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7 Supplementary Material

Table S1: ONET Skills

Skill Type	Skill
Content	Reading Comprehension Active Listening Writing Speaking Mathematics Science
Process	Critical Thinking Active Learning Learning Strategies Monitoring
Complex Problem Solving	Complex Problem Solving
Technical	Operations Analysis Technology Design Equipment Selection Installation Programming Operation Monitoring Operation and Control Equipment Maintenance Troubleshooting Repairing Quality Control Analysis
Systems	Judgment and Decision Making Systems Analysis Systems Evaluation
Resource Management	Time Management Management of Financial Resources Management of Material Resources Managament of Personnel Resources

Table S2: ONET Knowledge

Knowledge Type	Knowledge
Business and Management	Administration and Management Clerical Economics and Accounting Sales and Marketing Customer and Personal Service Personnel and Human Resources
Manufacturing and Production	Production and Processing Food Production
Engineering and Techonology	Computers and Electronics Engineering and Technology Design Building and Construction Mechanical
Mathematics and Science	Mathematics Physics Chemistry Biology Psychology Sociology and Anthropology Geography
Health Services	Medicine and Dentistry Therapy and Counseling
Education and Training	Education and Training
Arts and Humanities	English Language Foreign Language Fine Arts History and Archeology Philosophy and Theology
Law and Public Safety	Public Safety and Security Law and Government
Communications	Telecommunications Communications and Media
Transportation	Transportation