



## Manpower's Use of O\*NET

Presented to The National Academies  
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# Agenda

- Manpower Job Alignment to O\*NET
- Manpower Transferable Skills Index
  - What it is
  - How was O\*NET Incorporated
  - Strengths & Weaknesses/Barriers
  - Improvement Suggestions



# Manpower Job Alignment to O\*NET

## What it is

- Manpower's 428 standard jobs are aligned to O\*NET
- O\*NET job descriptions, skills and tasks used as basis for MP job descriptions
- Job descriptions are used by the field for skills based recruiting, job board advertisements and alignment to client job descriptions
- Main purpose of alignment is to compare internal placement metrics to size and growth of the market

# Manpower Job Alignment to O\*NET

## How was O\*NET Incorporated?

- Manpower's standard jobs are only in the system if they can be aligned to an O\*NET & SOC code
- Not all jobs within O\*NET are used
  - 540 jobs not in the Manpower system
  - Some jobs expanded (I.e.IT, Machine Operations)
  - Descriptions are oftentimes modified to reflect burden specifications
- O\*NET not utilized within Manpower front office system to match individuals to jobs

# Manpower Job Alignment to O\*NET

## Strengths

- Extensive information within O\*NET for advertisements & recruitment efforts
- Technology section also helps with creation of job descriptions
- Mapping to SOC is key!
- Flexibility of aligning to O\*NET

## Weaknesses/Barriers

- Not enough detail on some occupation groups (IT)
- Too vague in terms of skills listed (I.e. Computer Skills)
- Difficult to align a company specific job title to O\*NET
- Current job match based on Global skills within front office tool
- Use of two systems for person/job matching would be too confusing and time consuming

# Manpower Job Alignment to O\*NET

## Improvement Suggestions

- *Ideal situation:* O\*NET data loaded directly into front office systems of staffing companies!
- Incorporate company specific job titles into a database that links to the standard job titles
- Expansion of IT, Engineering and Finance jobs
- Expansion of IT to include skills within titles (C+ programmer)
- Include industry specific skills or knowledge matrix
- Include specific licenses required for certain jobs
- Partnership to align with other tools used by a large number of companies (Monster, Salary.com)

# Manpower Transferable Skills Index

## What it is

A tool that combats current skill shortages by identifying pathways to up-skill and re-skill to fill high demand positions and establish Manpower as the expert in the world of work

## How it works/incorporates O\*NET

Compares occupations based on skill similarities and differences. The index provides the necessary information to identify skill gaps between specific occupations.

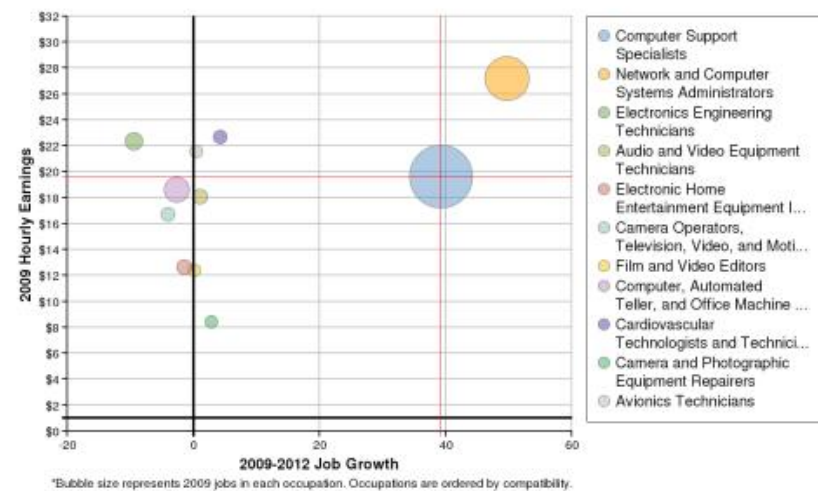
## Target Audience

Clients – Currently

Offices – Future State

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Compatible Occupations – Computer Support Specialists



O*NET Code	Title	2009 Jobs	2009-2012 Growth	2009 Hourly Earnings	Yearly Turnover	Compatibility Index
15-1041.00	Computer Support Specialists	1,023	39	\$19.61	32	100
17-3023.01*	Electronics Engineering Technicians*	122	-9	\$22.37	2	93
27-4011.00	Audio and Video Equipment Technicians	61	1	\$18.09	2	92
49-2097.00	Electronic Equipment Installers/Repairers	75	-1	\$12.68	0	91
27-4031.00	Camera Operators	38	-4	\$16.75	0	91
27-4032.00	Film and Video Editors	18	0	\$12.43	0	91
49-2011.00	Computer, ATM, and Office Machine Repairers	268	-3	\$18.61	2	91
29-2031.00	Cardiovascular Technologists and Technicians	41	4	\$22.70	1	91
49-2091.00	Avionics Technicians	13	0	\$21.58	0	91
51-5022.00	Prepress Technicians and Workers	93	-14	\$17.88	3	91
27-4012.00	Broadcast Technicians	72	-6	\$9.73	2	91
17-3031.02*	Mapping Technicians*	84	1	\$14.93	1	90
25-4031.00	Library Technicians	241	4	\$13.18	11	90
11-3021.00	Computer and Information Systems Managers	274	13	\$40.14	4	90
53-2022.00	Airfield Operations Specialists	12	0	\$17.94	0	90

Source: EMSI Covered Employment - Spring 2009

# Manpower Transferable Skills Index

Has the tool been successful?

## **YES**

- Client facing thought leadership
- Ability to expand the labor pool based on skills
- Training partner provided list of courses based on each skill and knowledge

## **NO**

- Not systematically used for specific job matching
- Current tool only available to Market Intel team

# Manpower Transferable Skills Index

## Strengths

- Quantifying levels of each skill is key in comparing jobs and identifying gaps
- Skills Profiler allows candidates to list skills to get compatible jobs with ability to add market factors
- Mapping to SOC allows for local market factors to be included within analysis (wage, growth, size, turnover)

## Weaknesses/Barriers

- Jobs from different job zones are shown as being compatible.
- Profiler is time consuming and based on self evaluation
- Skills associated with a job may not encompass all skills a person has
- Level of up-skilling not yet known
- The compatibility tool is more geared towards lower level jobs as specific skills are not included

# Manpower Transferable Skills Index

## Improvement Suggestions

- Quantification of how much training is required to move up within Level or Importance score
- More quantification of level based on job zone
- Licensing and educational requirements added to compatibility between jobs
- Ability to search for jobs with compatible skills based on skills attained from a combination of jobs

Thank you!

