

How to Read a Report

WRQ information represents statistical estimates and should not be over-interpreted. Clearly, PAQ database ratings on any job, e.g., Plumber, are bound to be a little different from PAQ ratings that could be made on a plumber’s job in a specific establishment. Database ratings for any job should be regarded as a prototype for that job. Lists of occupations should not be considered in a formal, mechanistic way to classify individuals into occupational categories. Instead, they should be used in combination with medical, historical, labor market, and other information to guide job-exploration, job placement and other job-related decisions.

Running the [job-matching algorithm](#) generates the WRQ report (see [programming the WRQ to take disability into account](#)). The first item in the **View Report** screen is the navigation bar that offers active hotlinks to **Choose an Evaluation Method** and **Set/Open a Case** and grayed-out hotlinks to other commands.

Worker Rehabilitation Questionnaire

You are currently logged in as: David Robinson [Account Settings](#) [Start](#) [Exit](#)

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View Report

Personal Information

Name:	John Doe	Insurance Carrier:	ABC
Birth Date:	August 22, 1961	Claim #:	12345
Telephone #:	(000) 000-0000	Diagnosis:	Closed head injury Chronic neck pain and upper extremity pain and weakness
Case Notes:	This paint shop supervisor was rear-ended in traffic. He sustained a mild closed head injury and pain and weakness in his upper extremities.		

Items	Rating	Limit
1. Reading words	3	
2. Using numbers	1.7	
3. Using graphics	1.5	
4. Using patterns	0.5	
5. Using information displays	1.5	
6. Using measuring devices	1.5	
7. Watching machines in use	1.7	
8. Watching things you are working with	3	
9. Watching features of nature	0.5	
10. Inspecting constructed things	2	
11. Watching people or animals	2.5	
12. Watching events around you	1.7	
13. Viewing artistic work	0	
14. Listening to speech	4	4
15. Listening to other sounds	0.7	
16. Touching	1.2	3
17. Smelling	0.5	

The **Personal Information** field appears just below the navigation bar. [How to set up a case](#) describes how to enter **Personal Information**. Entries in the **Rating** column originate in either of two ways: They may be 1) PAQ database ratings on a reference job (a job the individual may have performed or may want to perform), or 2) Ratings made item by item on an individual by the examiner (see [programming the WRQ to take disability into account](#)). The **Limit** column is blank until Item #14 Listening to speech, which shows an [item limit](#) set at “4.” According to the [item limits decision rule](#), setting the limit at 4 programs the system to print the closest-matching jobs that require ≤ 4 on Listening to speech in the following section of the report, **Jobs With No Requirements in Excess of Item Limits**. The **Rank** of each job represents the closeness of the match between ratings that are relevant to the person and PAQ ratings of jobs in the database (see [job matching algorithm](#)).

Jobs With No Requirements in Excess of Item Limits		
Listed below are jobs that are likely within the individual's capabilities and tolerances. The Rank of these jobs represents closeness of match between ratings on the individual and ratings of the jobs in the PAQ database. A Rank of "50" indicates that the job is the 50th closest match. The higher the rank, the less suitable may be the job. The score expresses rank on a scale of 0-99.		
DOT Code	Job Title	Rank
749.131-014	Supervisor, Paint Department	1
222.137-030	Shipping-And-Receiving Supervisor	2
929.137-022	Warehouse Supervisor	3
921.137-010	Coal-Yard Supervisor	4
921.133-018	Material-Handling Supervisor	6
222.137-034	Stock Supervisor	10
899.131-018	Utilities-And-Maintenance Supervisor	11
619.132-030	Supervisor, Plate Heating, Rolling, And Finishing	12
920.132-010	Packaging Supervisor	16
638.131-026	Mechanical-Maintenance Supervisor	18
556.130-010	Supervisor, Plastics Fabrication	20
786.132-010	Supervisor, Garment Manufacturing	30
651.130-010	Supervisor, Press Room	32
729.130-010	Supervisor, Electrical Assembly	33
221.167-014	Material Coordinator	34
184.167-114	Manager, Warehouse	38
372.167-010	Dispatcher, Security Guard	39
319.137-010	Food-Service Supervisor	42
221.167-018	Production Coordinator	47
920.132-014	Supervisor, Carton And Can Supply	48
959.137-010	Dispatcher, Chief, Service Or Work	58
682.130-010	Supervisor, Spinning	64
075.374-022	Nurse, Staff, Occupational Health Nursing	74
007.161-026	Mechanical-Engineering Technician	75
683.130-022	Weaving Supervisor	86
012.261-014	Quality Control Technician	87
952.362-026	Substation Operator	92
652.137-014	Supervisor, Screen Printing	94
680.130-010	Supervisor, Carding	99

Jobs that require >4 on Item #14 Listening to speech are listed in the **Jobs With Requirements in Excess of Item Limits** section of the report below. Limits can be set on as many items as necessary to reflect occupational impacts of the disability.

Jobs with Requirements in Excess of Item Limits													
This is a list of jobs with requirements that exceed item limits. Each job is listed by Dictionary of Occupational Titles code and Job Title. The number just to the right of the job title represents the number of job elements that exceeded item limits. Further to the right are pairs of numbers that represent item numbers (Item) and the sizes of differences (Dif) between item limits and job characteristics (expressed in rating scale points or decimal fractions of a point). Jobs on this list may be appropriate for this individual when differences are small or when reasonable accommodation can be made.													
DOT Code	Job Title	Num Limits	1st Item	1st Dif	2nd Item	2nd Dif	3rd Item	3rd Dif	4th Item	4th Dif	5th Item	5th Dif	Rank
952.382-018	Power-Plant Operator	1	14	0.1	0	0	0	0	0	0	0	0	120
649.130-010	Supervisor, Paper Products	1	14	0.1	0	0	0	0	0	0	0	0	85
372.667-034	Guard, Security	1	101	0.1	0	0	0	0	0	0	0	0	81
188.137-010	Supervisor	1	108	0.1	0	0	0	0	0	0	0	0	40
241.137-014	Supervisor, Customer-Complaint Service	1	108	0.1	0	0	0	0	0	0	0	0	129
185.167-046	Manager, Retail Store	1	45	0.1	0	0	0	0	0	0	0	0	108
219.132-014	Supervisor, Trust Accounts	1	53	0.1	0	0	0	0	0	0	0	0	73
203.132-010	Supervisor, Telegraphic-Typewriter Operators	1	146	0.1	0	0	0	0	0	0	0	0	107
209.137-010	Mailroom Supervisor	1	126	0.1	0	0	0	0	0	0	0	0	35
952.362-022	Power-Reactor Operator	1	150	0.1	0	0	0	0	0	0	0	0	60
239.137-014	Customer Service Representative Supervisor	1	108	0.1	0	0	0	0	0	0	0	0	46
619.130-030	Supervisor, Line	1	101	0.1	0	0	0	0	0	0	0	0	22
184.167-226	Superintendent, Transportation	1	101	0.2	0	0	0	0	0	0	0	0	7
219.387-030	Stock Control Clerk	1	108	0.2	0	0	0	0	0	0	0	0	161
215.367-014	Personnel Scheduler	1	108	0.2	0	0	0	0	0	0	0	0	69
582.131-014	Dyer, Supervisor	1	53	0.2	0	0	0	0	0	0	0	0	118
222.367-062	Tool-Crib Attendant	1	45	0.2	0	0	0	0	0	0	0	0	163
210.132-010	Supervisor, Audit Clerks	1	108	0.2	0	0	0	0	0	0	0	0	130
638.131-022	Maintenance-Mechanic Supervisor	1	53	0.2	0	0	0	0	0	0	0	0	53
829.131-014	Electrician Supervisor	2	150	0.1	53	0.1	0	0	0	0	0	0	5
162.157-022	Buyer, Assistant	1	108	0.3	0	0	0	0	0	0	0	0	154
189.167-046	Superintendent, Maintenance	1	53	0.3	0	0	0	0	0	0	0	0	15
214.137-014	Supervisor, Statement Clerks	1	108	0.3	0	0	0	0	0	0	0	0	144
685.130-010	Supervisor, Knitting II	1	53	0.3	0	0	0	0	0	0	0	0	134
012.267-010	Industrial Engineering Technician	1	108	0.3	0	0	0	0	0	0	0	0	84
619.134-010	Supervisor, Conditioning Yard	1	25	0.3	0	0	0	0	0	0	0	0	45
188.167-098	Superintendent, Sanitation	2	14	0.2	146	0.1	0	0	0	0	0	0	43
239.167-010	Communications Coordinator	2	108	0.3	14	0.1	0	0	0	0	0	0	159
187.167-078	Manager, Convention	2	146	0.3	53	0.1	0	0	0	0	0	0	172

Jobs in this section of the report may be appropriate for the individual when reasonable accommodations are feasible. Each job is listed by DOT code and job title. The number just to the right of the job title represents the number of job elements that exceeded item limits in this job match. The 1 just to the right of the first job on the list, Power-Plant Operator, under the column **Num Limits** shows that only one item caused this job to be listed as one with requirements in excess of item limits. Further to the right are pairs of numbers under **1st Item** and **1st Dif**. The number under the **1st Item** column represents the number of the PAQ job element that resulted in the job's diversion to this part of the report, in this case #14 Listening to Speech. The second number under the **1st Dif** column represents the size of the difference between the item limit and the database PAQ rating on that item for that job (expressed in rating scale points or decimal fractions of rating scale points). Thus, to summarize, **Num Limits** shows that the first job listed, Power –Plant Operator, was sent to this section of the report because of one

item. It identifies that **1st Item** as # 14 and the **1st Dif** as 0.1, which indicates that the Power-Plant Operator's job requires only 0.1 of a rating scale point more on listening to speech than our item limit. Since 0.1 is a very small difference in the rating scale for the job and the job has a relatively high rank, the job is probably appropriate for the individual with or without reasonable accommodation.

Scanning down the **Num Limits** and the **1st Items** column show that jobs have been sent to this section of the report because PAQ ratings exceeded item limits on different items. It is apparent that item limits were set on Items # 101, 108, 45, 53 and other items. Scanning down the **1st Dif** column reveals an increase in numerical values. Their order of appearance on this list depends upon the size of the sum of the differences between job requirements and item limits. Jobs with the smallest sum of differences between item limits and job requirements float to the top of the list. The job with the second smallest sum difference is the second listed, and so on. Scores that are equal are listed in the order in which the matching took place in the database.