

### Career Grade Index Key

Score	Value	Definition
2	Significantly Above Average	scored at least two standard deviations above mean
1	Above Average	scored between one and two standard deviations above mean
0	Average	scored between one standard deviation below and one standard deviation above mean
-1	Below Average	scored between one and two standard deviations below mean
-2	Significantly Below Average	scored at most two standard deviations below mean

The Career Grade Index equally weights the three variables (average wages, total openings over the 10 year period, and % change over the 10 year period). It is the combination of scores for any of the three variables that defines an occupation's Career Grade. Order of scores within each possible combination is not specific.

**Example** - To be designated a Grade A+ an occupation can have a combination of the following scores:

2, 2, 2 or  
 2, 2, 1 or  
 2, 1, 2 or  
 1, 2, 2

### Career Grade Index

Career Grade	Possible Combinations of Scores		
Grade A+	2,2,2	2,2,1	
Grade A	2,1,1	1,1,1	
Grade A-	2,2,0	2,1,0	1,1,0
Grade B+	2,0,0	1,0,0	
Grade B	2,2,-1	2,1,-1	1,1,-2
Grade B-	2,0,-1		
Grade C+	2,2,-2	2,1,-2	1,1,-2
Grade C	0,0,0	1,0,-1	2,0,-2
Grade C-	1,0,-2		
Grade D+	-2,0,0	-1,0,0	
Grade D	2,-2,-2	2,-2,-1	2,-1,-1
Grade D-	1,-2,-2	1,-2,-1	1,-1,-1
Grade F+	-2,-2,0	-2,-1,0	-1,-1,0
Grade F	-2,-1,-1	-1,-1,-1	
Grade F-	-2,-2,-2	-2,-2,-1	

Career Grades were developed for the state and for each of the 10 sub-state regions in Missouri. For the statewide Career Grades, mean scores were developed from statewide average wages, % change, and total openings. For the regional Career Grades, mean scores were developed for each region's average wage, % change, and total openings. In other words, occupations in the South Central region of Missouri were not compared with occupations from the St. Louis region in the regional grading process.