

Summary of Responses to Les Janis Survey on Use of O*NET in Career Development

Email sent to Career Development Community

1 How have you used O*NET in your career development work? For what specific purposes?

After a student's interpretation of career assessments, such as the Strong Interest Inventory, it is useful to look up certain occupation titles in order for the student to fully understand what that work entails. We look at job market demand and wage/salary information nationally and for our specific state.

I use the information from ONET to help clients understand how skills can be transferable between occupations

Career Services at Front Range Community College offers a 4 step career counseling process. We give students the MBTI, in the career report O*Net is mentioned various times we refer students to O*Net to look up specific job titles and job families. We also give students the Strong Interest Inventory, this report also lists O*Net as a resource for students which we again direct students to when researching specific careers. Students are also shown where they can find their Strong theme code on O*Net and how to look up occupations using the O*Net interest descriptor. We also have students complete the values card sort and show them the Work Values listed on O*Net and have them compare their values to the ones listed on O*Net. We also assist students with their resumes and use the O*Net Code Connector at the bottom of the website to help students target their resumes to the occupation they are considering by looking at the Tasks listed for a specific occupation.

We have used O*NET as a career counseling tool in our one-to-one counseling appointments. We have a link to O*NET in the career exploration section on our website. There is also a careers database linked from the UMBC campus website, called "Career Path." Career Path is where students can find both academic information, career advice articles as well as information on what they can do with their major.

The major information links them directly to O*NET.*

I used the O*net to prepare for my career development workshops and "one on one" sessions with staff, non-custodial parents, inmates, ex-offenders and other program staff and participates.

Students/adults who are researching careers/career changes are directed to O*NET as a resource that contains job descriptions, training requirements, salary, etc. Also use when students are developing resumes to derive skill sets that should be highlighted for various industries. When clients are considering job transitions, but aren't interested in considerable retraining, we can access careers that demand similar skills...often to their surprise that they possess "transferable skills."

We use the O*Net tools and resources to teach offenders about making career choices and how to research information about possible career paths. The assessment tools are loaded on stand alone computers in career resource rooms and we do use a paper version of the Career Interest Profiler as part of a structured class on career development and career planning. The computer automated tools

are administered and used to help shape goal setting for individual offenders as part of the case planning process.

The Colorado Department of Corrections uses the O*NET Interest Profile and Work Importance Indicator in both its Pre-Release and Community Re-Entry Programs which provide employment and transitional services to incarcerated adults prior to release and upon re-entry into the community.

We use the computer based assessment whenever possible. It's simple and user friendly and is a good introduction to career exploration and computers in general for even those who have never sat in front of the computer. We use the assessments as a springboard for career exploration, job search, resume building, interview preparation and industry research. This is most effective when used in combination with O*NET online, or the Occupational Outlook Handbook. We are not able to link the assessment results directly to the website inside the prisons, however, as internet access is not available inside the prisons.

We don't directly utilize O*Net in an ongoing basis but CalCRN uses O*Net categories and occupations on its CIDS, the California CareerZone (based on the New York CareerZone). The CareerZone uses the O*Net Interest Profiler and Work Importance Profiler.

O*NET career database and Interest Profiler & Skills Search assessments in our web career information system, mydreamexplorer.

We have ex offenders to use O*Net as an assessment tool to help them hone in and identify employment skills. This helps us to narrow down skills and abilities as we begin to prepare their resume

I use it with all of my one-on-one clients and in my career and life planning class as a resource for options knowledge, as a method for searching by values or interests. This year, I'm having my students in my class also search by skills and abilities through the "Descriptor" section.

I've used it very selectively due to the overwhelming and I/O and HR-oriented nature of the document. As I work primarily with late adolescents and early adults, they often lack the understanding of the I/O and HR language.

To help people explore careers and write resumes.

I use O*NET with both adults in transition and recent grads to help them explore options, identify skills and in conjunction with the results of their Holland Code from the Self Directed Search.

The Denver Office of Economic Development, Workforce Division (OED/WD), Assessment and Training Center uses O*NET regularly in assessment tools sessions, résumé classes, and when providing career development facilitation and labor market information. The following assessments are being used currently with effective results: the Ability, Interest and Work Importance Profilers.

We use it as a research tool for students exploring careers and majors. We have also used it with job searchers to help them identify jobs from their skills as well as alternative job titles.

We use it to let students know about different careers and aspects of careers, i.e., training, skills interests. We also use the skills search and the interest search in conjunction with the String Interest Inventory. I work with traditional age college students.

I use it all the time to generate position descriptions, but mostly to encourage occupational exploration. I think its strength is its ability to broaden the range of occupational opportunities that students/clients are considering. In that sense alone, it is priceless.

I also use it for research.

I am a Career Counselor and show clients how to use O*Net all the time. It is one of the best career resources for deciding what career path to choose. I use it for clients to show them what jobs are in demand. Unfortunately, since the recession, some of those jobs are not in demand anymore and the website should be updated more often. I also use it for exploring different career paths based on interest area after administering the SDS; then a client can what career path to select. It is great because I can give ownership to the client to search for careers that might interest them without me doing it for them.

I like the Skills Assessment the best and use it with individual career appointments. Also when teaching people to write resumes, I use the descriptions from O'Net to help flesh out the resumes.

I have used O*net in the past to help students define and find keywords for their resumes. This is especially helpful for people with extensive military experience to translate military duties to civilian lingo. Many military personnel don't see that they have transferable skills, and with O*net they can start seeing how much of the things they did while in the military do transfer to civilian positions.

As a career counselor, I love O*NET and use it for both career counseling and resume writing. I find it frustrating, however, that it doesn't include project management as an occupation. Also, some of the newer job titles are sketchy at best.

The alternative job titles section is very useful for job search, and it would be great if you could add even more to this section.

I especially like the O*NET Interest Profiler because many of the inmates in our custody do not have a legal job history. The Interest Profiler is an excellent way to start the conversation about careers.

We have developed a health careers exploration and planning course for employees at Clarian Health who want to advance their career (lots of opportunity to grow our own), but who need help identifying a target occupation. We have used O*NET information to create 105 job profiles that cover about 805 of our workforce and have also used the taxonomy to develop an electronic work values assessment.

Ability Profiler is offered in our Job Center once each month. With it, I encourage customers to take Interest Profiler and Work Values online in WISCareers web site (Wisconsin's Career Information Delivery System (CIDS). For what specific purposes? With the results of all 3, I am able to offer a whole person assessment and interpretation for work & career choices to be made.

2. What specific O*NET descriptors do you use? Is O*NET information used directly or are modifications made (and if so, how did those enhance the use)?

We look at the job description and some of the requirements. If there is a Holland code included, I will point that out to the student. It would be helpful if a Holland code is always included.

Used directly.

A bit of both.

Interest descriptor

O*Net information is used directly for my purposes.

I'd say the main ones we use are the Skills, Knowledge, and Interests sections. This center follows a strengths based model and we also use a career assessment tool based on the Holland Codes; so, the listing of the Holland Codes w/ matching occupations is very helpful.

I use the O*net interest Profiler and Ability Profiler with no modifications.

We use a combination of interest, work values and skills assessments. The "job zone" information is very useful in helping people to identify where they might start and what they might need to do to reach their career goals. Information from "Occupational Outlook Handbook" is also helpful to people we work with as they begin the planning process.

The O*NET assessment is used as one of many career intervention tools. We link the O*NET to the Holland Code and discuss the importance of career "match" in job satisfaction and success.

The O*NET provides important language and a user friendly framework which we use in combination with more direct coaching and Motivational Interviewing techniques. This tool seems to be most effective with our population when combined with more group discussion and one-on-one coaching to lend context and meaning to the process.

We used profiles based on the O*Net descriptors but edited with the CA Employment Development Dept providing CA wages and outlook

O*NET Information is used directly; sometimes this causes problems to be detailed below. It is helpful when we can use the information without having to manually adjust certain aspects.

Interests, Work Values, Skills and Abilities

I primarily work through programs such as DISCOVER, Choices, etc. due to the inaccessibility of the O*net.

The work tasks for various job titles.

In helping people write resumes, modifications are necessary because some of the wording is not written in ways that people typically write or talk.

I don't modify. I show them how to get to the main page and let them explore from that point.

Tasks, Interests, Work Styles.

We use the information directly.

Interests, skills, and job zone

NAICS codes are very important to me. Tool to transfer old SIC codes to NAICS and vice versa is also important. I like to study how the world of work is structured.

We use all of the O*NET descriptors. We use the information as it is in high school and adult systems; we have used it as a basis for writing shorter, lower-vocabulary descriptions for our middle school system.

We have used all of the O*NET descriptors (except education and related careers) and added several fields of our own including work preferences (Keirsey Temperament Type), professional organizations, possible career paths, and other requirements (criminal background, certification, ect).

Is O*NET information used directly or are modifications made (and if so, how did those enhance the use)? Modifications are made. Instead of the O*NET words in K,S,A,s the customer changes the words to those "key words" the employer uses in their job description or ad. An exercise I use is to have customers think of when & how they used the skill, not just its name. I ask each to think about an achievement or project they feel good about in their work life and use it to tell a story demonstrating the skill or skills, not just name them.

3 What are some success stories?

The success of this database is the matching of title to various occupations and shows whether they are in demand or not. I have no specific success stories, as I recommend this web site for further research.

I have clients that really feel hopeful when they understand all the occupations they could do or when they find a transferable skill set match.

I don't have one in particular, but I know have seen that light turn on for many students when they realize that all of this helpful information is at their finger tips.

After taking the interest Profiler, the clients are surprised at the results and are eager to learn more about the type of job or careers they can pursue.

I've used O*NET with high school students, young adults, and adults in transition - each often amazed that this compilation of information is available. They often struggle with finding solid information they can "bank on" when they're trying to make decisions. I've successfully used it for students who look at

"healthcare" related jobs and often jump into what they know - nursing, doctors, radiology techs. O*NET allows me a chance to share the breadth of careers that are present in the healthcare industry, including business - finance, hr, marketing - and others.

It is fairly common for the people we work with in the correctional setting to see the idea of having a career and choices as being something beyond their reach. The O*Net offers some hope of a better future and give people realistic career goals to pursue. For many of the people we work with they have lived from one low paying job to the next and never given real thought to how to plan for a career future.

Many. The O*NET provides a platform to begin discussing the important role work plays in our lives and the role that work plays in staying out of prison and reducing recidivism. More than 50% of offenders in Colorado have never held a job for more than 6 months. For these offenders, who have not had positive experiences in the working world, or working role models in the past, this is the first time they have begun to look at work as something which may be more than a "paycheck". This system allows us to assist our participants successfully complete their resumes and job applications.

I have had some students feel very glad that their values search brought up occupations that they had been considering but couldn't understand what they had in common with occupations that came up for other reasons.

I had a student who started out knowing he wanted to work hands on with people in the healthcare field. He had a strict set of requirements for the job including pay, stability, easy of finding a position and work hours. Through O*Net he was able to narrow down and further research specific type of medical career jobs and assess how each job fit his requirements.

Many students are able to match their interests with those of occupations, and this gives them a wider range of careers to consider than just those listed on the Strong Interest Inventory

Ok, as one common example. Young man seeks career counseling. I tell him to write down all the jobs he can possibly think of. I'm relentless. Give him a couple of hours and keep telling him to double what he has. At the end of 3 hours, he can't do more and he has less than 200 jobs. That's his universe. Now this is a college grad. What about our own HS kids who are choosing colleges and majors with even a smaller universe? Of course there are thousands of possibilities, even within their own interests and abilities.

This sad fact is a huge impediment to our economy.

Typically they enjoy using the site

Customer who could not name skills only could tell me his job title and work setting. Developed a strong resume, skills language and accomplishment stories to demonstrate skills for his job search. He credits these for getting his job.

4 What are the strengths and weaknesses of O*NET for your use?

One strength is the vast database that is available to students for research purposes. A weakness of this web site is the fact that information is gathered every two years, which does not take into consideration our current economic downturn.

A bit behind on jobs in interactive marketing, interactive media and IT occupations. See www.mima.org or www.skillset.com.

There is not a link between the occupations and the MBTI preferences like there is for the Strong theme codes.

*Strengths: There is a great deal of detailed information that helps students to explore their majors, skills, industry, etc. A lot of students do need examples of job titles in their industry and this is the perfect place to refer them to for that type of information. In today's job market, many students are also concerned about the job outlook in their fields and O*NET is an excellent source for that data as well. Local salary information is very useful as well.

Weaknesses: I don't think students intuitively know how to find the exact information they are seeking on O*NET when they first visit the website. Currently, I think it is most useful after a Career Specialist gives an overview on how to use the site.*

The strength of the O*NET is the timeliness and the amount of information available.

Some students can be overwhelmed with the amount of information available, but with clear guidance and skilled assistance, we're generally able to get them to focus on 2-3 elements at a time. To me, the strength is the comprehensiveness...which offers a great starting point. From there, we can research local/statewide specifics regarding job growth, salary, etc. You can use the information that you need in the moment...and use it for more extensive information as clients continue their research.

The strength of the O*net in the correctional setting is the flexibility of being able to download the information to stand alone computers or print material through our internal resources. The O*Net is a great starting point but the weakness is that the information has to often times be tailored to fit local and regional employment trends. There is a lot of good general information and it does crosswalk well with other tools that we use in the community such as the Kuder. The fact that the O*Net is free and internal printing does not cost my department is a huge plus over other tools and resources we have used in the past such as the Self Directed Search.

We need an updated Spanish version of all of the occupational descriptions.

Many of the questions on the O*NET assessment are irrelevant to our demographic (former offenders) such as "Driving an armored car." I realize that the assessment was not designed with our population specifically in mind, but it may be worth reviewing to diversify some of the questions to encompass a broader audience. There is a little redundancy, it seems as well. The "Artistic" questions seem to lean heavily toward "composing music" and "symphony" type questions. These seem to limit the artistic

scope along class lines and may not be broad enough to fully capture what it means to be "artistic". Also, the "Social" questions lean heavily toward child and elderly care.

There are many strengths. It is a very easy to use typology for career exploration. 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 usage?

We could use more stand alone applications as we do not have internet access in the facilities. I would love to see this assessment evolve and become more interactive.

Neutral, we rely on our CACareerZone contractor and EDD to utilize O*Net

Since we use the information for a large population, Middle School through Adult, some of the resources are very adult focused and schools are looking for assessments and resources for middle school.

Schools are concerned about the language of graduation levels. They do not want to see any careers without a high school diploma. If the language could say something like "high school diploma recommended" for those careers.

The education levels of Librarian are questioned because we use O*NET information without alterations. Professional Librarians in our state need a master's degree and O*NET says 4 year degree.

Strength is it is comprehensive and searchable. Lately, I have especially liked the skills and abilities sections to help students appreciate where natural abilities they have and would like to continue developing could be used in the work place . Weaknesses: The descriptions are too long and sometimes repetitive. I wish there was a link to educational programs or major that are typically required. I use O*NET in combination with the DISCOVER program as DISCOVER is so much easier for my freshman and sophomores to read, plus it links to majors. Another concern is how the Holland Codes are derived.

Strengths – the I/O and HR people should be ecstatic. Weaknesses are that it takes a significant amount of knowledge, persistence, and motivation to even begin to understand the structure – this is true governmentese.

Good ideas for coming up with wording for resumes and helping people understand job tasks for job titles.

I would like to see the same information you get from the OOH site on the ONet site, as far as the information from the DOL. I show them both sites, but for adults the OOH has more complete information and links.

O*NET is also an integral part of the OED/WD and state-wide job matching system known as JobLink. Business Development Associates have experienced a deficit in O*NET codes for new occupations in today's emerging global market. For example, OED's Sector Expansion Team would like to see O*NET create new codes to align with green energy jobs and other job titles that are not represented in targeted industry sectors (e.g. healthcare | energy | construction).

Strengths: The information is short and to the point. The 'related careers' offer further investigation options. The system is simple and easy to access. The link to Career OneStop. Weaknesses: The 'job zones' are not always realistic. For example, under internist it says that a Bachelor's degree is the minimal education required. Obviously a Bachelor's degree is not going to get someone a job as a physician! This example may seem obvious but for other careers it is not so what this means. 'Work context' offers some interesting questions to ask in an informational interview but not much information for the seeker. Often I am seeking jobs which are newer jobs and are not listed.

O*NET is useful because it identifies skills required for occupations. This helps job seekers determine whether the job is a good fit, understand what type of training is required, understand the importance of training and education. It helps curriculum developers understand what they need to teach to meet the skill requirements of specific jobs. It helps people understand the concept of transferable skills—how their skill set can meet the requirements of several jobs. It can be used by employers to assist them in writing job descriptions.

The descriptions of the careers are extremely dry. It would be nice if they were "personalized" with interviews with people in these fields.

Speed. Accurate info given the assumptions underlying BLS occ info. Comprehensiveness

The Education area is vague. I refer students to the Occupational Outlook Handbook to learn which specific majors will match well with certain occupations.

I don't think the zones are that easy for my population to understand. There seems to be almost too much information. Perhaps it's the layout. There are so many different kinds of jobs, some seem unrealistic for the zone they fall into.

The few weaknesses in O'Net

the fewer numbers of jobs included (compared with the DOT);

that we still get "Realistic jobs" that are not in abundance anywhere in my community. E.g.

Boilermakers, book binders, brick masons, bindery workers

The specific categories found in the crosswalk are not described enough to find useful; I do not know how to do a search in any of them unless I play with the website. Some examples to be found in each category would be useful.

The strengths for me include the ability to find jobs at all levels anywhere in the US. Very good links.

Strengths – comprehensive, research based. Weaknesses – doesn't keep pace with the technological changes in healthcare, emerging occupations aren't really reflected accurately

When taking Interest Profiler and Work Values, a results report combining the two assessments helps to narrow the occupation title lists by combining the two areas. It would be GREAT if Ability Profiler could be added to factor all three measures into the results. It would provide such a telling, yet narrowed occupations list; interests, work values, and abilities.

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 usage?

I would like to see more emphasis on education or training information for our students. What might improve O*NET relative to this usage? Add links to college or university searches for specific training or education for each occupation. Include common majors or career programs that may improve one's chances in a given field.

I don't think it is geared toward the average young person who doesn't have much insight into the career assessment/exploration process. It could be more user friendly, with more catchy headings and section headings that would make it clearer what information can be found in each section. *

The reading level may be problematic for some who don't have a great command of English. To me, as a skilled professional, it's very easy to navigate. I doubt many would use it without at least a general introduction of how it can be used.

The website is a little difficult to navigate for people who are new to this information. A comprehensive tutorial would be nice to teach practitioners and users how to make the most of the wealth of information contained on the O*Net.

The language of the descriptions can be a barrier, it's very technical and not easy for users to understand sometimes.

The Interest Profiler results in Holland Codes and a cross-walk to clusters would be very helpful. The Skills Search could be improved to produce better results. The instructions are not clear to users and odd or no results are produced.

Revise the wording of the tasks and Knowledge, Skills and Abilities to be "simpler" and more reflective of common word usage and sentence construction. (2) Sometimes it's hard to determine under what job family a job title is listed.

Useful services of o*net:

In search jobs:

list of related jobs, what is in demand (hiring)

tasks or specific jobs- helps with writing job tasks on resumes (what skills/tasks to mention)

skills required for the positions.

My main issue with using this for career exploration is that some of the more recent careers are not well represented.

The O*NET site is pretty technical and there is a lot of information to manage. It is sometimes difficult for people to think in terms of skill sets in relation to occupations.

It needs more graphics and interactivity especially for young people.

The barriers of the O*Net is that some of our clients find it hard to navigate the site, those with low education attainment. They must be guided in the use of the site.

Not always up to date. We go through the fields with a fine tooth comb to make sure they really reflect jobs as they are right now. What might improve O*NET relative to this usage? A way for professionals

or organizations to send updated information to Onet to be reviewed and/or added (kind of like a wiki). This would help you keep the occupations more up to date and accurate without all of the work. I also wish there were a way to promote Onet more to the public. Every time I teach a class, employees are shocked about the information that feds keep on occupations.

ONET is a huge website. I developed an ONET Online, Find Occupations sheet to help people navigate through the Find Occupations page. Perhaps, then, a demo or tutorial to show people how to use the various ONET tools would be very helpful and educational. Technical: When scoring Ability Profilers, I sometimes get an Error 13 message. I have not been able to find an error definition page to tell me what the error is and how to correct it.

6 What other ways might O*NET be useful in this area?

Shorten some of the categories such as Tasks and Job Zone information. Work Activities seems to be repetitive to Tasks.

Adding video to job descriptions (see www.careeronestop.org)

In the Descriptor section, I'd like to see something on that page that lists out the Holland Codes. One has to know where to go in order to find this information. This information should be easier to find.

When students/individuals are considering various careers, they can assess where they have a match of strengths, weaknesses and experiences. This could offer a snapshot of areas they may need to focus (perhaps selecting elective courses) to further develop weaker skills.

Also contain demonstrations of best practices for resume writing for those with spotty employment histories, interviewing and information about what we refer to as "soft skills" or the art of being a good employee.

We use this lot for developing resumes.

I think the whole system should be converted to a video game. I'm absolutely serious.

The Crosswalk is very useful to translate between the various naming conventions. The Military Crosswalk has helped with some veterans converting military to civilian jobs.

7 What other usages of the O*NET might there be for career development? Could the O*NET be used "as is" or would it require modification? If so, what?

I would like to use O*Net to assist our students in choosing appropriate majors or training. Could the O*NET be used "as is" or would it require modification? It would need to be modified. If so, what? See suggestions from #5 regarding the inclusion of education and/or training information.

It would be great if the skills section had some relation to the motivated skills card sort created by Knowdell

It could also be useful in the career workshops and seminars that we do here. We can instruct students on how to utilize it in their career exploration and also to search for industry information and to match careers to their skills.

I would not modify the site!

It would be nice if the O*Net could broaden the interface between employer demand and skill training offered by vocational and academic systems.

The O*NET is already very useful. I'd like to see more and more technology incorporated into the career exploration and assessment process.

We have not been sending our customers directly to O*Net but we may want to start doing so to allow O*Net to serve as a stand alone resource rather than just being an information source for our agency purposes.

More assessments – especially some directed at an earlier age. The DOT information had the Interest Matching Search that had the criteria of searching individually or matching: Work Values, Work Settings, School Subjects, Leisure Activities and Home Activities. This would be a wonderful assessment addition to O*NET.

Have you thought of using MBTI type listings along with the RAISEC list?

I like the profilers (abilities, interests, etc.) but it would be more user friendly if the software did not have to be downloaded, and instead was an interactive feature of the website.

More utilization on transferable skills program is needed for voc rehab counselors.

It would be nice if O*NET could be modified to be searchable by work values and/or interests. It would be best to develop the assessments as free tools online and then be able to “store” this information via a login/password so that users could match their results to occupations in the database.

It is a wonderful tool for developing a skills-based cover letter, resume, and to prepare for interviews. To find occupation titles across the career clusters, is much easier for people when they understand the knowledge, skills and abilities (KSAs) and that job descriptions are created from them by human resources professionals. People are able to locate job titles across the career clusters by comparing the KSAs and not only looking at the titles. Could the O*NET be used “as is” or would it require modification? If so, what? If it could be made friendlier in some way, that would be helpful. If, Related Occupations, in the Find Occupations page, could be expanded to include occupation titles that span the 16 career clusters based on the characteristics – knowledge, skills, abilities, work values, etc. that would be very useful.

8 What improvements would you suggest to the content model underlying O*NET? The survey methodology used to develop the database? The user interface?

I like the user interface. I feel it is easy to use.

More specific education requirements i.e. majors

The breath and depth of material is great as well as the type of information provided.

I don't think I have enough information on the survey methodology to answer that question.

I think the user interface could be simplified to target a younger population and it could be more user friendly.

The O*Net is a great product and it would be nice if there was some sort of outcomes tracking for users.

It would be more useful if the information were as current as possible.

The only recommendation for improvement is to update it more regularly based on our economy and what jobs are in demand for what geographic areas.

I think this type of information should be in O*NET. I find many people do not consider these when looking at a career.

Typical safety and longevity of a career (some careers have a high accident rate or repetitive injury rate).

Burnout rate (There must be another name for the issue, but very problematic in many fields)

Need for continual training and education to stay current in field

I would like to see on the top where the links are to "Tasks" etc. a link to a video. Many of my students would rather watch a short video than read.

A Spanish-language translation of the O*NET text-based descriptors (specifically including O*NET element descriptions, occupation descriptions, and task statements) that is current with each released version of the O*NET.

I learn much information from the Content Model that helps me explain concepts to customers. I use the model and its definitions then try to come up with real world examples that apply directly to the type of work the customer does. I am sure that the Content Model may be used in many other ways and for better purposes.