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| KEY TERMS USED IN TORQ |  |
| KSA | These are the knowledge, skills, and abilities that have been developed or acquired through education, training, and/or prior work experience. |
| TRANSFERABLE SKILLS | Current skills that were acquired through prior employment, training, education, or some other activity, which can easily be applied to other occupations or industries |
| SKILLS GAP | The gap between available skills and the skills required to perform task. This gap creates opportunities to increase one’s knowledge, skills, or abilities. |
| PERSONAL EMPLOYMENT PLAN (PEP) | The output report that lists your basic information, all the TORQ transferable jobs you considered, together with job postings, skills gaps, education/training, and personal information. |
| TORQ SCORE | A single 0-100 number that describes the transferability of skills from one occupation to another. This is based on O\*NET KSA values. |

INTERPRETING TORQ SCORES

* Transition is probably still possible.
* Larger KSA gaps or general differences in occupations may require more intensive training.
* In most cases, this transition is probably impractical.
* One or more major KSA gaps may severely hinder transfer or require substantial training/education.
* Chances for successful transition are very high.
* May be able to make transition immediately or with short training /education investment.

TORQ <80

TORQ 80-89

TORQ 90-100