

Appendix C Item: Summary
April 27, 2003

Level	Engagement	Apprenticeship	Professional
Level of responsibility/autonomy/complexity			

<p>Apprentice - 20000+</p> <hr/> <p>13 - minimum 1 - maximum (100%)</p> <p>Doing limited work.</p> <p>Does not contribute to the growth of the organization long-term.</p>	<p>Master/mentor level expert or highly skilled, experienced. Does being able to train others contribute to job program.</p> <hr/> <p>Doing excellent work.</p> <p>As a role model.</p>
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A 100%	B 75%	C 50%	D 25%	E Learning 10%	F Society 5%
100%	75%	50%	25%	10%	5%

Apprentice levels: B1, B2, B3, B4, B5, B6, B7, B8, B9, B10, B11, B12, B13, B14, B15, B16, B17, B18, B19, B20
 Professional levels: P1, P2, P3, P4, P5, P6, P7, P8, P9, P10, P11, P12, P13, P14, P15, P16, P17, P18, P19, P20