An Occupational Information System for the 21st Century: The Development of O*NET

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"The Dictionary of Occupational Titles" has been relied on for workforce development since its inception during the Great Depression. But as global competition and technological change created a new world of work, the Department of Labour realized that a more flexible and precise system was needed. Thus, the O*NET system, or the Occupational Information Network, was launched. Written by the developers of the O*NET system, this edited volume describes the research and methodology used in the development and validation of this ground-breaking system. The O*NET is intended to provide a framework for describing jobs capable of addressing the needs of workers and employers into the 21st century. Instead of relying on rigid task descriptions, the O*NET uses domains of worker and occupational characteristics - such as abilities, work styles, and organizational context - to describe each job. This volume details each of the main domains used by the O*NET. It outlines how each was quantified and provides statistical analyses on its development and validation. The volume also places the O*NET system in its historical context and describes how this innovative new system can support the creation of jobs tailored for the new economy. This volume should be of interest to industrial/organizational psychologists, human factors specialists, counselling psychologists, vocational counsellors, rehabilitation counsellors, occupational analysts and labour market analysts.

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