

**Committee to Review the Occupational Information Network (O\*NET)  
Survey of O\*NET End Users**

**1. For what specific purposes have you used O\*NET?**

*intoCAREERS* is an Outreach Center in the College of Education at the University of Oregon. *intoCAREERS* develops and maintains the Career Information System (CIS), a comprehensive Career Information Delivery System (CIDS). The CIS content is the basis for 20 state-based CIDS. O\*NET is the primary source for the occupation profiles in CIS. In some cases O\*NET occupations are combined into a single CIS profile for career exploration purposes. We use almost 700 O\*NET codes to create 500+ occupation profiles. With each release of O\*NET *intoCAREERS* updates the CIS profiles based on the new O\*NET data.

**2. What specific O\*NET elements or descriptors did you use? Was O\*NET information used directly or were modifications made (and if so, how did such modifications enhance the use)?**

We pull O\*NET content from these tables:

- Task statements
- Knowledge
- Skills
- Abilities
- Work Activities
- Work Context
- Interests
- Work Styles
- Work Values

The O\*NET content, such as the task statements, is rewritten to a 9<sup>th</sup> grade reading level so that it is more accessible to users.

**3. Was the experience or application a success? Why or why not?**

O\*NET is the only comprehensive data source for objective occupation descriptions. Although the primary purpose of O\*NET is not to facilitate career exploration by students, it contains the content necessary to create occupation profiles that meet standards defined by the Association of Computer-based Systems for Career Information (ACSCI). We decided with the first release of O\*NET that undertaking the extra work to combine O\*NET occupations and rewrite some of the content was worthwhile. We developed database interfaces to facilitate the creation of CIS occupation profiles from O\*NET content.

**4. In your view, what are the strengths and weaknesses of O\*NET for this use?**

Strengths

- O\*NET is the only comprehensive data source for objective occupation descriptions.
- Data is updated every few years from incumbent surveys.

Weaknesses

- Since the data are based on incumbent surveys, it takes a long time for "emerging" occupations to be included.
- The Tools and Technologies lists do not include any indicator of importance or frequency so the choice is to include them all or none of them.
- Vocational Rehabilitation clients miss the physical demands data from the DOT.

**5. What are the key problems or barriers (technical, practical/organizational, etc.) to this use of O\*NET? What might improve O\*NET relative to this use?**

It would be helpful for our work planning and communication with our clients to have advance notice of the occupations to be included in the next survey cycle.

**6. What other ways might O\*NET be useful for this area of application or research?**

O\*NET is working well for our purpose. It is critical for us to deliver quality information to our users that is comprehensive, current, and unbiased.

**7. Given your experiences, what improvements would you suggest to (a) the content model underlying O\*NET? (b) the survey methodology used to develop the O\*NET database and/or (c) the online O\*NET user interface in order to enhance this use of the O\*NET?**

An alternate methodology to describe emerging occupations until criteria are met to fully utilize the survey methodology would be useful.

We do not use the online user interface since we download the data into our database structure.