

PS06: JOFI Score Profiles

The JOFI Assessment Management System includes 222 Standard Job Score Profiles that align with the 70 civilian job families. How these job families were developed is described in PS05: JOFI Job Families.

This document presents the JOFI Score Profiles and Job Family Look-Up Tool, which is a reference tool designed to help JOFI Users select Score Profiles relevant to their decision purpose.

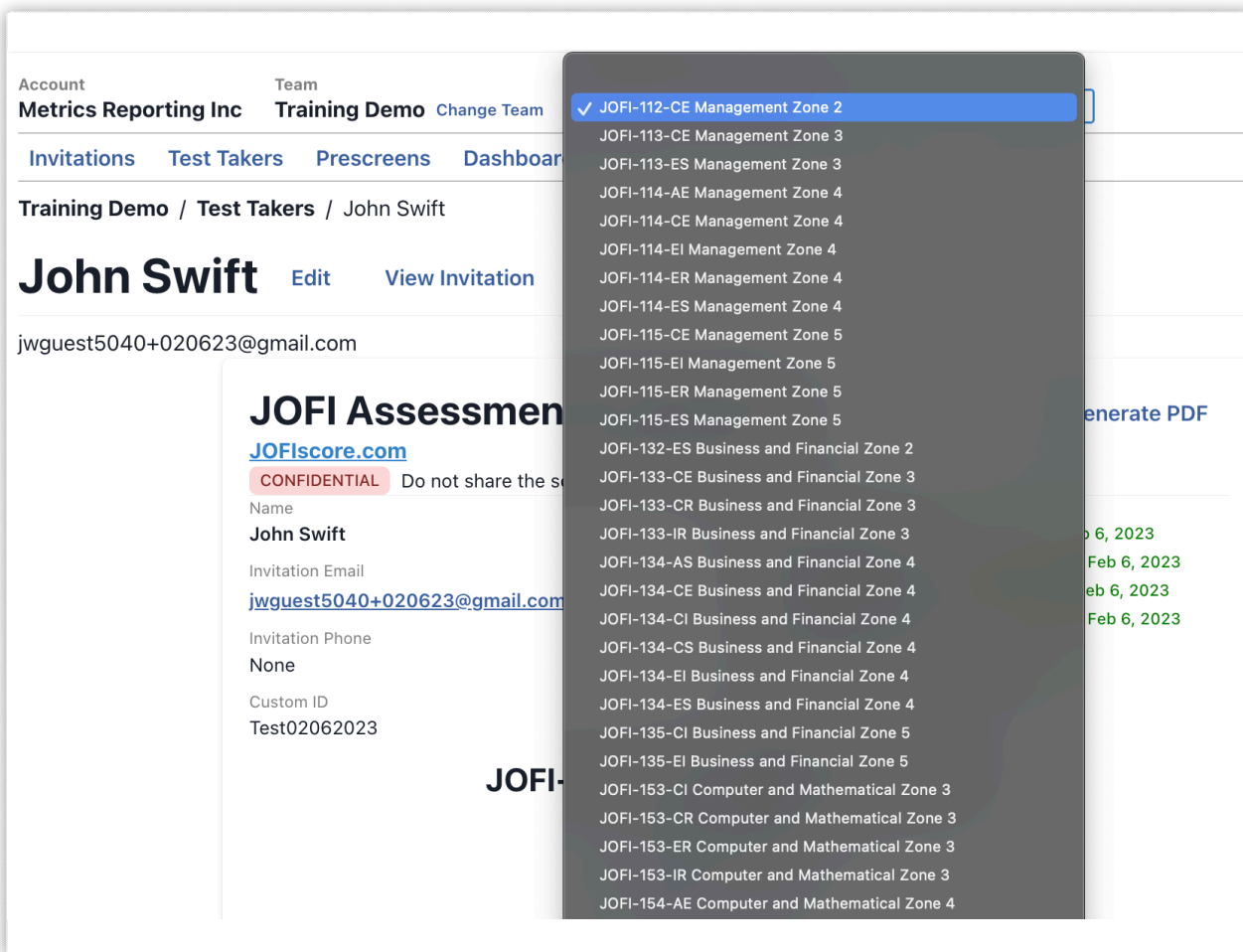


Figure 1: JOFI Job Score Profiles in JAMS

Occupational Groups and Preparation Levels	Zone 1 ~ Short Training	Zone 2 ~ 3 to 12 months	Zone 3 ~ Associates	Zone 4 ~ Bachelors	Zone 5 ~ Masters & Ph.D.
11 Management		JOFI-112 Food Service Managers	JOFI-113 Managers	JOFI-114 Managers & Directors	JOFI-115 VPs & Executives
13 Business and Financial Operations		JOFI-132 Farm Labor Contractors	JOFI-133 Buyers, Brokers, Inspectors	JOFI-134 HR, Marketing, Finance	JOFI-135 Mgmt. & Financial Analysts
15 Computer and Mathematical			JOFI-153 Support Specialists	JOFI-154 Developers & Analysts	JOFI-155 Researchers & Scientists
17 Architecture and Engineering		JOFI-172 Testing Specialists	JOFI-173 Drafters & Technicians	JOFI-174 Engineers & Surveyors	JOFI-175 Engineers & Ergonomists
19 Life, Physical, and Social Science			JOFI-193 Technicians	JOFI-194 Scientists & Technologists	JOFI-195 Scientists & Biologists
21 Community and Social Service				JOFI-214 Social Workers	JOFI-215 Counselors & Therapists
23 Legal		JOFI-232 Legal Support Workers	JOFI-233 Paralegals & Assistants		JOFI-235 Lawyers & Judges
25 Educational Instruction and Library			JOFI-253 Preschool & Library	JOFI-254 Teachers	JOFI-255 Teachers & Professors
27 Arts, Design, Entertainment, Sports, and Media		JOFI-272 Actors & Athletes	JOFI-273 Artists & Technicians	JOFI-274 Coaches, Directors & PR	JOFI-275 Set & Exhibit Designers
29 Healthcare Practitioners and Technical		JOFI-292 Dietetic Technicians	JOFI-293 Nurses & Technicians	JOFI-294 Nurses & Technologists	JOFI-295 Physicians & Therapists
31 Healthcare Support		JOFI-312 Health Aides	JOFI-313 Health Assistants		
33 Protective Service		JOFI-332 Security Guards	JOFI-333 Officers & Detectives	JOFI-334 Analysts & Wardens	
35 Food Preparation and Serving Related	JOFI-351 Baristas & Attendants	JOFI-352 Cooks, Servers & Bartenders	JOFI-353 Chefs & Head Cooks		
37 Building and Grounds Cleaning and Maintenance	JOFI-371 Maids & Housekeeping	JOFI-372 Janitors & Cleaners	JOFI-373 First-Line Supervisors		
39 Personal Care and Service	JOFI-391 Recreation Attendants	JOFI-392 Childcare & Manicurists	JOFI-393 Hairdressers & Tour Guides	JOFI-394 Recreation Workers	
41 Sales and Related	JOFI-411 Models & Street Vendors	JOFI-412 Retail & Cashiers	JOFI-413 Real Estate Agents	JOFI-414 Sales Representatives	
43 Office and Administrative Support		JOFI-432 Office Support	JOFI-433 Medical & Legal	JOFI-434 Proofreaders & Statistical	
45 Farming, Fishing, and Forestry	JOFI-451 Farmworkers & Sorters	JOFI-452 Inspectors & Graders	JOFI-453 Conservation Workers		
47 Construction and Extraction	JOFI-471 Helpers	JOFI-472 Laborers & Operators	JOFI-473 Trades & Inspectors		
49 Installation, Maintenance, and Repair		JOFI-492 Installers & Repairers	JOFI-493 Installers & Repairers		
51 Production	JOFI-511 Laundry & Sewing	JOFI-512 Assemblers & Operators	JOFI-513 Machinists & Technicians		
53 Transportation and Material Moving	JOFI-531 Conveyor Operator	JOFI-532 Drivers & Operators	JOFI-533 Captains & Flight Attendants	JOFI-534 Airline Pilots & Inspectors	

Figure 2: JOFI Job Families Quick Start Guide

Organization of the JOFI Score Profiles

Based on USDOL O*NET data, JOFI Job Families provide an overview of the world of work across the US economy.

The JOFI Job Families are organized with the Standard Occupational Classifications (major SOC code) listed on the left side of the chart. The SOC groups indicate the job type.

Across the top of the chart are O*NET Job Zones. The O*NET Zones indicate the preparation level associated with different jobs, from jobs that require short training or little experience, to jobs that typically require advanced degrees and extensive experience.

Each JOFI Job Family corresponds to one intersection of job type and preparation level, reflected in each JOFI Job Family Code. We have also indicated one or two typical occupations characteristic of each job family.

Some occupations in a given job family differ with respect to the career interests aligned with them. To make the score profiles more precise, the 70 job families have therefore been subdivided in 222 total score profiles. Job Families are distinguished by tags indicating the top two career interests placed at the end. For example: JOFI 114-EC is for O*NET codes from SOC 11, Zone 4 with career interests Enterprising and Conventional as the top two (in either order; an O*NET code displaying Conventional and Enterprising as the top two interests would use the same score profile). You can see which career interests are relevant by looking at the O*NET page for any job and scrolling down to the Interests section.

- JOFI-112-EC. Management Zone 2
- JOFI-113-EC. Management Zone 3
- JOFI-113-ES Management Zone 3
- JOFI-114-EA Management Zone 4
- JOFI-114-EC. Management Zone 4
- JOFI-114-EI Management Zone 4
- JOFI-114-ER Management Zone 4
- JOFI-114-ES Management Zone 4
- JOFI-115-EC. Management Zone 5**
- JOFI-115-EI Management Zone 5
- JOFI-115-ER Management Zone 5
- JOFI-115-ES Management Zone 5
- JOFI-132-ES. Business and Financial Zone 2
- JOFI-133-CE. Business and Financial Zone 3

Marketing Managers

11-2021.00

Bright Outlook
 Updated 2023

Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.

Sample of reported job titles: Account Supervisor, Brand Manager, Business Development Director, Business Development Manager, Commercial Lines Manager, Market Development Executive, Marketing Coordinator, Marketing Director, Marketing Manager, Product Manager

Figure 4: Marketing Managers O*NET page (top)

Take Marketing Managers, for example: we know this is JOFI 114 from the SOC designation and the job zone, and if we scroll down further we see the Interests “EC.” So JOFI 114-EC is the profile we want for Marketing Managers.

Figure 3: Partial list illustrating the 222 Score Profiles

Interests

^ All 2 displayed

Interest code: **EC**

Want to discover your interests? Take the **O*NET Interest Profiler** at My Next Move.

- Enterprising** — Work involves managing, negotiating, marketing, or selling, typically in a business setting, or leading or advising people in political and legal situations. Enterprising occupations are often associated with business initiatives, sales, marketing/advertising, finance, management/administration, professional advising, public speaking, politics, or law.
- Conventional** — Work involves following procedures and regulations to organize information or data, typically in a business setting. Conventional occupations are often associated with office work, accounting, mathematics/statistics, information technology, finance, or human resources.

Figure 5: Top Career Interests for Marketing Managers

JOFI Job Family Look-up Tool

Use Cases

The Job Family Look-up Tool is useful in two different cases:

- For low volume (or one-off) selection decisions, the quick start guide helps Talent Acquisition professionals identify the right JOFI Score Profile for the occupation(s) they are trying to fill. For high volume selection decisions, a more comprehensive alignment may be more appropriate.
- In career coaching and career navigation cases, the Job Family Look-up Tool can inform Option Exploration conversations and activities. Using Top Occupation results in a JOFI Job Fit Report, for example, a coach and participant can easily identify occupations worthy of further exploration at CareerNavigation.org.

The JOFI Support Team has an O*NET-based tool that allows users to easily look-up which JOFI Job Family is a best fit for the occupation of interest to them. Employers using JOFI Assessments for Talent Acquisition will want to use this tool to publish a crosswalk for all organizational job codes to JOFI job families so that they can ensure consistency.

JOFI Job Family Lookup Tool						
Employer Job Title	Employer Job Code	ONET Code	ONET Title	JOFI Job Family Number	JOFI Job Family Name	Notes
Example: Human Resources Specialist	123	13-1071.00	Human Resources Specialists	134	JOFI-134 Business and Financial Zone 4	
				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	
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				#N/A	#N/A	
				#N/A	#N/A	
				#N/A	#N/A	

Figure 6: JOFI Job Family Look-Up Tool

Please reach out to support@jofiscore.com with questions or for additional information.