**Supplementary Table 2.** *Proficiency scale for assessing professional competency levels of the 44 tasks*

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| --- | --- | --- |
| Likert-type scale | Proficiency level | Definition |
| 0 | Not applicable  | Not applicable for job or no relevant experience |
| 1 | Basic understanding | Some knowledge of basic techniques/concepts |
| 2 | Perform with supervision | Limited experience; requires help with tasks |
| 3 | Perform independently | Able to successfully complete tasks. Help occasionally required, but skills usually performed independently |
| 4 | Take initiative and train others | Able to perform tasks without assistance. Recognized within the organization as “a person to ask” when difficult questions arise |
| 5 | Recognized authority | Recognized authority on skills/tasks. Routinely provides guidance, troubleshoots, and answer questions |

*Note*. The proficiency levels presented in this table were developed by adapting the NIH Proficiency Scale (National Institutes of Health, n.d.)