleshootin	Active Listening	Active Listening	Active Listening	Active Listening	Speaking	Active Listening	Writing	Active Learnin
	Speaking	Active Listening	Active Listening	Mathematics	Mathematics	Social Perceptiveness	Critical Thinking	Reading Comprehension	Active Listening	Coordination	Judgment and Decision Making	Reading Comprehension
	Science	Active Learning	Judgment and Decision Making	Critical Thinking	Reading Comprehension	Speaking	Writing	Critical Thinking	Critical Thinking	Complex Problem Solving	Coordination	Complex Proble Solving
	Active Listening	Reading Comprehension	Reading Comprehensio n		Active Learning	Monitoring	Speaking	Coordination	Writing	Speaking	Social Perceptiveness	Critical Thinkir
	Reading Comprehension	Speaking	Time Management	Active Listening	Speaking	Judgment and Decision Making	Social Perceptivene ss	Speaking	Monitoring	Critical Thinking	Complex Problem Solving	Active Listenin
	Writing	Judgment and Decision Making	Active Learning	Complex Problem Solving	Complex Problem Solving	Critical Thinking	Service Orientation	Active Learning	Reading Comprehension	Monitoring	Instructing	Troubleshootin
	Negotiation	Science	Equipment Selection	Speaking	Service Orientation	Reading Comprehension	_	Service Orientation	Negotiation	Active Learning	Speaking	Monitoring
	Judgment and Decision Making	Mathematics	Complex Problem Solving	Systems Analysis	Critical Thinking	Coordination		Monitoring	Instructing	Judgment and Decision Making	Reading Comprehension	Service Orientation
	Instructing	Equipment Selection	Management of Material Resources	Writing	Instructing	Active Learning		Social Perceptiveness	Social Perceptiveness	Learning Strategies	Critical Thinking	Time Managem
	Coordination Active Learning	Time Management	Coordination		Time Management	Negotiation		Writing	Active Learning	Instructing	Active Listening	Quality Contro Analysis
	Learning Strategies											
otal	12	10	10	9	10	10	6	10	10	10	10	

List of Skills for Occupations Employed in Federal Government

27,970	7,190		
\$ 93,410	\$ 73,120	\$ 116,470	\$
JZ-4	JZ-5	JZ-5	JZ
17-2072	29-1122	15-1011	23-1
Electronics engineers, except computer	Occupational therapists	Computer and information scientists, research	Lawyers
Reading Comprehension	Active Listening	Active Learning	Reading Compreh
Complex Problem Solving	Critical Thinking	Reading Comprehension	Judgment Decision
Equipment Selection	Social Perceptiveness	Complex Problem Solving	Writing
Troubleshooting	Active Learning	Critical Thinking	Critical T
Active Learning	Judgment and Decision Making	Active Listening	Active Li
Critical Thinking	Reading Comprehension	Writing	Persuasio
Coordination	Service Orientation	Systems Analysis	Time Managen
Mathematics	Speaking	Judgment and Decision Making	Negotiati
Active Listening	Writing	Operations Analysis	Speaking
Judgment and Decision Making	Coordination	Coordination	Active Le
10	10	10	

16,880	28,950	6,560	11,600	175,920	3,420	2,950	39,660	18,80
\$ 30,680	\$ 34,850	\$ 49,660	\$ 53,580	\$ 60,860	\$ 62,250	\$ 75,800	\$ 101,470	\$ 146,20
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
33-9099	43-4199	23-2099	17-3029	13-1199	19-1029	11-9039	11-9199	29-1069
workers, all other	All other information and record clerks	Legal support workers, all other	drafters, all other	other	Biological scientists, all other	Education administrators, all other	other	Physicians ar surgeons, all other
Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Availabl
					·			
			_					

				,					,		7
Number of Occu	pations within JZ	0	0	1	9	1	2	3	9	25	
Total Employme	ent Range (2005)	N/A	N/A	27,810	940 - 234,260	10,870	27,970 - 49,790	4,910 - 61,940	2,950 - 175,920		
Average Annual (2005)	Salary Range	N/A	% > N/A \s=	\$ 57,090	\$35,220 - \$114,800	\$ 73,820	\$76,970 - \$93,410	\$73,120 - \$132,670	\$30,680 - \$146,200		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3/4/5	JZ-3	JZ-3/4	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 16)
Active Listening		0.2.1		1	92.5		2	32.3	0		manara manara manara manara manara manara manara manara manara manara manara manara manara manara manara manar
Mathematics		0	· · · · · · · · · · · · · · · · · · ·	0	3		1	0	0		'
Reading Compre	hension	0		1	7	1	2	3	0		V
Active Learning		0		1	7	0	2	3	0		V
Speaking		0		1	8	1	0	2	0		V
Complex Problei	n Solving	0	0	0	4	1	2	1	0	8	
Service Orientati	on	0	0	0	3	0	1	1	0	5	
Critical Thinking	<u> </u>	0	0	1	9	1	2	3	0	16	V
Instructing		0	0	1	3	1	0	0	0	5	
Time Manageme	nt	0	0	0	3	0	1	1	0	5	
Monitoring		0	0	0	4	0	1	0	0	5	
Social Perceptive	mess	0	0	0	4	1	0	1	0	6	
Writing		0	0	1	4	1	0	3	0	9	
Judgment and De		0		1	4	1	1	3	0	10	
Quality Control		0	0	0	0	0	1	0	0	1	
Learning Strateg		0		1	1	0	0	0	0	2	
Equipment Selec	tion	0		0	2	0	1	0	0		
Coordination		0		1	4	1.	1	2	0		
Science		0		1	1	0		0	0		
Negotiation		0	0	1	2	0	0	1	0	4	
Management of I	Material	_							^		
Resources		0	0	0	1	0	0	0	0	l	
Troubleshooting		0		0	1	0	2	0	0		
Persuasion		0	0	0	0	0	0		0		
	AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AVAILAND AV	0	0	0	0	0	0	l l	0		
Systems Analysi	8	0	0	0	1	0	0	1	0		
Total		0	0	12	85	10	20	30	0	157	

A_MEAN Job Zone	\$ 24,570 JZ-1	\$ 27,470 JZ-2	\$ 32,780 JZ-2	\$ 34,110 JZ-2	\$ 34,810 JZ-2	\$ 42,830 JZ-2	\$ 58,080 JZ-2/3	\$ 57,090 JZ-2/3/4/5	\$ 34,720 JZ-3	\$ 39,470 JZ-3	\$ 50,230 JZ-3	S 53
SOC-Code	37-3011	43-9061	53-7051	43-4051	43-9022	43-5061	33-2011	13-1041	19-4011	43-4161	43-1011	53-1031
Occupation Title	Landscaping and groundskeeping workers	Office clerks, general	Industrial truck and tractor operators	Customer service representatives	Word processors and typists	Production, planning, and expediting clerks	Fire fighters	Compliance officers, except agriculture, construction, health and safety, and transportation	Agricultural and food science technicians	Human resources assistants, except payroll and timekeeping	managers of office and	First-line supervisors/ managers of transportat and material-moving mand vehicle operators
	Equipment Maintenance	Active Listening	Operation - Monitoring	Active Listening	Writing	Active Listening	Equipment Maintenance	Critical Thinking	Time Management	Active Listening	Active Listening	Active Listening
	Active Listening	Reading Comprehensio	Active Listening	Reading Comprehensio	Active Listening	Reading Comprehensio	Active Listening	Speaking	Reading Comprehension	Reading Comprehension	Speaking	Speaking
:	Speaking	Speaking	Operation and Control	Monitoring	Time Management	Coordination	Judgment and Decision Making	Science	Science	Speaking	Reading Comprehension	Time Management
	Reading Comprehension	Writing	Monitoring	Speaking	Reading Comprehension	Speaking	Service Orientation	Active Listening	Active Listening	Time Management	Critical Thinking	Management of Person Resources
	Equipment Selection	Social Perceptiveness	Critical Thinking	Time Management	Speaking	Active Learning	Equipment Selection	Reading Comprehension	Equipment Maintenance	Critical Thinking	Monitoring	Coordination
	Repairing		Speaking	Service Orientation	Mathematics	Judgment and Decision Making	Critical Thinking	Writing	Quality Control Analysis	Writing	Time Management	Critical Thinking
	Time Management			Active Learning	Critical Thinking	Time Management	Coordination	Negotiation	Critical Thinking	Mathematics	Management of Personnel Resources	Judgment and Decision Making
				Learning Strategies	Learning Strategies	Writing		Judgment and Decision Making		Learning Strategies	Judgment and Decision Making	Social Perceptiveness
				Writing	Coordination	Service Orientation		Instructing		Instructing	Instructing	Instructing
				Critical Thinking	Judgment and Decision Making	Mathematics		Coordination		Social Perceptiveness	Social Perceptiveness	Reading Comprehensio
Fotal	7	5	6	10	10	10		Active Learning Learning Strategies	7	10	10	

35,570	60,460	234,260	4,930	7,260
\$ 61,000	\$ 67,940	\$ 75,130	\$ 79,250	\$ 94,450
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
33-3012	33-3051	29-1111	33-1011	33-1012
Correctional officers and jailers	Police and sheriff's patrol officers	Registered nurses	First-line supervisors/ managers of correctional officers	First-line supervisors/ managers of police and detectives
Active Listening	Active Listening	Active Listening	Speaking	Active Listening
Social Perceptiveness	Critical Thinking	Reading Comprehension	Active Listening	Coordination
Speaking	Writing	Critical Thinking	Critical Thinking	Speaking
Monitoring	Speaking	Active Learning	Writing	Monitoring
Judgment and Decision Making	Social Perceptiveness	Speaking	Monitoring	Reading Comprehension
Critical Thinking	Service Orientation	Coordination	Reading Comprehension	Writing
Reading Comprehensio n		Service Orientation	Negotiation	Critical Thinking
Coordination		Monitoring	Instructing	Social Perceptiveness
Active Learning		Social Perceptiveness	Social Perceptiveness	Complex Problem Solving
Negottation		Writing	Active Learning	Management of Personnel Resources
10	6	10	10	10

	10,550	11,790	49,790	31,810	23,220	50,400
\$ 57,690	\$ 59,410	\$ 69,360	\$ 76,970	S 79,950	\$ 81,790	\$ 96,070
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
13-1073	13-1072	21-1092	15-1051	17-2051	17-2141	15-1032
Training and development specialists	Compensation, benefits, and job analysis specialists	Probation officers and correctional treatment specialists	Computer systems analysts	Civil engineers	Mechanical engineers	Computer software engineers, systems software
Instructing	Reading Comprehension	Active Listening	Active Learning	Reading Comprehensio n	Mathematics	Complex Problem Solving
Learning Strategies	Active Listening	Social Perceptiveness	Reading Comprehensio n	Complex Problem Solving	Complex Problem Solving	Technology Design
Speaking	Critical Thinking	Writing	Complex Problem Solving	Critical Thinking	Critical Thinking	Troubleshooti ng
Active Listening	Writing	Monitoring	Critical Thinking	Active Listening	Reading Comprehension	Critical Thinking
Reading Comprehensio n	Judgment and Decision Making	Judgment and Decision Making	Active Listening	Coordination	Science	Active Learning
Writing	Service Orientation	Critical Thinking	Troubleshooti ng	Judgment and Decision Making	Active Listening	Programming
Social Perceptiveness	Speaking	Time Management	Monitoring	Speaking	Judgment and Decision Making	Reading Comprehension
Speaking	Time Management	Speaking	Service Orientation	Time Management	Time Management	Systems Analysis
Complex Problem Solving	Active Learning	Active Learning	Time Management	Writing	Writing	Mathematics
Coordination	Coordination	Instructing	Quality Control Analysis	Management of Personnel Resources	Speaking	Operations Analysis

4,230	23,700	61,940
\$ 50,780	\$ 106,150	\$ 132,670
JZ-5	JZ-5	JZ-5
21-2011	29-1051	23-1011
Claren	Pharmacists	Lavage
Clergy		Lawyers
Speaking	Active Listening	Reading Comprehension
Active Listening	Speaking	Judgment and Decision Making
Reading Comprehension	Reading Comprehension	Writing
Judgment and Decision Making	Mathematics	Critical Thinking
Instructing	Science	Active Listening
Social Perceptiveness	Critical Thinking	Persuasion
Time Management	Writing	Time Management
Active Learning	Instructing	Negotiation
Management of Personnel Resources	Social Perceptiveness	Speaking
Coordination	Active Learning	Active Learning
10	10	10

39,660

29,400

\$ 26,650	\$ 30,680	\$ 59,410	\$ 60,860	\$ 73,010	\$ 101,470
N/A	N/A	N/A	N/A	N/A	N/A
45-2099	33-9099	13-2099	13-1199	15-1099	11-9199
Agricultural workers, all other	Protective service workers, all other	Financial specialists, all other	Business operations specialists, all other	Computer specialists, all other	Managers, all
Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
		<u> </u>			

Number of Occu	pations within JZ	1	5	1	1	9	7	3	6	33	
			23,270 -			2,950 -	10,550 -	4,230 -	2,350 -		
Total Employme		126,180	396,750	26,530	27,810	234,260	50,400	61,940	175,920		
Average Annual	Salary Range		\$27,470 -	ones 1		\$34,720 -	\$57,690 -	\$50,780 -	\$26,650 -		
(2005)		\$ 24,570	\$42,830	\$ 58,080	\$ 57,090	\$94,450	\$96,070	\$132,670	\$101,470		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-2/3/4/5	JZ-3	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 27)
Active Listening		1	5	1	1	9	6	3	0		V
Social Perceptive	eness	0		0	0		2	2	0		Sith Animorn process - Similabile Action
Speaking		1	5	0	1	8	5	3	0		٧
Monitoring		0		0	0		2	0	0		
Writing		0		0	1	5	5	2	0		1
Critical Thinking Reading Compre		0	3	0	1	9 8	6	2	0		7
Reading Compre	HCHSIOH	0	2	0	1	4	6 3	1	0		V
Instructing		0		0	1	4	2	2	0		
Persuasion		0		0			0		0		
Time Manageme	nt	1	3	0			6	2	0		
Management of				· · ·			·				
Resources		0	0	0	0	3	1	1	. 0	5	
Judgment and De	ecision Making	0	2	1	1	3	4	2	0	13	
Mathematics		0	2	0	0		2	1	0		
Science		0		0	1	1	1	1	0	4	
Negotiation		0	0	0	1	2	0	1	. 0	4	
Quality Control A	Analysis	0	0	0	0	1	1	0	0	2	
Service Orientati	on	0	2	1	0	2	2	0	0	7	
Troubleshooting		0	0	0	0		2	0	. 0		
Complex Probles	n Solving	0	0	0	0		5	0	0		
Active Learning		0	2	0	1	3	4	3	0		
Learning Strateg		0	2	0	1	1	1	0	0		
Equipment Main		1	0	<u>l</u>	0		0	0	0		
Equipment Selec		0	0	1	0			0	0		
Technology Desi Programming	Rir	0		0	0		1	0	0		
r rogramming Operations Anal	icie	0	0	0	0		1	0	0		
Systems Analysi		0	Ü	0	0		1	0	0		
Operation and Co		0		0	0		0		0		
Operation Monit		0	1	0	0		0	0	0		
Regulation		1	0	0	0	0	0	0	0		
Total		7	41	7	12	83	70	30	0	250	l

3	TOT_EMP	33,640	207,640	11,030	126,180
	A_MEAN	\$ 18,420	\$ 23,360	\$ 24,110	\$ 24,570
	Job Zone	JZ-1	JZ-1	JZ-1	JZ-1
	SOC-Code	39-3091	37-2011	33-9092	37-3011
	Occupation Title	Amusement and recreation attendants	Janitors and cleaners, except maids and housekeeping cleaners	Lifeguards, ski patrol, and other recreational protective service workers	
		Active Listening	Reading Comprehension	Active Listening	Equipment Maintenance
Cal		Speaking	Active Listening	Monitoring	Active Listening
ifornia		Coordination	Speaking	Instructing	Speaking
California Recearch Bureau California State I ihrary		Reading Comprehension	Coordination	Social Perceptiveness	Reading Comprehension
ch Rur		Writing	Equipment Selection	Service Orientation	Equipment Selection
9311 (Social Perceptiveness	Time Management	Speaking	cp.iiin.
liforni		Critical Thinking	Equipment Maintenance	Critical Thinking	Time Management
a State		Instructing	Writing	Judgment and Decision Making	
I ihrar		Learning Strategies	Instructing	Learning Strategies	
9		Service Orientation	Judgment and Decision Making	Time Management	
	Total	10	10	10	7

11,110	396,750	199,440	20,350	36,620	3,77
\$ 21,140	\$ 27,470	\$ 34,110	\$ 34,550	\$ 36,430	\$ 44,780
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
39-3011	43-9061	43-4051	51-5023	53-3021	47-4051
Gaming dealers	Office clerks, general	Customer service representatives	Printing machine operators	Bus drivers, transit and intercity	Highway maintenance workers
Mathematic si_	Active Listening	Active Listening	Operation and Control	Active Listening	Equipment Maintenance
Speaking	Reading Comprehensio n	Reading Comprehensio n	Operation Monitoring	Operation Monitoring	Equipment Selection
Active Listening	Speaking	Monitoring	Troubleshooting	Social Perceptivenes s	Coordination
Service Orientation	Writing	Speaking	Equipment Maintenance	Equipment Maintenance	Speaking
Social Perceptiven ess	Social Perceptiveness	Time Management	Reading Comprehension	Operation and Control	Active Listening
Monitoring		Service Orientation	Quality Control Analysis	Reading Comprehension	Critical Thinking
Learning Strategies		Active Learning	Critical Thinking	Coordination	Judgment and Decision Making
Coordinatio n		Learning Strategies	Equipment Selection	Time Management	Reading Comprehension
Reading Comprehens on		Writing	Active Listening	Speaking	Repairing
		Critical Thinking	Instructing	Critical Thinking	Active Learning

4,930	
\$ 43,100	\$ 58,080
JZ-2/3	JZ-2/3
43-4031	33-2011
Court,	
municipal, and	
license clerks	Fire fighters
Reading	Equipment
Comprehensio	Maintenance
n	
Active	Active
Listening	Listening
Writing	Judgment and
	Decision
	Making
Coordination	Service
	Orientation
	-
Speaking	Equipment
	Selection
	Green and
Instructing	Critical Thinking
	Thuking
Active	Coordination
Learning	Coordination
Lvm5	
Service	
Orientation	
Time	
Management	
i i	
9	7

	2***
28,580 \$ 31,630	208,200 \$ 35,880
	CTACHED TO SELECT ON THE SELECT
JZ-3	JZ-3
21-1093	43-3031
	D1.1
C: a1 1	Bookkeeping,
Social and	accounting, and auditing
human service assistants	clerks
Active	Mathematics
Listening	
Speaking	Reading
	Comprehensio
	n
Writing	Time
	Management
Reading	Active
Comprehensio	Listening
n	
Social	Critical
Perceptiveness	Thinking
Critical	Active
Thinking	Learning
Coordination	Learning
	Strategies
Service	Social
	Perceptiveness
Judgment and	Writing
Decision	
Making	
Monitoring	Speaking
	-,

128,880	20,960	19,450	214,050	35,220	180,480	8,250	24,070	35,570	11,210	60,460	23,450	234,260	6,510	7,260	226,740
\$ 36,630	\$ 41,180	\$ 42,080	\$ 43,250	\$ 47,720		\$ 50,800	\$ 53,090	\$ 61,000	\$ 61,980	\$ 67,940	\$ 71,870	\$ 75,130	\$ 85,670	\$ 94,450	
JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3	JZ-3
49-9042	25-3021	43-4061	43-6011	43-6012	43-1011	51-8031	23-2011	33-3012	47-4011	33-3051	15-1081	29-1111	33-1021	33-1012	11-1021
Maintenance and repair workers, general	Self- enrichment education teachers	Eligibility interviewers, government programs	Executive secretaries and administrative assistants	Legal secretaries	First-line supervisors/ managers of office and administrative support workers	Water and liquid waste treatment plant and system operators	Paralegals and legal assistants	Correctional officers and jailers	Construction and building inspectors	Police and sheriff's patrol officers	Network systems and data communicatio ns analysts	Registered nurses	First-line supervisors/ managers of fire fighting and prevention workers	First-line supervisors/ managers of police and detectives	General and operations managers
Amplement Manuferance	Instructing	Active Listening		Reading Comprehension	Active Listening	Reading Comprehension	Reading Comprehension	Active Listening	Critical Thinking		Equipment Selection	Active Listening	Active Listening	Active Listening	Active Listening
	Speaking	Reading Comprehension	Reading Comprehensio n	Active Listening	Speaking	Operation and Control	Time Management	Social Perceptiveness	Active Listening	Critical Thinking	Troubleshooti ng	Reading Comprehension	Judgment and Decision Making	Coordination	Coordination
Troubleshooti ng	Active Listening	Time Management	Time Management	Time Management	Reading Comprehension	Troubleshooting	Active Listening	Speaking	Quality Control Analysis	Writing	Complex Problem Solving	Critical Thinking	Equipment Selection	Speaking	Critical Thinking
1000 1000 1000 1000 1000	Learning Strategies	Speaking	Speaking	Writing	Critical Thinking	Active Listening	Writing	Monitoring	Speaking	Speaking	Active Listening	Coordination	Speaking	Monitoring	Speaking
Installation	Social Perceptiveness	Writing	Writing	Active Learning	Monitoring	Monitoring	Speaking	Judgment and Decision Making	Judgment and Decision Making	Social Perceptiveness	Active Learning	Speaking	Service Orientation	Reading Comprehension	Time Management
Equipment Selection	Monitoring	Active Learning	Critical Thinking	Speaking	Time Management	Operation Monitoring	Active Learning	Critical Thinking	Complex Problem Solving	Service Orientation	Critical Thinking	Active Learning	Coordination	Writing	Complex Problem Solving
Critical Thinking	Coordination	Critical Thinking	Active Learning	Learning Strategies	Management of Personnel Resources	Equipment Maintenance	Coordination	Reading Comprehension	Reading Comprehension		Installation	Service Orientation	Instructing	Critical Thinking	Judgment and Decision Making
Reading Comprehension	Time Management	Social Perceptiveness			Judgment and Decision Making	Learning Strategies	Critical Thinking	Coordination	Active Learning		Reading Comprehension	Monitoring	Critical Thinking	Social Perceptiveness	Management of Personnel Resources
Operation Monitoring	Service Orientation	Service Orientation	Monitoring	Coordination	Instructing	Critical Thinking	Monitoring	Active Learning	Systems Analysis			Social Perceptiveness	Equipment Maintenance	Complex Problem Solving	Monitoring
	Active Learning	Learning Strategies	Service Orientation	Critical Thinking	Social Perceptiveness	Mathematics	Judgment and Decision Making	Negotiation	Writing		Technology Design	Writing		Management of Personnel Resources	Reading Comprehension

10,870	35,960	3,480	11,790	27,950	49,790	31,810	63,700
\$ 73,820	\$ 23,270	\$ 65,930	\$ 69,360	\$ 69,540	\$ 76,970	\$ 79,950	\$ 82,200
JZ-3/4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
33-3021	39-9032	17-1012	21-1092	19-3021	15-1051	17-2051	13-1111
Detectives and criminal nvestigators	Recreation workers	Landscape architects	Probation officers and correctional treatment specialists	Market research analysts	Computer systems analysts	Civil engineers	Management analysts
Vriting	Service Orientation	Time Management	Active Listening	Reading Comprehensio n	Active Learning	Reading Comprehension	Critical Thinking
udgment and Decision Making	Active Listening	Coordination	Social Perceptiveness	Time Management	Reading Comprehensio n	Complex Problem Solving	Judgment and Decision Making
Coordination	Speaking	Active Listening	Writing	Writing	Complex Problem Solving	Critical Thinking	Active Listening
ocial Perceptiveness	Instructing	Reading Comprehension	Monitoring	Active Listening	Critical Thinking	Active Listening	Coordination
Complex Problem Volving	Judgment and Decision Making	Active Learning	Judgment and Decision Making	Coordination	Active Listening	Coordination	Time Management
nstructing	Time Management	Critical Thinking	Critical Thinking	Active Learning	Troubleshooti ng	Judgment and Decision Making	Instructing
Active Listening	Management of Personnel Resources	Judgment and Decision Making	Time Management	Critical Thinking	Monitoring	Speaking	Monitoring
Speaking	Social Perceptiveness	Writing	Speaking	Speaking	Service Orientation	Time Management	Quality Control Analysis
Reading Comprehensio	Reading Comprehension	Complex Problem Solving	Active Learning	Judgment and Decision Making	Time Management	Writing	Reading Comprehension
Critical Chinking	Critical Thinking	Mathematics	Instructing	Negotiation	Quality Control Analysis	Management of Personnel Resources	Operation and Control

10,310		61,940
\$ 42,070	\$ 48,180	\$ 132,670
JZ-5	JZ-5	JZ-5
21-1014	21-1021	23-1011
Mental health counselors	Child, family, and school social workers	Lawyers
Active Listening	Speaking	Reading Comprehension
Social Perceptiveness	Active Listening	Judgment and Decision Making
Critical Thinking	Monitoring	Writing
Service Orientation	Social Perceptiveness	Critical Thinking
Active Learning	Service Orientation	Active Listening
Learning Strategies	Reading Comprehension	Persuasion
Speaking	Active Learning	Time Management
Reading Comprehension	Writing	Negotiation
Time Management	Critical Thinking	Speaking
Monitoring	Judgment and Decision	Active Learning

4,850		60,850	5,660	12,320
\$ 23,710	Committee of the Commit	\$ 27,120	\$ 37,030	\$ 42,960
N/A	N/A	N/A	N/A	N/A
39-3019	39-9099	43-9199	53-6099	21-1099
Gaming service workers, all other	Personal care and service workers, all other	Office and administrative support workers, all other	Transportation workers, all other	specialists, all other
Not Available	Not Available	Not Available	Not Available	Not Available
:			:	
-				

A6,950 \$ 60,860 \$ 62,400 N/A			
N/A N/A N/A 13-1079 Business operations specialists, all other of Available Applicable Not Available Not Applicable Not Available Applicable Not Available Applicable	10,060	175,920	
Business operations specialists, all other of Available of Applicable of			
Business operations specialists, all other relations specialists, all other of Available Applicable Not Applicable Not Applicable Not Applicable Not Applicable			
ocial operations specialists, all other relations specialists, all other ot Available Applicable Not Available Applicable Not Available Applicable Not Available Applicable Not Available 21-1029	13-1199	13-1079	
orkers, all other ot Available Not Applicable Not Available Applicable Not Applicable Not Applicable Not Applicable Not Applicable Not Applicable Not Available Not Applicable Not Available Not Available Not Applicable Not Available Not Avai		Business	
her other all other ot Available Not Applicable Applicable	Social		training, and labor
ot Available Not Applicable Not Available	workers, all	specialists, all	relations specialists,
Applicable	other	other	all other
	Not Available		Not Available
0 0			
0 0			
	0	0	O

Number of Oc JZ	cupations within	4	6	2	18	1	7	3	8	49	
Total Employr (2005)	ment Range	11,030 - 207,640	3,770 - 396,750	4,930 - 26,530	6,510 - 234,260	10,870	3,480 - 63,700	10,310 - 61,940	3,680 - 175,920	77	
· · · · · · · · · · · · · · · · · · ·	al Salary Range	\$18,420 -	\$21,140 -	\$43,100 -	\$31,630 -	10,870	\$23,270 -	\$42,070 -	\$23,710 -		
(2005)		\$24,570	\$44,780	\$58,080	\$112,740	\$ 73,820	\$82,200	\$132,670	\$62,400		
Skill	Job Zone	JZ-1	JZ-2	JZ-2/3	JZ-3	JZ-3/4	JZ-4	JZ-5	JZ-N/A	Number	Top Third (of 41)
Indoment and	Decision Making	2	1	1	9	1	6	2	0	22	1
Active Listenii		4	6	2	18	1	7	3		41	7
Critical Thinki		2	4	1	17	1	7	3		35	J
Writing	115	2	2	1	10	1.	4	2		22	•
Speaking		4	5	1	15	1	4	3		33	N.
Social Percept	iveness	2	3	0	9	1	2			19	
Reading Comp	and the second s	3	6	1	15	1	6	3		35	V
Operation Mor		0	2	0	2	0	0	0	0	4	
Equipment Ma		2	3	1	3	0	0	0	0	9	
Operation and	Control	0	2	0	1	0	1	0	0	4	
Coordination		2	3	2	11	1	4	0	0	23	
Time Manager	nent	3	2	1	8	0	7	2	0	23	
Service Orient	ation	2	2	2	7	0	2	2	0	17	
Equipment Sel	ection	2	2	1	3	0	0	0		8	
Instructing		3	1	1	3	1	3	0	0	12	
Management o	f Personnel										
Resources		0	0	0	3	0	2	0		5	
Learning Strate		2	2	0	5	0	0		0	10	
Active Learnin	ıg	0	2	1	10	0	4	3		20	
Monitoring		1	2	0	10	0	3	2		18	
Mathematics		0	1	0	2	0	1	0		4	
Persuasion		0	0		0	0	0			1	
		1	1	0	1	0	0		·	3	
Troubleshootir	ıg	0	0		3	0	1	0	0	3	
Negotiation Complex Prob		0	0	0	1	1	3	0		- 3	
	sign	0	0		4	0				1	
Installation		0	0		2	0	0	0			
Quality Contro	l Analysis	0	1	0		0	2	0		4	l
Systems Analy		0	0	0	1	0	0	0		1	
Total		37	54	16	175	10	70	30		392	

GROCERY PRODUCT MERCHANT WHOLESALERS (NAICS 424400)

WHOLESALE ELECTRONIC MARKETS AND AGENTS AND BROKERS (NAICS 425000)

MACHINERY AND SUPPLY MERCHANT WHOLESALERS (NAICS 423800)

MISCELLANEOUS NONDURABLE GOODS MERCHANT WHOLESALERS (NAICS 424900)

MISCELLANEOUS DURABLE GOODS MERCHANT WHOLESALERS (NAICS 423900)

List of Skills for Occupations Employed in Grocery Product Merchant Wholesalers

TOT_EMP A MEAN	\$ 18,630	40,770 \$ 24,690	199,180 \$ 24,040	276,490 \$ 23,210	\$ 24,730	\$ 25,040	100,380 \$ 27,410	106,390 \$ 28,760	\$ 29,500	69,220 \$ 32,780	199,440 \$ 34,110	21,960 \$ 36,420	131,760 \$ 38,500	39,5 \$ 42,8
Job Zone	JZ-1	JZ-1	JZ-1/2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
SOC-Code	53-7064	53-3031	43-5081	53-7062	51-9111	51-3092	53-3033	43-5071	51-3021	53-7051	43-4051	43-5032	53-3032	43-506
Occupation Title	Packers and packagers, hand	Driver/sales workers	Stock clerks and order fillers	Laborers and freight, stock, and material movers, hand	Packaging and filling machine operators and tenders	Food batchmakers	Truck drivers, light or delivery services	Shipping, receiving, and traffic clerks	Butchers and meat cutters	Industrial truck and tractor operators	Customer service representatives	Dispatchers, except police, fire, and ambulance	Truck drivers, heavy and tractor- trailer	Production, planning, and expediting cl
	Active Listening	Active Listening	Active Listening	Active Listening	Reading Comprehension	Active Listening	Active Listening	Active Listening	Active Listening	Operation Monitoring	Active Listening	Active Listening	Equipment Maintenance	Active Lister
	Coordination	Speaking	Speaking	Reading Comprehension	Quality Control Analysis	Operation Monitoring	Time Management	Reading Comprehension	Service Orientation	Active Listening	Reading Comprehension	Judgment and Decision Making	Active Listening	Reading Comprehensi
	Speaking	Social Perceptiveness	Reading Comprehension	Instructing	Active Listening	Mathematics	Equipment Maintenance	Speaking		Operation and Control	Monitoring	Reading Comprehension	Time Management	Coordination
	Learning Strategies	Critical Thinking	Coordination	Coordination	Operation and Control	Operation and Control	Reading Comprehens	Time Management		Monitoring	Speaking	Speaking	Coordination	Speaking
	Reading Comprehension	Coordination	Social Perceptiveness	Learning Strategies	Instructing	Reading Comprehensi	Social Perceptivene	Writing		Critical Thinking	Time Management	Time Management	Judgment and Decision Making	Active Learn
	Social Perceptiveness	Service Orientation	Mathematics	Time Management	Equipment Maintenance	Active Learning	Coordination	Mathematics		Speaking	Service Orientation	Critical Thinking	Reading Comprehension	Judgment an Decision Ma
		Time Management	Active Learning		Coordination	Time Management	Speaking	Learning Strategies			Active Learning	Learning Strategies	Troubleshooting	Time Management
		Active Learning	Instructing		Troubleshootin	Troubleshoot ing	Learning Strategies	Monitoring			Learning Strategies	Monitoring	Speaking	Writing
		Reading Comprehension	Quality Control Analysis		Time Management	Critical Thinking	Operation and Control	Social Perceptiveness			Writing	Active Learning	Mathematics	Service Orientation
		Mathematics	Critical Thinking		Judgment and Decision Making	Coordination	Service Orientation	Critical Thinking			Critical Thinking	Instructing	Critical Thinking	Mathematics

List of Skills for Occupations Employed in Grocery Product Merchant Wholesalers

59,520	145,050	226,740	
\$ 50,100	\$ 60,660	\$ 112,740	
JZ-3	JZ-3	JZ-3	
15-1041	41-4012	11-1021	
Computer support specialists	Sales representatives, wholesale and manufacturing, except technical and scientific products	General and operations managers	
Critical Thinking	Active Listening	Active Listening	
Speaking	Speaking	Coordination	
Active Listening	Time Management	Critical Thinking	
Complex Problem Solving	Reading Comprehension	Speaking	
Reading Comprehension	Persuasion	Time Management	
Active Learning	Service Orientation	Complex Problem Solving	
Coordination	Negotiation	Judgment and Decision Making	
Instructing	Social Perceptiveness	Management of Personnel Resources	
Judgment and Decision Making	Active Learning	Monitoring	
Monitoring	Coordination	Reading Comprehension	

23200 01 2
25,120 \$ 83,870 JZ-4 11-3011
Administrative
services
managers Social
Perceptiveness Time
Management
Coordination
Reading Comprehension
Service Orientation
Active Listening
Active Learning
Instructing
Speaking
Writing

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List of Skills for Occupations Employed in Grocery Product Merchant Wholesalers

Number of Occupation JZ	s within	2	1	11	3	1	0	18	
		40,770 -		13,120 -	59,520 -				1
Total Employment Ran	nge (2005)	118,360	199,180	276,490	226,740	25,120	N/A		
Average Annual Salary		\$18,630 -		\$23,210 -	\$50,100 -	,			
(2005)		\$24,690	\$ 24,040	\$42,830	\$112,740	\$83,870	N/A		
·		75	77.10	17.0	Y A				Top Third
Skill	Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-3	JZ-4	JZ-5	Number	(of 18)
Active Listening		2	1	11	3		0	18	
Reading Comprehension	n	2	1	9	3	1	0	16	V
Active Learning		1	1	4	2	1	0	9	l
Learning Strategies		1	0	5	0		0	6	SOUND SOURCE SOURCE
Гіте Management		1	0	9	2		0	13	
Speaking		2	1	7	3		0	14	N
Mathematics		1	1	4	0	0	0	6	1
Service Orientation		1	0	4	1	1	0	7.	
Persuasion		0	0	0	1	0	0	1	
fudgment and Decision	Making								
		0	0	4	2	0	0	6	
quipment Maintenanc	appropriate the second	0	0	3	0	0	0	3	
Quality Control Analys	sis	0	1	1	0	0	0	2	
Monitoring		0	0	4	2	0	0	6	
Management of Person Resources	nel	0	0	0	1	0	0	1	
Operation and Control		0	0	0 4	0		0	1	
nstructing		0	1	3	1	1	0	4	
Writing		0	0	3	0	1	0	1	
Critical Thinking		1	1	6	2	0	0	10	
Social Perceptiveness		2	1	2	1	1	0	7	
Coordination		2	1	6	3	1	0	13	V
roubleshooting			0	3	0	0	0	3	,
peration Monitoring	CHARLES AND COMPANY	0	0	2	0		0	2	
Segotiation		0	0	0	1	0	0	1	
Complex Problem Solv	nne	0	0	0	2	0		2	
Fotal		16	10	94	30	10	0	160	

List of Skills for Occupations Employed in Electronic Markets and Agents and Brokers

	TOT_EMP	118,360	356,880	207,640
	A_MEAN	\$ 18,630	\$ 21,420	\$23,360
	Job Zone	JZ-1	JZ-1	JZ-1
	SOC-Code	53-7064	41-2011	37-2011
***************************************	Occupation Title	Packers and packagers, hand	Cashiers	Janitors and cleaners, except maids and housekeeping cleaners
		Active Listening	Active Listening	Reading Comprehension
		Coordination	Mathematics	Active Listening
		Speaking	Speaking	Speaking
		Learning Strategies	Instructing	Coordination
		Reading Comprehension	Social Perceptiveness	Equipment Selection
		Social Perceptiveness	Service Orientation	Time Managemen
			Learning Strategies	Equipment Maintenance
			Critical Thinking	Writing
				Instructing
				Judgment and Decision Making

199,180 \$ 24,040	
JZ-1/2	
43-5081	
Stock clerks	
and order fillers	
Active Listening	
Speaking	
Reading	
Comprehension	
Coordination	
Social	
Perceptiveness	
Mathematics	
Active Learning	
Instructing	
Quality Control	
Analysis	
Critical	
Thinking	
10	

276,490	100,380	396,750	106,390	42,580	69,220	199,440
\$ 23,210	\$ 27,410	\$ 27,470	\$ 28,760	\$ 29,810	\$ 32,780	\$ 34,110
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
53-7062	53-3033	43-9061	43-5071	43-4151	53-7051	43-4051
Laborers and freight, stock, and material movers, hand	delivery	Office clerks,	Shipping, receiving, and traffic clerks	Order clerks	Industrial truck and tractor operators	Customer service representatives
Active Listening	Active Listening	Active Listening	Active Listening	Reading Comprehension	Operation Monitoring	Active Listening
Reading Comprehensi on	Time Management	Reading Comprehensi on	Reading Comprehension	Active Listening	Active Listening	Reading Comprehension
Instructing	Equipment Maintenance	Speaking	Speaking	Speaking	Operation and Control	Monitoring
Coordination	Reading Comprehensi on	Writing	Time Management	Time Management	Monitoring	Speaking
Learning Strategies	Social Perceptivenes s	Social Perceptivenes s	Writing	Service Orientation	Critical Thinking	Time Management
Time Management	Coordination		Mathematics	Writing	Speaking	Service Orientation
	Speaking		Learning Strategies	Active Learning		Active Learning
	Learning Strategies		Monitoring	Mathematics		Learning Strategies
	Operation and Control		Social Perceptiveness	Coordination		Writing
	Service Orientation		Critical Thinking	Critical Thinking		Critical Thinking

208,200	19,060	214,050
\$ 35,880	\$ 39,470	\$ 43,250
JZ-3 43-3031	JZ-3	JZ-3
43-3031	43-4161	43-6011
Bookkeeping, accounting, and auditing clerks	Human resources assistants, except payroll and timekeeping	Executive secretaries and administrative assistants
Mathematics	Active	Active
inc.	Listening	Listening
Reading Comprehension	Reading Comprehension	Reading Comprehension
Time	Speaking	Time
Management		Management
Active Listening	Time Management	Speaking
Critical Thinking	Critical Thinking	Writing
Active Learning	Writing	Critical Thinking
Learning Strategies	Mathematics	Active Learning
	Learning Strategies	Coordination
Writing	Instructing	Monitoring
Speaking	Social Perceptiveness	Service Orientation

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List of Skills for Occupations Employed in Electronic Markets and Agents and Brokers

145,050	23,450	226,740
\$ 60,660	\$ 71,870	\$ 112,740
JZ-3	JZ-3	JZ-3
41-4012	15-1081	11-1021
Sales representatives, wholesale and manufacturing, except technical and scientific products	Network systems and data communication s analysts	General and operations managers
Active Listening	Equipment Selection	Active Listening
Speaking	Troubleshootin g	Coordination
Time Management	Complex Problem Solving	Critical Thinking
Reading Comprehension	Active Listening	Speaking
Persuasion	Active Learning	Time Management
Service Orientation	Critical Thinking	Complex Problem Solving
Negotiation	Installation	Judgment and Decision Making
Social Perceptiveness	Reading Comprehensio n	Management of Personnel Resources
Active Learning	Judgment and Decision Making	Monitoring
Coordination	Technology Design	Reading Comprehension

124,560	11,050	49,790	42,950	8,790	84,550	49,200	35,550
\$ 64,390	\$ 74,150	\$ 76,970	\$ 77,480	\$ 90,520	\$ 91,590	\$ 114,770	\$ 120,600
JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4	JZ-4
13-2011	15-1061	15-1051	41-4011	11-3061	15-1031	11-2022	11-3021
Accountants and auditors	1	Computer systems analysts	Sales representatives, wholesale and manufacturing, technical and scientific products	Purchasing managers	Computer software engineers, applications	Sales managers	Computer and information systems managers
Mathematics	Active Listening	Active Learning	Speaking	Active Listening	Programming	Active Listening	Critical Thinking
Active Listening	Complex Problem Solving	Reading Comprehensi on	Persuasion	Critical Thinking	Critical Thinking	Speaking	Active Listening
Critical Thinking	Critical Thinking	Complex Problem Solving	Active Listening	Judgment and Decision Making	Complex Problem Solving	Coordination	Judgment and Decision Making
Monitoring	Reading Comprehension	Critical Thinking	Time Management	Active Learning	Active Learning	Reading Comprehension	Management of Personnel Resources
Judgment and Decision Making	Coordination	Active Listening	Negotiation	Reading Comprehensio n	Troubleshootin g	Social Perceptiveness	Systems Analysi
Writing	Judgment and Decision Making	Troubleshooti ng	Service Orientation	Management of Material Resources	Judgment and Decision Making	Writing	Coordination
Reading Comprehension	Programming	Monitoring	Social Perceptiveness	Negotiation	Technology Design	Critical Thinking	Reading Comprehension
Speaking	Writing	Service Orientation	Reading Comprehension	Mathematics	Reading Comprehension	Persuasion	Speaking
	Monitoring	Time Management	Critical Thinking	Time Management	Operations Analysis	Active Learning	Monitoring
	Speaking	Quality Control Analysis	Active Learning	Operations Analysis	Systems Analysis	Judgment and Decision Making	Social Perceptiveness

List of Skills for Occupations Employed in Electronic Markets and Agents and Brokers

Number of Oc	cupations within JZ	3	1	7	6	8	0	25	1
		118,360 -		42,580 -	19,060 -	8,790 -			1
Total Employr	ment Range (2005)	356,880	199,180	396,750	226,740	124,560	N/A		
		\$18,630 -		\$23,210 -	\$35,880 -	\$64,390 -			l
Average Annu	al Salary Range (2005)	\$23,360	\$ 24,040	\$34,110	\$112,740	\$120,600	N/A		
Skill	Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top T (of 2
Active Listenii	าย	3	1	7	6	7	0	24	V
Reading Comp		2	1	6	6	8	0		V
Гime Manager	nent		0	5	5	3			
Speaking		3	1	6	5	5	0	20	V
Writing		1	0	4	3	3	0		
Operation Mor	itonag ;	0	0	1	0	0	0		
Monitoring		0	0	3	2	4	0		
Instructing		2	1:	1	1	0			
Service Orient	ation	1:	0	3	2	2	0		
Persuasion		0	0	0	1	2	0		
Mathematics		1	1	2	2	3	0		
Vegetiation		0	0	0	1	2	0		
	f Personnel Resources	U	U		1		<u>'</u>	3	
		0	0	0	1	1	0	2	
ystems Analy	sis	0	0	0	0	2	0		
roubleshootir	worken/brumster/utilization/s/historia/libburges/libburges/libburges/historial/historial/	0	0	0	1	2	0		
	f Material Resources	0	0	0	0		0		
quipment Ma	mienance	1	0	1	0	0	0	2	
Operation and	Control	0	0	2	0	0	0	2	
ludgment and	Decision Making	1	0	0	2	5	0		
Critical Thinki		1	1	4	5	8	0	19	\checkmark
	egies	2	0	4	2	0			
Active Learnin	g	0	1	2	4	5	0		
Coordination		2	1	3	3	3	0		
Social Percepti		2	1	3	3	3	0		
Equipment Sel		0	0	0	1 2	0	0		
Quality Contro		0	1	0	0		0		
Zuanty Contro		0	0	0	0	2	0		
nstallation		0	0	0		0			
echnology De	esign	0	0	0	1	1	0		
Programming	- 4	0	0	0	0	2	0	2	
Fotal		24	10	57	60	78	0	229	1

List of Skills for Occupations Employed in Machinery and Supply Merchant Wholesalers

236	TOT_EMP	276,490	100,380	396,750	106,390	42,580	22,150	131,760
	A_MEAN	\$ 23,210	\$ 27,410	\$ 27,470	\$ 28,760	\$ 29,810	\$ 35,190	\$ 38,500
	Job Zone	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
	SOC-Code	53-7062	53-3033	43-9061	43-5071	43-4151	41-2022	53-3032
	Occupation Title	Laborers and freight, stock, and material movers, hand	Truck drivers, light or delivery services	Office clerks,	Shipping, receiving, and traffic clerks	Order clerks	Parts salespersons	Truck drivers, heavy and tractor-trailer
		Active Listening	Active Listening	Active Listening	Active	Reading	Active	Equipment
					Listening	Comprehension	Listening	Maintenance
Calif		Reading Comprehension	Time Management	Reading Comprehension	Reading Comprehension	Active Listening	Speaking	Active Listening
ornia R		Instructing	Equipment Maintenance	Speaking	Speaking	Speaking	Reading Comprehensio n	Time Management
esearc		Coordination	Reading Comprehension	Writing	Time Management	Time Management	Time Management	Coordination
California Research Bureau, California State Library		Learning Strategies	Social Perceptiveness	Social Perceptiveness	Writing	Service Orientation	Instructing	Judgment and Decision Making
au, Cali		Time Management	Coordination		Mathematics	Writing	Critical Thinking	Reading Comprehension
fornia			Speaking		Learning Strategies	Active Learning	Service Orientation	Troubleshooting
State L			Learning Strategies		Monitoring	Mathematics	Social Perceptiveness	Speaking
ibrary			Operation and Control		Social Perceptiveness	Coordination	Active Learning	Mathematics
	Total	6	Service Orientation	5	Critical Thinking	Critical Thinking	Coordination	Critical Thinking

208,200			226,740
\$ 35,880			\$ 112,740
JZ-3	JZ-3	JZ-3	JZ-3
43-3031	49-9042	41-4012	11-1021
Bookkeeping, accounting, and auditing clerks	Maintenance and repair workers, general	Sales representatives, wholesale and manufacturing, except technical and scientific products	General and operations managers
Mathematics	Equipment Maintenance	Active Listening	Active Listening
Reading Comprehensio n	Repairing	Speaking	Coordination
Time Management	Troubleshootin g	Time Management	Critical Thinking
Active Listening	Active Listening	Reading Comprehension	Speaking
Critical Thinking	Installation	Persuasion	Time Managemen
Active Learning	Equipment Selection	Service Orientation	Complex Problem Solving
Learning Strategies	Critical Thinking	Negotiation	Judgment and Decision Making
Social Perceptiveness	Reading Comprehension	Social Perceptiveness	Management of Personnel Resources
Writing	Operation . Monitoring	Active Learning	Monitoring
Speaking	Coordination	Coordination	Reading Comprehension

\$ 50,400 JZ-4 49-3042	\$ 77,480 JZ-4 41-4011	S 114,770 JZ-4
49-3042	41-4011	
	<u> </u>	11-2022
equipment mechanics, except engines	Sales representatives, wholesale and manufacturing, technical and scientific products	Sales managers
Troubleshooti ng	Speaking	Active Listening
Reputing	Persuasion	Speaking
Equipment Maintenance	Active Listening	Coordination
Equipment Selection	Time Management	Reading Comprehension
Installation	Negotiation	Social Perceptiveness
Operation Monitoring	Service Orientation	Writing
Operation and Control	Social Perceptiveness	Critical Thinking
Complex Problem Solving	Reading Comprehension	Persuasion
CONTRACTOR DESCRIPTION OF STREET	Critical Thinking	Active Learning
	Active Learning	Judgment and

List of Skills for Occupations Employed in Machinery and Supply Merchant Wholesalers

Number of Occup	ations within JZ	0	7	4	3	0	14	
				128,880 -	11,800 -			
Total Employmen		N/A	22,150- 396,750	226,740	49,200	N/A		
Average Annual S			\$23,210 -	\$35,880 -	\$50,400 -			
(2005)		N/A	\$38,500	\$112,740	\$114,770	N/A		
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 14)
Active Listening		0	7	4	2	0	13	V
Reading Compreh	ension	0	7	4	2	0	13	$\sqrt{}$
Critical Thinking		0	4	3	3	0	10	V
Speaking		0	6	3	2	0	11	V
Time Managemen	t	0	6	3	1	0	10	\forall
Active Learning		0	2	2	2	0	6	
Social Perceptiver		0	4	2	2	0	8	
Judgment and Dec	cision Making	0	1	Y-M	1	0	3	
Learning Strategie	28	0	3	1	0	0	4	
Writing		0	3	1	1	0	5	:
Persuasion		0	0	1	2	0	3	
Coordination		0	5	3	1	0	9	
Service Orientatio	n	0	3	1	1	0	5	
Remark		0	0	1	1	0	2	
Troubleshooting	1990	0	1	1	1	0		
Mathematics		0	3	1	1	0		
Instructing		0		0	0	0		
Equipment Mainte		0		1	1	0		
Equipment Selecti	on	0	0	1	1	0	-	
Negotiation		0	0	1	1	0		
Installation		0	0	1	1	0		
Monitoring		0		1	0	0		
Operation Monito		0	0	1 0	1	0	<u> </u>	
Operation and Cor	2413/04/2002/04/04/2002/04/2000/04/04/04/2000/04/2000/04/2000/04/2000/04/04/04/04/04/04/04/04/04/04/04/04/	0	1	0	1	0		
Management of Po Resources	ersonnei	0		1	0	0	,	
Resources Complex Problem		0	0	1	0	0		
Total	OOLARIS	0	61	40	30	0	L	

List of Skills for Occupations Employed in Miscellaneous Nondurable Goods Merchant Wholesalers

238	TOT EMB	146 220	118,360	100 100	277 100	05,000	100 200	207.750	106 100	20.740	27,000	145.050	
38	TOT_EMP A MEAN	146,220 \$ 17,210		199,180 \$ 24,040	276,490 \$ 23,210	95,990 \$ 24,430	100,380 \$ 27,410	396,750 \$ 27,470	106,390 \$ 28,760	39,740 \$ 42,830	\$ 43,100	\$ 60,660	
	Job Zone	JZ-1	JZ-1	JZ-1/2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	1
	SOC-Code	45-2092	53-7064	43-5081	53-7062	51-2092	53-3033	43-9061	43-5071	43-5061	49-3031	41-4012	
	Occupation Title	Farmworkers and laborers, crop, nursery, and greenhouse	Packers and packagers, hand	Stock clerks and order fillers	Laborers and freight, stock, and material movers, hand	Team assemblers	Truck drivers, light or delivery services	Office clerks, general	Shipping, receiving, and traffic clerks	Production, planning, and expediting clerks		Sales representatives, wholesale and manufacturing, except technical and scientific products	Gener operat manag
		Equipment Selection	Active Listening	Active Listening	Active Listening	Learning Strategies	Active Listening	Active Listening	Active Listening	Active Listening	Equipment Maintenance	Active Listening	Active
Cali		Mathematics	Coordination	Speaking	Reading Comprehensio	Active Listening	Time Management	Reading Comprehension	Reading Comprehensio	Reading Comprehension	Troubleshooti ng	Speaking	Coord
California Research Bureau,		Equipment Maintenance	Speaking	Reading Comprehension	Instructing	Quality Control Analysis	Equipment Maintenance	Speaking	Speaking	Coordination		Time Management	Critic
Researc		Active Listening	Learning Strategies	Mathematics	Coordination	Active Learning	Reading Comprehension	Writing	Time Management	Speaking	Reading Comprehension	Reading Comprehension	Speak
h Burea		Review.	Reading Comprehension	Active Learning	Learning Strategies	Instructing	Social Perceptiveness	Social Perceptivenes s	Writing	Active Learning	Installation	Persuasion	Time
		Troubleshooting	Social Perceptiveness	Quality Control Analysis	Time Management	Operation Monitoring	Coordination		Mathematics	Judgment and Decision Making	Coordination	Service Orientation	Comp
California State Library		Coordination		Coordination		Equipment Selection	Speaking		Learning Strategies	Time Management	Equipment Selection	Negotiation	Judgn Decis
State L		Speaking		Social Perceptiveness		Reading Comprehensio n	Learning Strategies		Monitoring	Writing	Active Listening	Social Perceptiveness	Mana Person Resou
ibrary		Time Management		Instructing		Coordination	Operation and Control		Social Perceptiveness	Service Orientation	Judgment and Decision Making	Active Learning	Monit
				Critical Thinking		Equipment Maintenance	Service Orientation		Critical Thinking	Mathematics.	Learning Strategies	Coordination	Readi Comp

26,080	145,050	226,740	32,700
43,100	\$ 60,660	\$ 112,740	\$ 170,710
2-3	JZ-3	JZ-3	JZ-5
3031	41-4012	11-1021	11-1011
ics and	Sales representatives, wholesale and manufacturing, except technical and scientific products	General and operations managers	Chief executives
ient nance	Active Listening	Active Listening	Judgment and Decision Making
eshooti	Speaking	Coordination	Management of Financial Resources
ė.	Time Management	Critical Thinking	Coordination
	Reading Comprehension	Speaking	Critical Thinking
tion	Persuasion	Time Management	Negotiation
nation	Service Orientation	Complex Problem Solving	Active Listening
neat on	Negotiation	Judgment and Decision Making	Monitoring
ng	Social Perceptiveness	Management of Personnel Resources	Complex Problem Solving
ent and on	Active Learning	Monitoring	Reading Comprehension
ig ies	Coordination	Reading Comprehension	Speaking
10	10	10	10

List of Skills for Occupations Employed in Miscellaneous Nondurable Goods Merchant Wholesalers

Number of Occupations within JZ	2	1		3	0	1	12	
J.L.		1	6	3	0	1	13	l
T-(-1 F1 (2005)	118,360 -	100.100	39,740 -	26,080 -	27/4	22 700		
Total Employment Range (2005)	146,220 \$17,210 -	199,180	396,750 \$23,210 -	226,740	N/A	32,700		
Average Annual Salary Range (2005)	\$18,630	\$ 24,040	\$42,830	\$43,100 - \$112,740	N/A	\$ 170,710		
Skill Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Thir (of 13)
Active Listening	2	1	6	3	0	1	13	V
Equipment Selection	1	0	1	1	0	0	3	PASSO TO STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF STATE OF ST
Speaking	2	1	4	2	0	1	10	V
Reading Comprehension	1	1	6	3	0	1	12	V
Learning Strategies	1	0	4	1	0	0	6	
Active Learning	0	1	2	1	0	0	4	
Judgment and Decision Making	0	0	1	2	0	1	4	
Equipment Maintenance	1	0	2	1	0	0	4	
Гime Management	1	0	4	2	0	0	7	
Critical Thinking	0	1	1	1	0		4	
Coordination	2	1	4	3	0	1	11	1
Social Perceptiveness	1.	1	3	1	0	0	6	
Operation and Control	0	0	1	0	0	0	1	
Operation Monitoring	0	0	1	0	0	0	1	
Management of Personnel Resources	0	0	0	1	0	0	1	
Management of Financial								
Resources	0	-	0		0	1	1	
Service Orientation	0		2	1	0	0	3	
Persuasion	0		0	1	0	0	1	
Instructing	0		2	0	0	0	3	
Monitoring	0		1]	0	1	3	
Quality Control Analysis	0	1	1	0	0	0	2	
Negotiation	0	0	0		0	1	2	
Writing	0.	0	3 2	0	0	0	3	
Mathematics Froubleshooting	l	0	0	0	0	0	4	
Repairing	1	0	0	1	0	0	2	
Complex Problem Solving	0		0	1	0	1	2	
Complex Problem Solving	0	0	0	1	0	0		
risiananon Fotal	15	10		30	0	10	116	

List of Skills for Occupations Employed in Miscellaneous Durable Goods Merchant Wholesalers

24			
5	TOT_EMP	207,640	199,
	A_MEAN	\$ 23,360	\$ 24,0
	Job Zone	JZ-1	JZ-1/2
	SOC-Code	37-2011	43-508
	Occupation Title	Janitors and cleaners, except maids and housekeeping cleaners	Stock clear and order fillers
		Reading Comprehension	Active Listening
Calif		Active Listening	Speaking
fornia Research Bureau		Speaking	Reading Compreh
Sea.		Coordination	Mathema
rch Bure		Equipment Selection	Active Learning
san Cal		Time Management	Quality Control Analysis
ifornia		Equipment Maintenance	Coordina
State I		Writing	Social Perceptiv s
j		Instructing	Instructin
7		Judgment and Decision Making	Critical Thinking

Total

276,490	95,990	46,380	396,750	106,390	42,580	48,210	199,440	131,760
\$ 23,210	\$ 24,430	\$ 24,730	\$ 27,470	\$ 28,760	\$ 29,810	\$ 32,580	\$ 34,110	\$ 38,500
JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2
53-7062	51-2092	51-9111	43-9061	43-5071	43-4151	51-9061	43-4051	53-3032
Laborers and freight, stock, and material movers, hand	Team assemblers	Packaging and filling machine operators and tenders	Office clerks, general	Shipping, receiving, and traffic clerks	Order clerks	Inspectors, testers, sorters, samplers, and weighers	Customer service representatives	Truck drivers, heavy and tractor-trailer
	Learning Strategies	Reading Comprehension	Active Listening	Active Listening	Reading Comprehension	Quality Control Analysis	Active Listening	Equipment Maintenance
Reading Comprehensio n	Active Listening	Quality Control Analysis	Reading Comprehensi on	Reading Comprehension	Active Listening	Active Listening	Reading Comprehensio n	Active Listening
Instructing	Quality Control Analysis	Active Listening	Speaking	Speaking	Speaking	Reading Comprehension	Monitoring	Time Management
Coordination	Active Learning	Operation and Control	Writing	Time Management	Time Management	Instructing	Speaking	Coordination
Learning Strategies /	Instructing	Instructing	Social Perceptivenes s	Writing	Service Orientation	Operation Monitoring	Time Management	Judgment and Decision Making
Time Management	Operation Monitoring	Equipment Maintenance		Mathematics	Writing	Learning Strategies	Service Orientation	Reading Comprehension
	Equipment Selection	Coordination		Learning Strategies	Active Learning	Mathematics	Active Learning	Troubleshooti g
	Reading Comprehension	Troubleshootin		Monitoring	Mathematics	Speaking	Learning Strategies	Speaking
	Coordination	Time Management		Social Perceptiveness	Coordination	Active Learning	Writing	Mathematics
	Equipment Maintenance	Judgment and Decision Making		Critical Thinking	Critical Thinking	Time Management	Critical Thinking	Critical Thinking

208,200	21,810
\$ 35,880	\$ 53,580
JZ-3	JZ-3
43-3031	53-1031
Bookkeeping, accounting, and auditing clerks	First-line supervisors/ managers of transportation and material-moving machine and vehicle operators
Mathematics	Active Listening
Reading Comprehension	Speaking
Time Management	Time Management
Active Listening	Management of Personnel Resources
Critical Thinking	Coordination
Active Learning	Critical Thinking
Learning Strategies	Judgment and Decision Making
Social Perceptiveness	Social Perceptiveness
Writing	Instructing
Speaking	Reading Comprehension

10

145,050	226,740	49,200	32,700
\$ 60,660	\$ 112,740	\$ 114,770	\$ 170,710
JZ-3	JZ-3	JZ-4	JZ-5
41-4012	11-1021	11-2022	11-1011
Sales representatives, wholesale and manufacturing, except technical and scientific products	General and operations managers	Sales managers	Chief executives
Active Listening	Active Listening	Active Listening	Judgment and Decision Making
Speaking	Coordination	Speaking	Management of Financial Resources
Time Management	Critical Thinking	Coordination	Coordination
Reading Comprehension	Speaking	Reading Comprehension	Critical Thinking
Persuasion	Time Management	Social Perceptiveness	Negotiation
Service Orientation	Complex Problem Solving	Writing	Active Listening
Negotiation	Judgment and Decision Making	Critical Thinking	Monitoring
Social Perceptiveness	Management of Personnel Resources	Persuasion	Complex Probler Solving
Active Learning	Monitoring	Active Learning	Reading Comprehension
Coordination	Reading Comprehension	Judgment and Decision Making	Speaking
10	10	10	1

List of Skills for Occupations Employed in Miscellaneous Durable Goods Merchant Wholesalers

Number of Occu	pations within	1	1	9		1	1	17	
JZ		l l	11	1	4	1	1	17	
Total Employme	ent Range	207.640	100 100	42,580 -	21,810 -	40.200	22 700		
(2005)	C 1 B	207,640	199,180	396,750 \$23,210 -	226,740 \$35,880 -	49,200	32,700		
Average Annual	Salary Range	\$ 23,360	\$ 24,040	\$38,500	\$112,740	\$114,770	\$ 170,710		
(2005)		3 43,300	\$ 24,040	\$30,300	3112,740	J114,770	φ 1/0,/10		Top Third
Skill	Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-3	JZ-4	JZ-5	Number	(of 17)
Active Listening		1	1	9	4	1.	1	17	V
Mathematics		0	1	4	1	1.	0	7	
Reading Compre	ehension	1	1	9	4	1	i	17	V
Speaking		1	1	6	4	1	1	14	V
Time Manageme	ent	1	0	7	4	0,	0	12	V
Learning Strateg	ies	0	0	5	1	0	0	6	annus coloritando en estacións
Critical Thinking	ļ	0	1	4	3	1	1	10	
Judgment and Do	ecision Making	1					4		
Writing		1	0	2	2	0	0	7	
Active Learning		0	1	4	2	1	0	8	
Coordination		1	1	5	3	1	1	12	V
Social Perceptive	eness	0	1	2	3	1.	0	7	
Persuasion		0	0	0	1	1	0	2	
Service Orientati	ion	0	0	2	1	0	0	3	
Troubleshooting		0	0	2	0	0	0	2	
Quality Control		0	1	3	0	0	0	4	
Management of l		0	0	0	2	0	0	2	
Instructing		1	1	4		0	0	7	
Negotiation		0	0	0		0	1	າ	
Equipment Main	tenanco	1	0	3		0	0	1	
Operation and Co		0	0	1	0	0	0	1	
Monitoring	onaoi	0	0	2		0	1	1	
Management of l	Financial	V	· · · · · · · · · · · · · · · · · · ·		 	V.			
Resources	i manejaj	0	0	0	0	0	1	1	
Operation Monit	oring	0	0	2	0	0	0	2	
Equipment Selec	and the second s	1	0	1	0	0	0	2	
Complex Proble		0	0	0	1	0	1	2	
Total		10	10	81	40	10	10	161	I

Retail Trade

GROCERY STORES (NAICS 445100)

BUILDING MATERIAL AND SUPPLIES DEALERS (NAICS 4441)

DEPARTMENT STORES (NAICS 452100)

AUTOMOBILE DEALERS (NAICS 441100)

GASOLINE STATIONS (NAICS 447000)

Retail Trade

List of Skills for Occupations Employed in Grocery Stores

TOT_EMP	208,910	118,360	108,010	356,880	10,860	199,180	18,200	17,740	23,360	125,210	226,740	23,70
A_MEAN	S 17,920	S 18,630	\$ 18,920	\$ 21,420	\$ 21,950	\$ 24,040	\$ 25,310		\$ 34,320	\$ 39,850	\$ 112,740	\$ 106,15
Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1/2	JZ-2	JZ-2	JZ-2	JZ-2 41-1011	JZ-3 11-1021	JZ-5 29-1051
SOC-Code Occupation Title	35-3021 Combined food preparation and serving workers, including fast food	Packers and packagers, hand	35-2021 Food preparation workers	41-2011 Cashiers	Meat, poultry, and fish cutters and trimmers	43-5081 Stock clerks and order fillers	51-3011 Bakers	Butchers and meat cutters	29-2052 Pharmacy technicians	First-line supervisors/ managers of retail sales workers	General and operations managers	Pharmacists
	Active Listening	Active Listening	Active Listening	Active Listening	Active Listening	Reading Comprehension	Instructing	Active Listening	Active Listening	Management of Personnel Resources	Active Listening	Active Listening
	Speaking	Coordination	Reading Comprehension	Mathematics	Time Management	Speaking	Judgment and Decision Making	Service Orientation	Speaking	Active Listening	Coordination	Speaking
	Instructing	Speaking	Instructing	Speaking		Mathematics	Time Management		Active Learning	Service Orientation	Critical Thinking	Reading Comprehensi
	Mathematics	Learning Strategies	Speaking	Instructing		Instructing	Active Listening		Service Orientation	Time Management	Speaking	Mathematics
	Service Orientation	Reading Comprehension	Learning Strategies	Social Perceptiveness		Active Listening	Reading Comprehension		Instructing	Instructing	Time Management	Science
	Social Perceptiveness	Social Perceptiveness	Service Orientation	Service Orientation		Active Learning	Speaking		Reading Comprehension	Monitoring	Complex Problem Solving	Critical Thinking
			Social Perceptivenes s	Learning Strategies		Critical Thinking	Quality Control Analysis		Mathematics	Reading Comprehension	Judgment and Decision Making	Writing
			Coordination	Critical Thinking		Quality Control Analysis	Mathematics		Time Management	Judgment and Decision Making	Management of Personnel Resources	Instructing
			Mathematics			Coordination	Monitoring		Learning Strategies	Active Learning	Monitoring	Social Perceptivene
						Social Perceptiveness	Coordination		Writing	Critical Thinking	Reading Comprehension	Active Learning
Total		6	9	<u> </u>	2	10	10) 2	10	10	10	

List of Skills for Occupations Employed in Grocery Stores

Number of Occupations within								1
JZ	5	1	4	1	0	1	12	
V &	10,860 -	•	17,740 -		<u> </u>	<u>, , , , , , , , , , , , , , , , , , , </u>	12	İ
Total Employment Range (2005)	1 '	199,180	125,210	226,740	N/A	23,700		
Average Annual Salary Range	\$17,920 -	,	\$25,310 -	,				
(2005)	\$21,950	\$ 24,040	\$39,850	\$ 112,740	N/A	\$ 106,150		
Skill Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 12)
Active Listening	5	1	4	1	0	1	12	J
Mathematics	3	1	2	0			7	
Speaking	4	1	2	1	0		9	V
Social Perceptiveness	4	1	0	0	0	1	6	
Critical Thinking	1	1	1	1	0	1	5	
Writing	0	0	1	0	0	1	2	1
Judgment and Decision Making					<u> </u>			•
	0	0	2	1	0	0	3	
Instructing	3	1	3	0	0	1	8	$\sqrt{}$
Reading Comprehension	2	1	3	1	0	1	8	\checkmark
Service Orientation	3	0	3	0	0	0	6	
Learning Strategies	3	0	1	0	0	0	4	
Active Learning	0	1	2	0	0	1	4	
Monitoring	0	0	2	1	0	0	3	
Time Management	1	0	3	1	0	0	5	
Management of Personnel								
Resources	0	0	1	1	0	0	2	
Coordination	2	1	1	1	0	0	5	
Science	0	0	0	0	0	1	1	
Quality Control Analysis	0	1	1	0	0	0	<u> </u>	
Complex Problem Solving	0	0	0	1	0	0	<u> </u>	
Total	31	10	32	10	0	10	93	

List of Skills for Occupations Employed in Building Material and Supplies Dealers

TOT_EMP A MEAN	356,880 \$ 21,420	207,640 \$ 23,360	199,180 \$ 24,040	276,490 \$ 23,210	481,990 \$ 25,270	100,380 \$ 27,410	106,390 \$ 28,760	69,220 \$ 32,780	21,960 \$ 36,420	131,760 \$ 38,500	125,210 \$ 39,850	7,180 \$ 46,900	144,450 \$ 48,440	26, \$ 43.
Job Zone	JZ-1	JZ-1	JZ-1/2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2/3	JZ-3
SOC-Code	41-2011	37-2011	43-5081	53-7062	41-2031	53-3033	43-5071	53-7051	43-5032	53-3032	41-1011	47-2121	47-2031	49-303
Occupation Title	Cashiers	Janitors and cleaners, except maids and housekeeping cleaners	Stock clerks and order fillers	Laborers and freight, stock, and material movers, hand	Retail salespersons	Truck drivers, light or delivery services	Shipping, receiving, and traffic clerks	Industrial truck and tractor operators	Dispatchers, except police, fire, and ambulance	Truck drivers, heavy and tractor-trailer	First-line supervisors/ managers of retail sales workers	Glaziers	Carpenters	Bus and true mechanics a diesel engin specialists
	Active Listening	Reading Comprehension	Reading Comprehension	Active Listening	Active Listening	Active Listening	Active Listening	Operation Monitoring	Active Listening	Equipment Maintenance	Management of Personnel Resources	Active Listening	Mathematics	Composite Marketing
	Mathematics	Active Listening	Speaking	Reading Comprehension	Mathematics	Time Management	Reading Comprehensi on	Active Listening	Judgment and Decision Making	Active Listening	Active Listening	Mathematics	Time Management	Troubleshoo
	Speaking	Speaking	Mathematics	Instructing	Speaking	Equipment Maintenance	Speaking	Operation and Control	Reading Comprehension	Time Management	Service Orientation	Reading Comprehension	Critical Thinking	
	Instructing	Coordination	Instructing	Coordination	Social Perceptiveness	Reading Comprehensio	Time Management	Monitoring	Speaking	Coordination	Time Management	Installation	Active Listening	Reading Comprehens
	Social Perceptiveness	Equipment Selection	Active Listening	Learning Strategies	Critical Thinking	Social Perceptiveness	Writing	Critical Thinking	Time Management	Judgment and Decision Making	Instructing	Equipment Selection	Judgment and Decision Making	Installation
	Service Orientation	Time Management	Active Learning	Time Management	Writing	Coordination	Mathematics	Speaking	Critical Thinking	Reading Comprehension	Monitoring	Speaking	Equipment Selection	Coordination
	Learning Strategies	Equipment Maintenance	Critical Thinking		Judgment and Decision Making	Speaking	Learning Strategies		Learning Strategies	Troubleshooti ng	Reading Comprehension	Coordination	Reading Comprehensio n	Equipment Selection
	Critical Thinking	Writing	Quality Control Analysis		Instructing	Learning Strategies	Monitoring		Monitoring	Speaking	Judgment and Decision Making	Critical Thinking	Coordination	Active Lister
		Instructing	Coordination		Reading Comprehension		Social Perceptivenes s		Active Learning	Mathematics	Active Learning	Writing		Judgment an Decision Ma
		Judgment and Decision Making	Social Perceptiveness			Service Orientation	Critical Thinking		Instructing	Critical Thinking	Critical Thinking	Service Orientation		Learning Strategies

List of Skills for Occupations Employed in Building Material and Supplies Dealers

17,060	226,740	17,450
45,250	\$ 112,740	\$ 57,690
JZ-3	JZ-3	JZ-4
49-9021	11-1021	13-1073
eating, air inditioning, and		
frigeration	General and	Training and
echanics and	operations	development
stallers	managers	specialists
oubleshooting	Active Listening	Instructing
pairing	Coordination	Learning Strategies
ctive Listening	Critical Thinking	Speaking
quipment aintenance	Speaking	Active Listening
stallation	Time Management	Reading Comprehension
ocial crceptiveness	Complex Problem Solving	Writing
eading omprehension	Judgment and Decision Making	Social Perceptiveness
peration onitoring	Management of Personnel Resources	Time Management
	Monitoring	Complex Problem Solving
, , , , , , , , , , , , , , , , , , ,	Reading Comprehension	Coordination

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List of Skills for Occupations Employed in Building Material and Supplies Dealers

Number of Occupa JZ	tions within	2	1	9	1	3	1	0	. 17	
Total Employment	Range (2005)	207,640 - 356,880	199,180	7,180 - 481,990	144,450	17,060 - 226,740	17,450	N/A	·	
Average Annual Sa (2005)	ilary Range	\$21,420 - \$23,360	\$ 24,040	\$23,210 - \$46,900	\$ 48,440	\$43,100 - \$112,740	\$57,690	N/A		
Skill	Job Zone	JZ-1	JZ-1/2	JZ-2	JZ-2/3	JZ-3	JZ-4	JZ-5	Number	Top Third (of 17)
Active Listening		2	1	9	1	3	1	0		V
Mathematics		1	1	4	1	0	0	0		
Speaking		2	1	7	0	1	1	0	12	V
Social Perceptivene	BS8	1	1	3	0	1	1	0	7	
Critical Thinking		1	1	7	1	1	0	0	- 11	V
Writing		1	0	3	0	0	1	0	5	
Judgment and Deci	sion Making	1	0	4	1	2	0	0	8	
Instructing		2	1	4	0		1	0		1
Reading Comprehe	ension	1	1	8	1	3	1	0	15	V
Service Orientation		1	0		0		0	0		
Learning Strategies	1	1	0	4	0	1	1	0	7	1
Active Learning		0,	1	2	0	0	0	0	3	1
Monitoring		0	0	4	0	1	0	0	. 5	
Time Management		1	0	6	1	1	1	0	10	1
Management of Per	rsonnel									
Resources		0	0	1	0	1	0	0	2	
Equipment Mainter	A DESCRIPTION OF THE PROPERTY	1	0.	2	0	2	0	0	5	
Operation and Con		0	0	2	0	0	0	0	2	
Operation Monitori		0	0	1	0	1	0	0		
Equipment Selection	m	1	0	1	1	1	0	0		
Coordination		1	1	4	1	2	1	0		
Troubleshooting	200	0	0	1	0		0	0		
Installation		0	0	1	0	2	0	0	3	ļ
Repairing		0	0	0	0	2	0	0	2	
Quality Control An	ASSOCIATION OF THE PROPERTY AND ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY ADDRESS OF THE	0	1	0	0	0	0	0	1	
Complex Problem	Solving	0	0	0 81	0	28	10	0	155	

List of Skills for Occupations Employed in Department Stores

TOT_EMP	208,910	356,880	199,180	276,490	136,680	481,990	106,390	199,440	125,210	180,
A_MEAN	S 17,920	S 21,420	S 24,040	\$ 23,210		\$ 25,270	\$ 28,760	\$ 34,110	\$ 39,850	\$ 50
Job Zone	JZ-1	JZ-1	JZ-1/2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-2	JZ-3
SOC-Code	35-3021	41-2011	43-5081	53-7062	33-9032	41-2031	43-5071	43-4051	41-1011	43-1011
Occupation Title	Combined food preparation and serving workers, including fast food	Cashiers	Stock clerks and order fillers	Laborers and freight, stock, and material movers, hand	Security guards	Retail salespersons	Shipping, receiving, and traffic clerks	Customer service representatives	First-line supervisors/ managers of retail sales workers	First-line supervi managers of offic and administrativ support workers
	Active Listening	Active Listening	Reading Comprehension	Active Listening	Active Listening	Active Listening	Active Listening	Active Listening	Management of Personnel Resources	Active Listening
	Speaking	Mathematics	Speaking	Reading Comprehension	Reading Comprehension	Mathematics	Reading Comprehension	Reading Comprehension	Active Listening	Speaking
	Instructing	Speaking	Mathématics	Instructing	Social Perceptiveness	Speaking	Speaking	Monitoring	Service Orientation	Reading Comprehension
	Mathematics	Instructing	Instructing	Coordination	Speaking	Social Perceptivenes	Time Management	Speaking	Time Management	Critical Thinking
	Service Orientation	Social Perceptiveness	Active Listening	Learning Strategies	Monitoring	Critical Thinking	Writing	Time Management	Instructing	Monitoring
	Social Perceptiveness	Service Orientation	Active Learning	Time Management	Judgment and Decision Making	Writing	Mathematics	Service Orientation	Monitoring	Time Manageme
		Learning Strategies	Critical Thinking		Critical Thinking	Judgment and Decision	Learning Strategies	Active Learning	Reading Comprehension	Management of Personnel Resou
		Critical Thinking	Quality Control Analysis			Instructing	Monitoring	Learning Strategies	Judgment and Decision Making	Judgment and Decision Making
			Coordination			Reading Comprehensi	Social Perceptiveness	Writing	Active Learning	Instructing
			Social Perceptiveness				Critical Thinking	Critical Thinking	Critical Thinking	Social Perceptive

List of Skills for Occupations Employed in Department Stores

Number of Occu	pations within	2	1	6	1	0	0	10	
Total Employme	nt Range (2005)	208,910 -	199,180	106,390 - 481,990	180,480	N/A	N/A		
Average Annual (2005)	Salary Range	\$17,920 - \$21,420	\$ 24,040	\$23,210 - \$39,850	\$ 50,230	N/A	N/A		
Skill	Job Zone	JZ-1	JZ1/-2	JZ-2	JZ-3	JZ-4	JZ-5	Number	Top Third (of 10)
Active Listening		2	1	6	1	0	0	10	V
Mathematics		2	1	2	0	0	0	5	annument of the latter than the state of the section of the sectio
Speaking		2	1	4	1	0	0	8	V
Social Perceptive	eness	2	1	3	1	0	0	7	V
Critical Thinking	Ţ	1	1	5	1	0	0	8	1
Writing		0	0	3	0	0	0	3	
Judgment and De	ecision Making	0	0	3	1	0	0	4	an wy Sin Control o 1940 ar than an
Instructing		2	1	3	1	0	0		
Reading Compre		0	1	6	1	0	0		٧
Service Orientati		2	0	2	0	0	0		
Learning Strategi		1	0	3	0	0	0	4	
Active Learning		0	1	2	0	0	0	3	
Monitoring		0	0	4	1	0	0		
Time Manageme		0	0	4	1	0	0	5	
Management of I	Personnel		_					_	
Resources		0	0	1	1	0	0		
Coordination		0	1	1	0	0	0		
Quality Control A	Analysis	0	1	0	0	0	0		
Total		14	10	52	10	0	0	86	

List of Skills for Occupations Employed in Automobile Dealers

TOT_EMP	48,370	356,880	126,180	69,810	481,990	396,750	22,150	125,210	3,070	208,200	19,060	65,920	5,130	49,200
A_MEAN	S 19,970	\$ 21,420	S 24,570	\$ 26,630	\$ 25,270	\$ 27,470	\$ 35,190	\$ 39,850	\$ 30,440	\$ 35,880	\$ 39,470	CANTO DESCRIPTION OF THE COLUMN	\$ 87,300	\$ 114,770
Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-2	JZ-2	JZ-2	JZ-2	JZ-3	JZ-3	JZ-3	JZ-3	JZ-4	JZ-4
SOC-Code	53-7061	41-2011	37-3011	41-2021	41-2031	43-9061	41-2022	41-1011	49-2096	43-3031	43-4161	49-3023	11-3041	11-2022
Occupation Title	Cleaners of vehicles and equipment	Cashiers	Landscaping and groundskeeping workers	Counter and rental clerks	Retail salespersons	Office clerks, general	Parts salespersons	First-line supervisors/ managers of retail sales workers	Electronic equipment installers and repairers, motor vehicles	Bookkeeping, accounting, and auditing clerks	Human resources assistants, except payroll and timekeeping	Automotive service technicians and mechanics	Compensation and benefits managers	Sales managers
	Equipment Maintenance	Active Listening	Equipment Maintenance	Active Listening	Active Listening	Active Listening	Active Listening	Management of Personnel Resources		Mathematics	Active Listening	Troubleshooti ng	Critical Thinking	Active Listening
	Active Listening	Mathematics	Active Listening	Reading Comprehension	Mathematics	Reading Comprehension	Speaking	Active Listening	Installation	Reading Comprehension	Reading Comprehension		Speaking	Speaking
		Speaking	Speaking	Speaking	Speaking	Speaking	Reading Comprehension	Service Orientation	Equipment Selection	Time Management	Speaking	Equipment Selection	Judgment and Decision Making	Coordination
		Instructing	Reading Comprehension	Mathematics	Social Perceptiveness	Writing	Time Management	Time Management	Active Learning	Active Listening	Time Management	Active Learning	Reading Comprehension	Reading Comprehension
		Social Perceptivenes	Equipment Selection		Critical Thinking	Social Perceptiveness	Instructing	Instructing	Active Listening	Critical Thinking	Critical Thinking	Reading Comprehension	Active Listening	Social Perceptiveness
		Service Orientation			Writing		Critical Thinking	Monitoring	Troubleshooting	Active Learning	Writing	Equipment Maintenance	Complex Problem Solving	Writing
		Learning Strategies	Time Management		Judgment and Decision Making		Service Orientation	Reading Comprehension	Reading Comprehension	Learning Strategies	Mathematics	Critical Thinking	Active Learning	Critical Thinking
		Critical Thinking			Instructing		Social Perceptiveness	Judgment and Decision Making	Coordination	Social Perceptiveness	Learning Strategies		Writing	Persuasion
					Reading Comprehension		Active Learning		Speaking	Writing	Instructing		Coordination	Active Learning
							Coordination	Critical Thinking	Complex Problem Solving	Speaking	Social Perceptiveness		System Analysis	Judgment and Decision Making

List of Skills for Occupations Employed in Automobile Dealers

Number of Occup JZ	oations within	4	4	4	2	0	14	
Total Employmer	nt Range (2005)	48 370 - 356 880	22,150 - 481,990	3 070 - 208 200	5,130 - 49,200	N/A		
Average Annual S		\$19,970 -	\$25,270 -	\$30,440 -	\$87,300 -	1071		
(2005)	Jaiary Kange	\$26,630	\$39,850	\$41,260	\$114,770	N/A		
								Top Th
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	(of 14
Active Listening		4	4	3	2	0	13	V
Mathematics		2	1	2	0.	0	5	
Speaking		3	3	3	2)	0	11	\checkmark
Social Perceptive	ness	1	3	2	1	0	7	
Critical Thinking		1	3	3	2	0	9]
Writing		0	2	2	2	0	6	
								1
Judgment and De	cision Making	0	2	0	2	0	4	
Instructing		1	3	1	0	0	5	
Reading Comprel	nension	2	4	4	2	0	12	V
Troubleshooting		0	0	2	0	0	2	
Cepairing		1	0	2	0	0	3	
Equipment Select	ion	1	0	2	0	0	3	l
Active Learning		0	2	3	2	0	7	
Equipment Maint		2	0	1	0	0	3	
Service Orientatio	m	1	2	0	0	0	3	
Coordination		0	1	1	2	0	4	
Monitoring	_	0	1	0	0	0	1	l
Management of P	ersonnel		_	_	2			
Resources		0	1	0	0	0	<u>l</u>	
Persuasion		0	0	0	1	0	1	1
Learning Strategic		1	0	2	0	0	3	
Time Managemen	II Samuelas (1904)	1	2	2	0	0	3	
nstallation		0	0	1	0	0	1	
Complex Problem	i yolving	0	0	1	1	0	2	
System Analysis		0	0	0	1	0	1	

List of Skills for Occupations Employed in Gasoline Stations

254	TOT_EMP	208,910	231,130	108,010	48,370	356,880	8,730	207,640
	A_MEAN	\$ 17,920	\$ 18,030	\$ 18,920	\$ 19,970	\$ 21,420	\$ 22,870	\$ 23,360
	Job Zone	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1	JZ-1
	SOC-Code	35-3021	35-3031	35-2021	53-7061	41-2011	53-6031	37-2011
	Occupation Title	Combined food preparation and serving workers, including fast food	Waiters and waitresses	Food preparation workers	Cleaners of vehicles and equipment	Cashiers	Service station attendants	Janitors and cleaners, except maids and housekeeping cleaners
		Active Listening	Speaking	Active Listening	Equipment Maintenance	Active Listening	Active Listening	Reading Comprehension
Ca		Speaking	Active Listening	Reading Comprehension	Active Listening	Mathematics	Speaking	Active Listening
lifornia		Instructing	Service Orientation	Instructing		Speaking	Service Orientation	Speaking
a Resea		Mathematics	Social Perceptiveness	Speaking		Instructing	Critical Thinking	Coordination
rch Bu		Service Orientation	Coordination	Learning Strategies		Social Perceptiveness	Mathematics	Equipment Selection
reau, C		Social Perceptiveness	Reading Comprehension	Service Orientation		Service Orientation	Time Management	Time Managemen
aliforn			Instructing	Social Perceptiveness		Learning Strategies	Troubleshootin g	Equipment Maintenance
ia Stat			Active Learning	Coordination		Critical Thinking	Instructing	Writing
California Research Bureau, California State Library			Critical Thinking	Mathematics			Equipment Maintenance	Instructing
3			Learning Strategies				Learning Strategies	Judgment and Decision Making
	Total	6	10	9	2	8	10	1

\$ 39,850
JZ-2
41-1011
First-line
supervisors/
managers of
retail sales
workers
Management of Personnel Resources Active Listening
Service
Orientation Time Management
Instructing
Monitoring
Reading Comprehension
Judgment and
Decision
Making
Active Learning
Critical Thinking
10

	65,920	226,740
\$ 35,880	\$ 41,260	\$ 112,740
JZ-3	JZ-3	JZ-3
43-3031	49-3023	11-1021
Bookkeeping, accounting, and auditing clerks	Automotive service technicians and mechanics	General and operations managers
Mathematics	Troubleshooti	Active
	ng	Listening
Reading Comprehensio n	Repairing	Coordination
Time	Equipment	Critical
Management	Selection	Thinking
Active	Active	Speaking
Listening	Learning	
Critical	Reading	Time
Thinking	Comprehensio n	Management
Active	Equipment	Complex
Learning	Maintenance	Problem Solving
Learning	Critical	Judgment and
Strategies	Thinking	Decision
		Making
Social		Management of
Perceptiveness		Personnel
		Resources
Writing		Monitoring
Speaking		Reading
		Comprehension

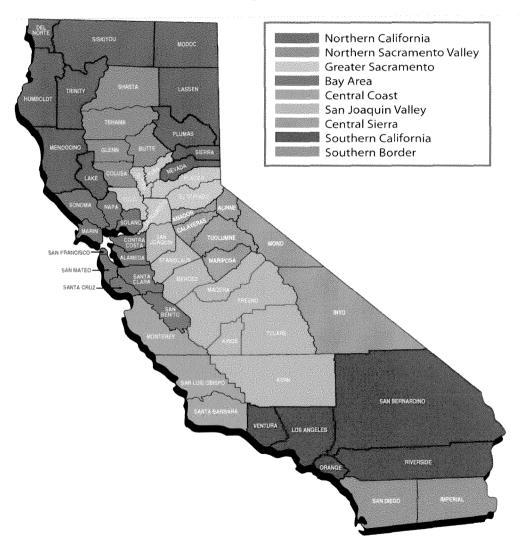
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List of Skills for Occupations Employed in Gasoline Stations

Number of Oc	ccupations within							
JZ		7	1	3	0	0	11	
Total Employ	ment Range			65,920 -				
(2005)		8,730 - 356,880	125,210	226,740	N/A	N/A		
_	ual Salary Range	\$17,920 -	-0.076	\$35,880 -				
(2005)		\$23,360	\$ 39,850	\$112,740	N/A	N/A		Į.
								Top Third
Skill	Job Zone	JZ-1	JZ-2	JZ-3	JZ-4	JZ-5	Number	(of 11)
Active Listeni	ing	7	1	2	0	0	10	V
Mathematics		4	0	1	0	0	5	
Speaking		6	. 0	2	0	0	8	V
Instructing		6	1	0	0	0	7	
Social Percept	tiveness	4	0	1	0	0	5	
Service Orient	tation	5	1	0	0	0	6	
Learning Strat	tegies	4	0	1	0	0	5	
Critical Think	ing	3	1	3	0	0	7	1
Judgment and	Decision							
Making		1	1	1	0	0	3	
Time Manager	ment	2	1	2	0	0		
Management of	of Personnel							
Resources		0	1	1	0	0	2	
Equipment Ma	aintenance	3	0	1	0	0	4	
Troubleshooti	ng	1	0	1	0	0	_2	
Repairing		0	0	1	0	0	1	
Equipment Se	lection	1	0	1	0	0	2	
Coordination		3	0	1	0	0	4	
Writing		1	0	1	0	0	2	
Active Learnii	ng	1	***************************************	2	0	0	4	·
Reading Comp	prehension	3	1	3	0	0	7	
Monitoring		0	1	1	0	0	2	
Complex Prob	olem Solving	0	0	1	0	0	1	
Total		55	10	27	0	0	92	

Appendix 1: California Map of Nine Economic Regions*

California Economic Strategy Panel Regions



^{*} California Labor and Workforce Development Agency, Economic Strategy Panel, *California Economic Regions*. See: http://www.labor.ca.gov/panel/pdf/CESP_Regions_100606.pdf.

Appendix 2: O*Net Job Skills*

In order to successfully attain and hold a job, an individual must demonstrate a variety of characteristics, knowledge, and skills. These requirements are summarized by occupation on O*Net. In this analysis, knowledge represents the acquisition of facts and principles, and experience lays the foundation for establishing procedures to work with that knowledge. These procedures are more commonly known as skills. Skills may be further divided into basic skills and cross-functional skills. Basic skills, such as reading, facilitate the acquisition of new knowledge while cross-functional skills, such as problem solving, extend across a number of activities.

Basic Skills are defined as "Developed capacities that facilitate learning or the more rapid acquisition of knowledge." They are broken down into content and process skills.

<u>Content Skills</u> – Background structures needed to work with and acquire more specific skills in a variety of different domains.

- **Reading Comprehension** Understanding written sentences and paragraphs in work related documents.
- Active Listening Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- *Writing* Communicating effectively in writing as appropriate for the needs of the audience.
- **Speaking** Talking to others to convey information effectively.
- *Mathematics* Using mathematics to solve problems.
- Science Using scientific rules and methods to solve problems.

<u>Process Skills</u> – Procedures that contribute to the more rapid acquisition of knowledge and skill across a variety of domains.

- *Critical Thinking* Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- *Active Learning* Understanding the implications of new information for both current and future problem solving and decision making.
- **Learning Strategies** Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.
- *Monitoring* Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

^{*} This information is taken directly from O*Net of the U.S. Department of Labor and can be viewed at: http://www.onetcenter.org/dl files/ContentModel DetailedDesc.pdf.

Cross-Functional Skills are defined as "Developed capacities that facilitate performance of activities that occur across jobs." They are broken down into categories including social, complex problem solving, technical, systems, and resource management skills.

Social Skills – Developed capacities used to work with people to achieve goals.

- **Social Perceptiveness** Being aware of others' reactions and understanding why they react as they do.
- *Coordination* Adjusting actions in relation to others' actions.
- *Persuasion* Persuading others to change their minds or behavior.
- *Negotiation* Bringing others together and trying to reconcile differences.
- *Instructing* Teaching others how to do something.
- Service Orientation Actively looking for ways to help people.

<u>Complex Problem Solving Skills</u> – Developed capacities used to solve novel, ill-defined problems in complex, real-world settings.

• *Complex Problem Solving* – Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

<u>Technical Skills</u> – Developed capacities used to design, set up, operate, and correct malfunctions involving application of machines or technological systems.

- Operations Analysis Analyzing needs and product requirements to create a design.
- *Technology Design* Generating or adapting equipment and technology to serve user needs.
- *Equipment Selection* Determining the kind of tools and equipment needed to do a job.
- *Installation* Installing equipment, machines, wiring, or programs to meet specifications.
- **Programming** Writing computer programs for various purposes.
- *Operation Monitoring* Watching gauges, dials, or other indicators to make sure a machine is working properly.
- *Operation and Control* Controlling operations of equipment or systems.
- *Equipment Maintenance* Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
- *Troubleshooting* Determining causes of operating errors and deciding what to do about it.
- **Repairing** Repairing machines or systems using the needed tools.
- *Quality Control Analysis* Conducting tests and inspections of products, services, or processes to evaluate quality or performance.

<u>Systems Skills</u> – Developed capacities used to understand, monitor, and improve sociotechnical systems."

- **Judgment and Decision Making** Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- **Systems Analysis** Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
- Systems Evaluation Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.

<u>Resource Management Skills</u> – Developed capacities used to allocate resources efficiently.

- *Time Management* Managing one's own time and the time of others.
- *Management of Financial Resources* Determining how money will be spent to get the work done, and accounting for these expenditures.
- *Management of Material Resources* Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.
- *Management of Personnel Resources* Motivating, developing, and directing people as they work, identifying the best people for the job.

Appendix 3: O*Net Job Zones*

Overview

A Job Zone is a group of occupations that are similar in these ways:

- how most people get into the work.
- how much overall experience people need to do the work.
- how much education people need to do the work.
- how much on-the-job training people need to do the work.

The five Job Zones are:

- <u>Job Zone 1</u> occupations that need little or no preparation
- Job Zone 2 occupations that need some preparation
- Job Zone 3 occupations that need medium preparation
- <u>Job Zone 4</u> occupations that need considerable preparation
- <u>Job Zone 5</u> occupations that need extensive preparation

Job Zone One: Little or No Preparation Needed

Overall No previous work-related skill, knowledge, or experience is needed for Experience these occupations. For example, a person can become a cashier even if he/she has never worked before.

Job Training Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

Job Zone These occupations involve following instructions and helping others. **Examples** Examples include taxi drivers, amusement and recreation attendants, counter and rental clerks, cashiers, and waiters/waitresses.

SVP Range[†] (Below 4.0)

Education These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.

^{*} This information is taken directly from O*Net of the U.S. Department of Labor and can be viewed at: http://online.onetcenter.org/help/online/zones.

[†] SVP is the Specific Vocational Preparation. Refer to Appendix 4 for more information regarding SVP.

Job Zone Two: Some Preparation Needed

Overall Some previous work-related skill, knowledge, or experience may be **Experience** helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.

Job Training Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Job Zone These occupations often involve using your knowledge and skills to **Examples** help others. Examples include sheet metal workers, forest fire fighters, customer service representatives, pharmacy technicians, salespersons (retail), and tellers.

SVP Range (4.0 to < 6.0)

Education These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

Job Zone Three: Medium Preparation Needed

Overall Previous work-related skill, knowledge, or experience is required for **Experience** these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

Job Training Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

Job Zone These occupations usually involve using communication and **Examples** organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include funeral directors, electricians, forest and conservation technicians, legal secretaries, interviewers, and insurance sales agents.

SVP Range (6.0 to < 7.0)

Education Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree. Some may require a bachelor's degree.

Job Zone Four: Considerable Preparation Needed

Overall A minimum of two to four years of work-related skill, knowledge, or

Experience experience is needed for these occupations. For example, an

accountant must complete four years of college and work for several

years in accounting to be considered qualified.

Job Training Employees in these occupations usually need several years of work-

related experience, on-the-job training, and/or vocational training.

Job Zone Many of these occupations involve coordinating, supervising,

Examples managing, or training others. Examples include accountants, human

resource managers, computer programmers, teachers, chemists, and

police detectives.

SVP Range (7.0 to < 8.0)

Education Most of these occupations require a four-year bachelor's degree, but

some do not.

Job Zone Five: Extensive Preparation Needed

Overall Extensive skill, knowledge, and experience are needed for these

Experience occupations. Many require more than five years of experience. For example, surgeons must complete four years of college and an additional five to seven years of specialized medical training to be able

to do their job.

Job Training Employees may need some on-the-job training, but most of these

occupations assume that the person will already have the required

skills, knowledge, work-related experience, and/or training.

Job Zone These occupations often involve coordinating, training, supervising, or Examples managing the activities of others to accomplish goals. Very advanced

communication and organizational skills are required. Examples include librarians, lawyers, aerospace engineers, physicists, school

psychologists, and surgeons.

SVP Range (8.0 and above)

Education A bachelor's degree is the minimum formal education required for

these occupations. However, many also require graduate school. For example, they may require a master's degree, and some require a

Ph.D., M.D., or J.D. (law degree).

Appendix 4: O*Net Specific Vocational Preparation*

Specific Vocational Preparation is a component of Worker Characteristics information found in the *Dictionary of Occupational Titles* (U.S. Department of Labor, 1991).[†]

Specific Vocational Preparation, as defined in Appendix C of the *Dictionary of Occupational Titles*, is the amount of time required by a typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific job-worker situation.

This training may be acquired in a school, work, military, institutional, or vocational environment. It does not include the orientation time required of a fully qualified worker to become accustomed to the special conditions of any new job. Specific vocational training includes: vocational education, apprenticeship training, in-plant training, on-the-job training, and essential experience in other jobs.

Specific vocational training includes training given in any of the following circumstances:

- 1. Vocational education (high school, commercial or shop training, technical school, art school, and that part of college training which is organized around a specific vocational objective)
- 2. Apprenticeship training (for apprenticeable jobs only)
- 3. In-plant training (organized classroom study provided by an employer)
- 4. On-the-job training (serving as learner or trainee on the job under the instruction of a qualified worker)
- 5. Essential experience in other jobs (serving in less responsible jobs, which lead to the higher-grade job, or serving in other jobs which qualify).

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^{*}This information is taken directly from O*Net of the U.S. Department of Labor and can be viewed at: http://online.onetcenter.org/help/online/svp.

[†] U.S. Department of Labor, *Dictionary of Occupational Titles* (Rev. 4th ed.), (Washington, DC: U.S. Government Printing Office, 1991).

The following is an explanation of the various levels of specific vocational preparation:

Level Time*

- 1. Short demonstration only
- 2. Anything beyond short demonstration up to and including 1 month
- 3. Over 1 month up to and including 3 months
- 4. Over 3 months up to and including 6 months
- 5. Over 6 months up to and including 1 year
- 6. Over 1 year up to and including 2 years
- 7. Over 2 years up to and including 4 years
- 8. Over 4 years up to and including 10 years
- 9. Over 10 years

^{*} Note: The levels of this scale are mutually exclusive and do not overlap.