

# An O\*NET Overview

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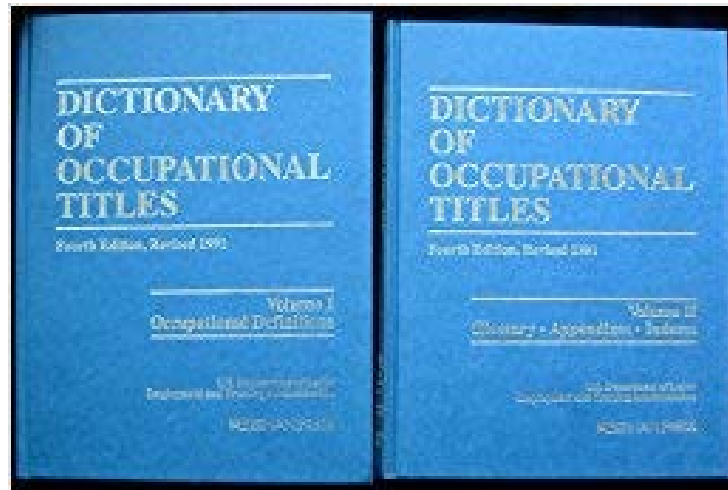
*With help from Chris Maples,  
UTC I-O graduate student extraordinaire*

# Here's where we're going...

- O\*NET?
- Why?
- How can I use this?

# Origins: DOT

- The *Dictionary of Occupational Titles (DOT)*
- Published from 1938 to the early 1990s
- Suited for an *industrial* economy
  - Emphasized blue-collar jobs



# Change happens...

- Economic Shift: Industrial → Information + Services
- In 1977, U.S. Employment Service decided to evaluate uses of the *DOT* job catalogue and its underlying research program
- The National Resource Council (NRC) conducted a review of the *DOT* and raised a number of concerns

# NRC Concerns

The NRC review raised a number of concerns with the existing DOT:

- Disproportionately concentrated in manufacturing
- Occupation descriptions based limited information
- Inaccurate ratings of worker functions and traits
- Occupational titles not representing labor force

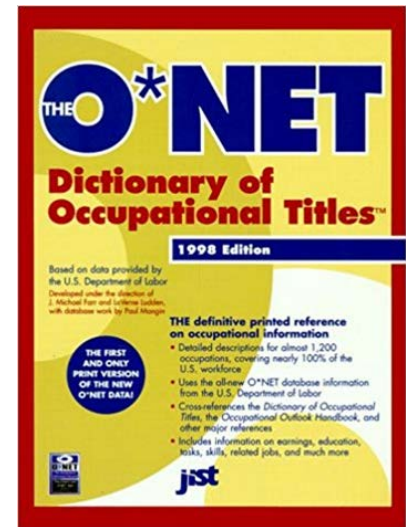
# O\*Net Prototype


- 1990, the Department of Labor created the Advisory Panel for the Dictionary of Occupational Titles
- This panel sponsored the development of the prototype O\*NET content model

# Current O\*NET

- Public edition released in December 1998
- Includes nearly 1000 occupational profiles to help users understand the modern working world
- Regularly updated and refreshed

<https://www.onetonline.org>



## Build your future with O\*NET OnLine.

Welcome to your tool for career exploration and job analysis!

O\*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!

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### What's New?

O\*NET Database and keyword search updated

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Start the career you've dreamed about, or find one you never imagined.

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### Hot Technologies

are frequently included in employer job postings.


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 **Occupation Search** [Keyword](#) or [O\\*NET-SOC Code](#):

 **Find Occupations**


[Browse](#) groups of similar occupations to explore careers. Choose from industry, field of work, science area, and more.

[Bright Outlook](#)

 **Advanced Search**

[Focus](#) on occupations that use a specific tool or software. Explore occupations that need your skills.

[Browse by O\\*NET Data:](#)

 **Crosswalks**

[Connect](#) to a wealth of O\*NET data. Enter a code or title from another classification to find the related O\*NET-SOC occupation.


[Apprenticeship](#)

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# Why O\*NET?

- Detailed occupational requirement info
  - Helpful in planning curricula
  - Helpful in describing work opportunities/experiences
- Tools to enhance self-knowledge:
  - *Skills Search:*

<https://www.onetonline.org/skills/>

- *Interest Profiler:*

<https://www.mynextmove.org/explore/ip>

# O\*Net Flexibility

- Users can reconfigure data to meet their needs:
  - *Career Clusters*: Groups occupations requiring similar skills
  - *Job Zone*: Ranks jobs based on education, experience, and training
  - *Bright Outlook*: Highlights emerging jobs and jobs expecting growth

# O\*NET Specialization

- Accessible information for specific fields:
  - *Green Economy Sector*
  - *STEM*: Science Technology Engineering and Mathematics disciplines
  - *Industry*: Grouped according to activities, products, and services

# O\*NET is Actually Useful

- Students
- Job seekers and Employers
- Workforce development professionals
- Organizational development and work design consultants
- ?

# References

- O\*NET Resource Center:

<https://www.onetcenter.org/overview.html>

- Tippins, N. T., & Hilton, M. L. (2010). *A database for a changing economy: review of the Occupational Information Network (O\*NET)*. Washington, D.C.: National Academies Press.