

# Data Dictionary

## O\*NET<sup>®</sup> 8.0 Database

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## Introduction

This document provides a reference to the files available in the O\*NET 8.0 Database. It serves as documentation for systems analysts, developers, and researchers who plan to use the O\*NET 8.0 Database as a basis for developing other products, software, or system applications.

Each file in the O\*NET 8.0 Database contains data that can be used to create a database structure with a database management system (DBMS) of choice. The files do NOT represent a database structure, but provide as much content as possible for the database developer to select columns for database field and table creation. The O\*NET-SOC Code is a common key/link between the various data elements for developers wishing to create a relational database structure. Additional relationships are depicted in **Figure 1 – Relationships of O\*NET Domain Files to Look-up and Other Files**. The data in each file are contained in tab-delimited text fields with column headings in the first row of the file.

Each file in the O\*NET 8.0 Database is described in this document. A list of columns is included, showing the column name used in the file, its data type, and a description of the column content. (Note: The column names provided are intended to be descriptive of the file contents, and are not suggested or required names to be used in constructing database tables.)

## File Structure

A description and data example for each file are included. In addition, the File Structure Changes section for each table provides the reader a detailed list of changes that have been made to the structure of the data file since the release of the O\*NET 4.0 Database.

The following data types are used in this document:

|           |                               |
|-----------|-------------------------------|
| CHAR:     | fixed-length character string |
| VARCHAR2: | varying-length string         |
| NUMBER:   | number                        |
| DATE:     | date                          |

The NUMBER data type is used in two different instances in the files. One is to represent a number without a decimal point (an integer) such as the Job Zone column. The other instance represents a floating point number, such as the Data Value column, associated with the O\*NET-SOC occupations. It is indicated as NUMBER (5,2) which means 5 total places are in the number with the possibility of 3 before the decimal point and 2 behind the decimal point.

**Note:** Users should note that these data types refer to the stored values. In generating tab-delimited text files, null values are represented by “n/a”. Some variations of field type

assignments may be required of users to correctly import the files. These variations are dependent on the application(s) used.

## File Relationships

The file descriptions are organized into three distinct groupings – look-up files, domain files, and other files. The look-up files are described first to provide a frame of reference for the other data files that are included in the database release. They include the content model that identifies the most important types of information about work and integrates them into a theoretically and empirically sound system.

The domain files contain descriptors of work and worker characteristics including the various ratings data and occupational metadata that have been obtained through the research efforts of O\*NET and its partners.

The other files provide additional information that supplements the look-up and domain files but does not fit into either of those categories. For example, the O\*NET Survey Booklet Location file contains the content model elements that have corresponding survey item numbers in the survey booklet.

**Figure 1 - Relationships of O\*NET Domain Files to Look-up and Other Files**, provides a visual display of the relationship between the domain files and the look-up and other files that are distributed with O\*NET 8.0 Database Release. To utilize the table, select a domain file name and follow the row across to see the associated look-up and other files. The data element names that provide the linkage between the two files is provided in each intersection cell. The empty intersection cells indicate that there is no relationship between the look-up and domain files.

**Figure 2 - Relationships of Other Files to O\*NET Look-up Files** provides a visual display of the relationships between the look-up files and other files that are distributed with O\*NET Database Release 8.0. In the same manner as described above, select a file from the left column and follow the row across to see the associated reference files. The data element name that provides the linkage between the two files is provided in each intersection cell. The empty intersection cells indicate that there is no relationship between the reference and these other files.

**Figure 1 - Relationships of O\*NET Domain Files to Look-up and Other Files**

|                                      | Look-up Files |                              |                 |                    | Other Files               |                          |                         |
|--------------------------------------|---------------|------------------------------|-----------------|--------------------|---------------------------|--------------------------|-------------------------|
|                                      | ONET-SOC Data | ONET Content Model Reference | Scale Reference | Job Zone Reference | Occupation Level Metadata | ONET Level Scale Anchors | Survey Booklet Location |
| <b>Ability</b>                       | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>Education Training Experience</b> | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>Interest</b>                      | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>Knowledge</b>                     | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>ONET-SOC Job Zones</b>            | ONET-SOC Code |                              |                 | Job Zone           |                           |                          |                         |
| <b>Skills</b>                        | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>Tasks</b>                         | ONET-SOC Code |                              | Scale ID        |                    | ONET-SOC Code             |                          |                         |
| <b>Work Activity</b>                 | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>Work Context</b>                  | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>Work Styles</b>                   | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |
| <b>Work Value</b>                    | ONET-SOC Code | Element ID                   | Scale ID        |                    | ONET-SOC Code             | Element ID               | Element ID              |

**Figure 2 - Relationships of Other Files to O\*NET Look-up Files**

|                                  | Look-up Files |                              |                 |                    |
|----------------------------------|---------------|------------------------------|-----------------|--------------------|
|                                  | ONET-SOC Data | ONET Content Model Reference | Scale Reference | Job Zone Reference |
| <b>Occupation Level Metadata</b> | ONET-SOC Code |                              |                 |                    |
| <b>ONET Level Scale Anchors</b>  |               | Element ID                   | Scale ID        |                    |
| <b>Survey Booklet Location</b>   |               | Element ID                   |                 |                    |

## Using the O\*NET Data and Metadata

Metadata is provided in the O\*NET database to provide users with information that will help evaluate the quality and valid use of the data. The needs of individual users of the O\*NET database will determine which metadata items are utilized.

To facilitate that use, cells that are shaded or contain **bold** text denote O\*NET metadata versus O\*NET data. It's assumed that the needs of many users will be met by using O\*NET data along with the O\*NET metadata that provides the recommended "flags" for "Not Relevant" or "Recommend Suppress". In this case, all unshaded rows in the illustrated file structure should be utilized, including those containing the bold text. Those interested in a more detailed study or use of the database can choose to utilize any or all of the provided metadata items. Metadata is provided at both the item level and at the occupation level. Keys to this information are provided in the Appendices.

## Content Update Since Release 4.0

The O\*NET 4.0 database represents the final version of an "analyst ratings only" O\*NET Database. The ratings for each of the 900+ O\*NET-SOC occupations in the 4.0 database were developed by occupational analysts and every occupation contains ratings for the same range of descriptors. The ongoing O\*NET data collection program is gradually replacing these original analyst ratings with ratings derived primarily from job incumbents, as well as, ratings from an updated analyst procedure. The database structure and content changes incorporated in 4.0 were made to make the database consistent with data collection program. For more details about these changes, please refer to "*Summary of O\*NET 4.0 Content Model and Database*" (October 2001) (<http://www.onetcenter.org/resData.html#summary>)

The April 2003 release of the O\*NET 5.0 Database represented the first database release to incorporate data from the data collection program. It was the first of planned semi-annual updates of the database to update all O\*NET-SOC occupations.

### Release 5.0 contained the following:

- New and revised Task Statements (455 occupations)
- Addition of Task Statement ratings (54 occupations)
- Updated Abilities, Work Activities, Knowledge, Skills, and Work Context data (54 occupations)
- Addition of Training and Work Experience, and Education data (54 occupations)
- Addition of Work Styles data (54 occupations)
- Addition of metadata to the file structure to specify source of data and date of update
- Addition of Emerging Task Statements
- Addition of Detailed Work Activities

**Release 5.1 contained the following:**

- New and Revised Task Statements (69 occupations)
- Updated Job Zones (54 occupations)
- Level Scale Anchors for Skills, Knowledge, Ability, and Work Activity Domains
- New Occupational Level Metadata
  - O\*NET-SOC Establishment Response Rate
  - O\*NET-SOC Employee Response Rate
  - O\*NET-SOC Case Completeness Rate
  - Total Completes for O\*NET-SOC
- New Occupational Level Distribution Statistics
  - Data Collection Mode
  - How long at Current Job
  - Industry
- New Ratings Level Metadata
  - Standard Error
  - Lower 95% Confidence Interval Bound
  - Upper 95% Confidence Interval Bound
  - Sample Size
  - Recommended Suppression
  - “Not Relevant for the Occupation” flag

**Release 6.0 contains the following:**

- New and revised Task Statements (140 occupations)
- Addition of Task Statement ratings (126 occupations)
- Updated Abilities, Work Activities, Knowledge, Skills, and Work Context data (126 occupations)
- Addition of Training and Work Experience, and Education data (126 occupations)
- Addition of Work Styles data (126 occupations)
- Updated Job Zones (126 occupations)
- Addition of scale anchors for both the Work Context and for the Education, Training and Experience domains.
- Updated Occupation Level Metadata (126 occupations)

**Release 7.0 contains the following:**

- Addition of Task Statement ratings (100 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (100 occupations)
- Addition of Education, Training and Work Experience data (100 occupations)
- Addition of Work Styles data (100 occupations)
- Updated Job Zones (100 occupations)

- Updated Occupation Level Metadata (100 occupations)

**Release 8.0 contains the following:**

- New and revised Task Statements (98 occupations)
- Addition of Task Statement ratings (100 occupations)
- Updated Abilities, Knowledge, Skills, Work Activities, and Work Context data (100 occupations)
- Addition of Education, Training and Work Experience data (100 occupations)
- Addition of Work Styles data (100 occupations)
- Updated Job Zones (100 occupations)
- Updated Occupation Level Metadata (100 occupations)

Changes since the release of the O\*NET 4.0 Database are summarized in **Figure 3**.

**Figure 3 - O\*NET Database Content Changes Since Release 4.0**

| File                                       | Release 5.0                   | Release 5.1                        | Release 6.0                    | Release 7.0                    | Release 8.0                   |
|--------------------------------------------|-------------------------------|------------------------------------|--------------------------------|--------------------------------|-------------------------------|
| <b>O*NET-SOC Data</b>                      |                               |                                    | changed and updated data       |                                | changed data                  |
| <b>O*NET Content Model Reference</b>       |                               |                                    |                                |                                |                               |
| <b>Scales Reference</b>                    |                               | changed data                       |                                |                                |                               |
| <b>Job Zone Reference</b>                  |                               |                                    |                                |                                |                               |
| <b>Ability</b>                             | updated data and new metadata | changed data and new metadata      | updated data                   | updated data                   | updated data                  |
| <b>Education, Training, and Experience</b> | new file                      | new metadata                       | updated data                   | updated data                   | updated data                  |
| <b>Interest</b>                            | new metadata                  |                                    |                                |                                |                               |
| <b>Knowledge</b>                           | updated data and new metadata | new metadata                       | updated data                   | updated data                   | updated data                  |
| <b>O*NET-SOC Job Zones</b>                 |                               | new data and metadata              | updated data                   | updated data                   | changed and updated data      |
| <b>Skills</b>                              | updated data and new metadata | new metadata                       | updated data                   | updated data                   | updated data                  |
| <b>Tasks</b>                               | updated data and new metadata | new and changed data; new metadata | new, changed, and updated data | new, changed, and updated data | new, changed and updated data |
| <b>Work Activity</b>                       | updated data and new metadata | new metadata                       | updated data                   | updated data                   | updated data                  |
| <b>Work Content</b>                        | updated data and new metadata | new metadata                       | updated data                   | updated data                   | updated data                  |
| <b>Work Styles</b>                         | new file                      | new metadata                       | updated data                   | updated data                   | updated data                  |
| <b>Work Values</b>                         | new metadata                  |                                    |                                |                                |                               |
| <b>Occupation Level Metadata</b>           |                               | new file                           | updated data                   | updated data                   | updated data                  |
| <b>O*NET Level Scale Anchors</b>           |                               | new file                           | updated data                   |                                | changed data                  |
| <b>O*NET Survey Booklet Location</b>       | new file                      |                                    |                                |                                |                               |

**Note:** ‘Updated’ refers to content changes resulting from the data collection program; ‘New’ – refers to data elements/types/descriptors first appearing in the database; and ‘Changed’ refers to any other edits made.

# **Look-up File Descriptions**

## O\*NET-SOC Data

**Purpose:** Provide O\*NET-SOC Codes, titles, and definitions.

**File Name:** onetsoc\_data.txt

### Structure and Description:

| Column         | Type           | Column Content        |
|----------------|----------------|-----------------------|
| O*NET-SOC Code | VARCHAR2(10)   | O*NET-SOC Code        |
| Title          | VARCHAR2(150)  | O*NET-SOC Title       |
| Description    | VARCHAR2(1000) | O*NET-SOC Description |

This file contains each O\*NET SOC code, occupational title, and definition/description. They are displayed in three tab delimited fields with the columns named O\*NET-SOC Code, Title and Description. The three fields are represented by one row. There are a total of 1,167 rows of data in this file.

### File Structure Changes:

| Description of Change | When (Release Number) |     |     |     |     |
|-----------------------|-----------------------|-----|-----|-----|-----|
|                       | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes  | X                     | X   | X   | X   | X   |

### Data Example:

Refer to **Table 1 - O\*NET-SOC Data**, page 37

## O\*NET Content Model Reference

**Purpose:** Provide O\*NET Content Model elements.

**File Name:** onet\_content\_model\_reference.txt

### Structure and Description:

| Column       | Type           | Column Content                    |
|--------------|----------------|-----------------------------------|
| Element ID   | VARCHAR2(20)   | Content Model Outline Position    |
| Element Name | VARCHAR2(150)  | Content Model Element Name        |
| Description  | VARCHAR2(1500) | Content Model Element Description |

This file contains the Content Model elements and descriptions. It is displayed in three tab delimited fields with the columns named Element ID, Element Name, and Description. The three fields are represented by one row. There are a total of 564 rows of data in this file.

### File Structure Changes:

| Description of Change | When (Release Number) |     |     |     |     |
|-----------------------|-----------------------|-----|-----|-----|-----|
|                       | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes  | X                     | X   | X   | X   | X   |

### Data Example:

Refer to **Table 2 - O\*NET Content Model Reference**, page 38

## Scales Reference

**Purpose:** Provide a reference to the scale names and values.

**File Name:** scales\_reference.txt

### Structure and Description:

| Column     | Type         | Column Content |
|------------|--------------|----------------|
| Scale ID   | VARCHAR2(3)  | Scale ID       |
| Scale Name | VARCHAR2(50) | Scale Name     |
| Minimum    | NUMBER(1)    | Scale Minimum  |
| Maximum    | NUMBER(3)    | Scale Maximum  |

This file contains the Scale information by which the raw values are measured. It is displayed in four tab delimited fields with the columns named Scale ID, Scale Name, Minimum, and Maximum. The four fields are represented by one row. There are a total of 69 rows of data in this file.

### File Structure Changes:

| Description of Change                                  | When (Release Number) |     |     |     |     |
|--------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                        | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                   |                       | X   | X   | X   | X   |
| Scale ID data type changed from CHAR(2) to VARCHAR2(3) | X                     |     |     |     |     |

### Data Example:

Refer to **Table 3 - Scales Reference**, page 38

## Job Zone Reference

**Purpose:** Provide Job Zone data (developed to help transition DOT's measures of Specific Vocational Preparation (SVP) to O\*NET's measure of experience, education, and job training).

**File Name:** job\_zone\_reference.txt

### Structure and Description:

| Column       | Type          | Column Content                        |
|--------------|---------------|---------------------------------------|
| Job Zone     | NUMBER(1)     | Job Zone number                       |
| Name         | VARCHAR2(50)  | Job Zone name/zone                    |
| Experience   | VARCHAR2(300) | Job Zone experience requirements      |
| Education    | VARCHAR2(500) | Job Zone educational requirements     |
| Job Training | VARCHAR2(300) | Job Zone training requirements        |
| Examples     | VARCHAR2(500) | Job Zone examples                     |
| SVP Range    | VARCHAR2(25)  | Specific vocational preparation range |

This file contains the Job Zone data in seven tab delimited fields with the columns named Job Zone, Name, Experience, Education, Job Training, Examples, and SVP Range. The seven fields are represented by one row. There are 5 rows of data in this file representing each Job Zone.

### File Structure Changes:

| Description of Change          | When (Release Number) |     |     |     |     |
|--------------------------------|-----------------------|-----|-----|-----|-----|
|                                | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes           | X                     |     | X   | X   | X   |
| Number column renamed Job Zone |                       | X   |     |     |     |

### Data Example:

Refer to **Table 4 - Job Zone Reference**, page 39

# **Domain File Descriptions**

## Ability

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Ability ratings.

**File Name:** Ability.txt

### Structure and Description:

| Column             | Type          | Column Content                                          |
|--------------------|---------------|---------------------------------------------------------|
| O*NET-SOC Code     | VARCHAR2(10)  | O*NET-SOC Code                                          |
| Element ID         | VARCHAR2(20)  | Ability Outline Position in the Content Model Structure |
| Element Name       | VARCHAR2(150) | Ability Name                                            |
| Scale ID           | VARCHAR2(3)   | Scale used as the basis for rating                      |
| Data Value         | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation         |
| N                  | NUMBER(4)     | Sample Size                                             |
| Standard Error     | NUMBER        | Standard Error                                          |
| Lower CI Bound     | NUMBER        | Lower 95% Confidence Interval Bound                     |
| Upper CI Bound     | NUMBER        | Upper 95% Confidence Interval Bound                     |
| Recommend Suppress | VARCHAR2(1)   | Low Precision Indicator (Y=yes, N=no)                   |
| Not Relevant       | VARCHAR2(1)   | Not Relevant for the Occupation (Y=yes, N=no)           |
| Date               | DATE          | Date when data was updated                              |
| Domain Source      | VARCHAR2(30)  | Source of the data                                      |

This file contains the Content Model Ability data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date and Domain Source. Refer to **Appendix 1 - Item Rating Level Statistics - Analyst** for additional information on these items. The 13 fields are represented by one row. There are a total of 97,032 rows of data in this file.

### File Structure Changes:

| Description of Change                                                                                     | When (Release Number) |     |     |     |     |
|-----------------------------------------------------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                                                                           | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                                                                      |                       |     | X   | X   | X   |
| Date and Source columns added                                                                             | X                     |     |     |     |     |
| Scale ID data type changed from CHAR(2) to VARCHAR2(3)                                                    | X                     |     |     |     |     |
| Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)                                              | X                     |     |     |     |     |
| Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, and Not Relevant |                       | X   |     |     |     |
| Source column was renamed to Domain Source                                                                |                       | X   |     |     |     |

### Data Example:

Refer to **Table 5 - Ability**, page 40

## Education, Training, and Experience

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Education, Training, and Experience ratings.

**File Name:** EducTrainExp.txt

### Structure and Description:

| Column             | Type          | Column Content                                                                             |
|--------------------|---------------|--------------------------------------------------------------------------------------------|
| O*NET-SOC Code     | VARCHAR2(10)  | O*NET-SOC Code                                                                             |
| Element ID         | VARCHAR2(20)  | Outline Position in the Content Model Structure                                            |
| Element Name       | VARCHAR2(150) | Name associated with Education, Training and Experience                                    |
| Scale ID           | VARCHAR2(3)   | Scale used as the basis for rating                                                         |
| Category           | NUMBER(5)     | Percent frequency category<br>(Refer to the file description for ONET Level Scale Anchors) |
| Data Value         | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation                                            |
| N                  | NUMBER(4)     | Sample Size                                                                                |
| Standard Error     | NUMBER        | Standard Error                                                                             |
| Lower CI Bound     | NUMBER        | Lower 95% Confidence Interval Bound                                                        |
| Upper CI Bound     | NUMBER        | Upper 95% Confidence Interval Bound                                                        |
| Recommend Suppress | VARCHAR2(1)   | Low Precision Indicator (Y=yes, N=no)                                                      |
| Date               | DATE          | Date when the data was updated                                                             |
| Domain Source      | VARCHAR2(30)  | Source of the data                                                                         |

This file contains the percent frequency data associated with Education, Training and Experience Content Model elements. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Date and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 15,580 rows of data in this file.

### File Structure Changes:

| Description of Change                                                                       | When (Release Number) |     |     |     |     |
|---------------------------------------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                                                             | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                                                        |                       |     | X   | X   | X   |
| Added as a new file                                                                         | X                     |     |     |     |     |
| Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, and Recommend Suppress |                       | X   |     |     |     |
| Source column renamed Domain Source                                                         |                       | X   |     |     |     |

### Data Example:

Refer to **Table 6 - Education, Training, and Experience**, page 41

## Interest

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Interest ratings.

**File Name:** Interest.txt

### Structure and Description:

| Column         | Type          | Column Content                                           |
|----------------|---------------|----------------------------------------------------------|
| O*NET-SOC Code | VARCHAR2(10)  | O*NET-SOC Code                                           |
| Element ID     | VARCHAR2(20)  | Interest Outline Position in the Content Model Structure |
| Element Name   | VARCHAR2(150) | Interest Name                                            |
| Scale ID       | VARCHAR2(3)   | Scale used as the basis for rating                       |
| Data Value     | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation          |
| Date           | DATE          | Date when data was updated                               |
| Domain Source  | VARCHAR2(30)  | Source of the data                                       |

This file contains the Content Model Interest data associated with each O\*NET-SOC occupation. It is displayed in seven tab delimited fields with the columns named O\*NET-SOC Code, Element ID, Element Name, Scale ID, Data Value, Date, and Domain Source. The seven fields are represented by one row. There are a total of 8,100 rows of data in this file.

Note: Interest ratings are presented as two scales: OI reports the RIASEC level of each interest and IH presents “highpoint codes”, the numbers of the RIASEC scales for the first, second and/or third highest ratings. To better understand the scales, refer to the report: [Development of Occupational Interest Profiles](#), on the O\*NET Consortium site (Home > Products > Research and Technical Reports).

### File Structure Changes:

| Description of Change                                        | When (Release Number) |     |     |     |     |
|--------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                              | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                         |                       |     | X   | X   | X   |
| Date and Source columns added                                | X                     |     |     |     |     |
| Scale ID data changed from CHAR(2) to VARCHAR2(3)            | X                     |     |     |     |     |
| Data Value data type changed from NUMBER(9,6) to NUMBER(5,2) | X                     |     |     |     |     |
| Source column renamed Domain Source                          |                       | X   |     |     |     |

### Data Example:

Refer to **Table 7 - Interest**, page 42

## Knowledge

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Knowledge ratings.

**File Name:** Knowledge.txt

### Structure and Description:

| Column             | Type          | Column Content                                            |
|--------------------|---------------|-----------------------------------------------------------|
| O*NET-SOC Code     | VARCHAR2(10)  | O*NET-SOC Code                                            |
| Element ID         | VARCHAR2(20)  | Knowledge Outline Position in the Content Model Structure |
| Element Name       | VARCHAR2(150) | Knowledge Name                                            |
| Scale ID           | VARCHAR2(3)   | Scale used as the basis for rating                        |
| Data Value         | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation           |
| N                  | NUMBER(4)     | Sample Size                                               |
| Standard Error     | NUMBER        | Standard Error                                            |
| Lower CI Bound     | NUMBER        | Lower 95% Confidence Interval Bound                       |
| Upper CI Bound     | NUMBER        | Upper 95% Confidence Interval Bound                       |
| Recommend Suppress | VARCHAR2(1)   | Low Precision Indicator (Y=yes, N=no)                     |
| Not Relevant       | VARCHAR2(1)   | Not Relevant for the Occupation (Y= yes, N=no)            |
| Date               | DATE          | Date when data was updated                                |
| Domain Source      | VARCHAR2(30)  | Source of the data                                        |

This file contains the Content Model Knowledge data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 61,578 rows of data in this file.

### File Structure Changes:

| Description of Change                                                                                     | When (Release Number) |     |     |     |     |
|-----------------------------------------------------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                                                                           | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                                                                      |                       |     | X   | X   | X   |
| Date and Source columns added                                                                             | X                     |     |     |     |     |
| Scale ID data changed from CHAR(2) to VARCHAR2(3)                                                         | X                     |     |     |     |     |
| Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)                                              | X                     |     |     |     |     |
| Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, and Not Relevant |                       | X   |     |     |     |
| Source column renamed Domain Source                                                                       |                       | X   |     |     |     |

### Data Example:

Refer to **Table 8 - Knowledge**, page 43

## O\*NET-SOC Job Zones

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Job Zone ratings.

**File Name:** onetsoc\_job\_zones.txt

### Structure and Description:

| Column         | Type         | Column Content             |
|----------------|--------------|----------------------------|
| O*NET-SOC Code | VARCHAR2(10) | O*NET-SOC Code             |
| Job Zone       | NUMBER(1)    | Job Zone Number            |
| Date           | DATE         | Date when data was updated |
| Domain Source  | VARCHAR2(30) | Source of the data         |

This file contains each O\*NET-SOC code and its corresponding job zone number. Each record is displayed in four tab delimited fields with the columns named O\*NET-SOC Code, Job Zone, Date, and Domain Source. The four fields are represented by one row. There are a total of 933 rows of data in this file.

### File Structure Changes:

| Description of Change        | When (Release Number) |     |     |     |     |
|------------------------------|-----------------------|-----|-----|-----|-----|
|                              | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes         |                       |     | X   | X   | X   |
| Date and Domain Source added |                       | X   |     |     |     |

### Data Example:

Refer to **Table 9 - O\*NET-SOC Job Zones**, page 44

## Skills

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Skill ratings.

**File Name:** Skills.txt

### Structure and Description:

| Column             | Type          | Column Content                                        |
|--------------------|---------------|-------------------------------------------------------|
| O*NET-SOC Code     | VARCHAR2(10)  | O*NET-SOC Code                                        |
| Element ID         | VARCHAR2(20)  | Skill Outline Position in the Content Model Structure |
| Element Name       | VARCHAR2(150) | Skill Name                                            |
| Scale ID           | VARCHAR2(3)   | Scale used as the basis for rating                    |
| Data Value         | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation       |
| N                  | NUMBER(4)     | Sample Size                                           |
| Standard Error     | NUMBER        | Standard Error                                        |
| Lower CI Bound     | NUMBER        | Lower 95% Confidence Interval Bound                   |
| Upper CI Bound     | NUMBER        | Upper 95% Confidence Interval Bound                   |
| Recommend Suppress | VARCHAR2(1)   | Low Precision Indicator (Y=yes, N=no)                 |
| Not Relevant       | VARCHAR2(1)   | Not Relevant for the Occupation (Y=yes, N=no)         |
| Date               | DATE          | Date when data was updated                            |
| Domain Source      | VARCHAR2(30)  | Source of the data                                    |

This file contains the Content Model Skills data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 65,310 rows of data in this file.

### File Structure Changes:

| Description of Change                                                                                 | When (Release Number) |     |     |     |     |
|-------------------------------------------------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                                                                       | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                                                                  |                       |     | X   | X   | X   |
| Date and Source columns added                                                                         | X                     |     |     |     |     |
| Scale ID data changed from CHAR(2) to VARCHAR2(3)                                                     | X                     |     |     |     |     |
| Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)                                          | X                     |     |     |     |     |
| Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant |                       | X   |     |     |     |
| Source column renamed Domain Source                                                                   |                       | X   |     |     |     |

### Data Example:

Refer to **Table 10 - Skills**, page 45

## Tasks

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to tasks associated with the occupation.

**File Name:** Tasks.txt

### Structure and Description:

| Column                                  | Type               | Column Content                                                          |
|-----------------------------------------|--------------------|-------------------------------------------------------------------------|
| O*NET-SOC Code                          | VARCHAR2(10)       | O*NET-SOC Code                                                          |
| Task ID                                 | NUMBER(8)          | Identifies each Task containing data ratings                            |
| Task                                    | VARCHAR2(1000)     | Task statement associated with an occupation                            |
| Task Type                               | VARCHAR2(12)       | Core or Supplemental                                                    |
| Incumbents Responding                   | NUMBER(4)          | Number of incumbents providing task information                         |
| Scale ID                                | VARCHAR2(3)        | Scale used as the basis for the rating                                  |
| Data Value                              | NUMBER(5,2)        | Rating associated with each task of O*NET-SOC occupation                |
| N                                       | NUMBER(4)          | Sample Size                                                             |
| Standard Error                          | NUMBER             | Standard Error                                                          |
| Lower CI Bound                          | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound                          | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress</b>               | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Relevant-R                      | NUMBER(5,2)        | Relevance of each task to O*NET-SOC occupation                          |
| N-R                                     | NUMBER(4)          | Sample Size                                                             |
| Standard Error-R                        | NUMBER             | Standard Error                                                          |
| Lower CI Bound-R                        | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-R                        | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress-R</b>             | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Frequency: Yearly Or Less-F1    | NUMBER(5,2)        | Percent frequency category rating for each task of O*NET-SOC occupation |
| N-F1                                    | NUMBER(4)          | Sample Size                                                             |
| Standard Error-F1                       | NUMBER             | Standard Error                                                          |
| Lower CI Bound-F1                       | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-F1                       | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress-F1</b>            | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Frequency: More Than Yearly-F2  | NUMBER(5,2)        | Percent frequency category rating for each task of O*NET-SOC occupation |
| N-F2                                    | NUMBER(4)          | Sample Size                                                             |
| Standard Error-F2                       | NUMBER             | Standard Error                                                          |
| Lower CI Bound-F2                       | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-F2                       | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress-F2</b>            | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Frequency: More Than Monthly-F3 | NUMBER(5,2)        | Percent frequency category rating for each task of O*NET-SOC occupation |
| N-F3                                    | NUMBER(4)          | Sample Size                                                             |
| Standard Error-F3                       | NUMBER             | Standard Error                                                          |
| Lower CI Bound-F3                       | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-F3                       | NUMBER             | Upper 95% Confidence Interval Bound                                     |

| Column                                    | Type               | Column Content                                                          |
|-------------------------------------------|--------------------|-------------------------------------------------------------------------|
| <b>Recommend Suppress-F3</b>              | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Frequency: More Than Weekly-F4    | NUMBER(5,2)        | Percent frequency category rating for each task of O*NET-SOC occupation |
| N-F4                                      | NUMBER(4)          | Sample Size                                                             |
| Standard Error-F4                         | NUMBER             | Standard Error                                                          |
| Lower CI Bound-F4                         | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-F4                         | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress-F4</b>              | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Frequency: Daily-F5               | NUMBER(5,2)        | Percent frequency category rating for each task of O*NET-SOC occupation |
| N-F5                                      | NUMBER(4)          | Sample Size                                                             |
| Standard Error-F5                         | NUMBER             | Standard Error                                                          |
| Lower CI Bound-F5                         | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-F5                         | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress-F5</b>              | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Frequency: Several Times Daily-F6 | NUMBER(5,2)        | Percent frequency category rating for each task of O*NET-SOC occupation |
| N-F6                                      | NUMBER(4)          | Sample Size                                                             |
| Standard Error-F6                         | NUMBER             | Standard Error                                                          |
| Lower CI Bound-F6                         | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-F6                         | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress-F6</b>              | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Percent Frequency: Hourly Or More-F7      | NUMBER(5,2)        | Percent frequency category rating for each task of O*NET-SOC occupation |
| N-F7                                      | NUMBER(4)          | Sample Size                                                             |
| Standard Error-F7                         | NUMBER             | Standard Error                                                          |
| Lower CI Bound-F7                         | NUMBER             | Lower 95% Confidence Interval Bound                                     |
| Upper CI Bound-F7                         | NUMBER             | Upper 95% Confidence Interval Bound                                     |
| <b>Recommend Suppress-F7</b>              | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>                            |
| Date                                      | DATE               | Date when data was updated                                              |
| Domain Source                             | VARCHAR2(30)       | Source of the data                                                      |

This file contains the tasks associated with each O\*NET-SOC occupation. It is displayed in 62 tab delimited fields using the column names above. The 62 fields are represented by one row. Groups of related columns are identified between bold lines in the file structure table to provide a visual depiction of the data relationships. The groups of related data contain many of the same types of data (N sample size, Standard Error, Lower CI Bound, Upper CI Bound, and Recommend Suppress). To provide unique column names, a suffix (a dash followed by 1 or 2 characters) has been appended to these column names. This allows the data files to be imported directly into Access and other applications without having conflicting (duplicate) column names. The suffixes used are as follows:

- R = Percent Relevant related columns
- F1 = Percent Frequency: Yearly or Less
- F2 = Percent Frequency: More Than Yearly
- F3 = Percent Frequency: More Than Monthly
- F4 = Percent Frequency: More Than Weekly
- F5 = Percent Frequency: Daily

F6 = Percent Frequency: Several Times Daily  
 F7 = Percent Frequency: Hourly or More

There are a total of 16,843 rows of data in this file.

### File Structure Changes:

| Description of Change                  | When (Release Number) |     |     |     |     |
|----------------------------------------|-----------------------|-----|-----|-----|-----|
|                                        | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                   |                       |     | X   | X   | X   |
| Date and Source metadata added         | X                     |     |     |     |     |
| Title column deleted                   | X                     |     |     |     |     |
| Source column changed to Domain Source |                       | X   |     |     |     |
| All other metadata items added         |                       | X   |     |     |     |

### Data Example:

Refer to **Table 11 - Tasks**, page 46 (Note: Only the first 18 columns of the file structure are represented in the data example)

## Work Activity

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Activity ratings.

**File Name:** WorkActivity.txt

### Structure and Description:

| Column             | Type          | Column Content                                      |
|--------------------|---------------|-----------------------------------------------------|
| O*NET-SOC Code     | VARCHAR2(10)  | O*NET-SOC Code                                      |
| Element ID         | VARCHAR2(20)  | Work Activity Outline Position in the Content Model |
| Element Name       | VARCHAR2(150) | Work Activity Name                                  |
| Scale ID           | VARCHAR2(3)   | Scale used as the basis for rating                  |
| Data Value         | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation     |
| N                  | NUMBER(4)     | Sample Size                                         |
| Standard Error     | NUMBER        | Standard Error                                      |
| Lower CI Bound     | NUMBER        | Lower 95% Confidence Interval Bound                 |
| Upper CI Bound     | NUMBER        | Upper 95% Confidence Interval Bound                 |
| Recommend Suppress | VARCHAR2(1)   | Low Precision Indicator (Y=yes, N=no)               |
| Not Relevant       | VARCHAR2(1)   | Not Relevant for the Occupation (Y=yes, N=no)       |
| Date               | DATE          | Date when data was updated                          |
| Domain Source      | VARCHAR2(30)  | Source of the data                                  |

This file contains the Content Model Work Activity data associated with each O\*NET-SOC occupation. It is displayed in 13 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 13 fields are represented by one row. There are a total of 76,506 rows of data in this file.

### File Structure Changes:

| Description of Change                                                                                 | When (Release Number) |     |     |     |     |
|-------------------------------------------------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                                                                       | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                                                                  |                       |     | X   | X   | X   |
| Date and Source columns added                                                                         | X                     |     |     |     |     |
| Scale ID data changed from CHAR(2) to VARCHAR2(3)                                                     | X                     |     |     |     |     |
| Data Value data type changed from NUMBER(9,6) to NUMBER(5,2)                                          | X                     |     |     |     |     |
| Columns added for N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant |                       | X   |     |     |     |
| Source column renamed Domain Source                                                                   |                       | X   |     |     |     |

**Data Example:** Refer to **Table 12 - Work Activity**, page 47

## Work Context

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Context ratings.

**File Name:** WorkContext.txt

### Structure and Description:

| Column             | Type          | Column Content                                                                          |
|--------------------|---------------|-----------------------------------------------------------------------------------------|
| O*NET-SOC Code     | VARCHAR2(10)  | O*NET-SOC Code                                                                          |
| Element ID         | VARCHAR2(20)  | Work Context Outline Position in the Content Model                                      |
| Element Name       | VARCHAR2(150) | Work Context Name                                                                       |
| Scale ID           | VARCHAR2(3)   | Scale used as the basis for rating                                                      |
| Category           | NUMBER(5)     | Percent frequency category (Refer to the file description for ONET Level Scale Anchors) |
| Data Value         | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation                                         |
| N                  | NUMBER(4)     | Sample Size                                                                             |
| Standard Error     | NUMBER        | Standard Error                                                                          |
| Lower CI Bound     | NUMBER        | Lower 95% Confidence Interval Bound                                                     |
| Upper CI Bound     | NUMBER        | Upper 95% Confidence Interval Bound                                                     |
| Recommend Suppress | VARCHAR2(1)   | Low Precision Indicator (Y=yes, N=no)                                                   |
| Not Relevant       | VARCHAR2(1)   | Not Relevant for the Occupation (Y=yes, N=no)                                           |
| Date               | DATE          | Date when data was updated                                                              |
| Domain Source      | VARCHAR2(30)  | Source of the data                                                                      |

This file contains the Content Model Work Context data associated with each O\*NET-SOC occupation. It is displayed in 14 tab delimited fields and identified using the column names provided above. Item level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Not Relevant, Date and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 14 fields are represented by one row. There are a total of 149,454 rows of data in this file.

### File Structure Changes:

| Description of Change                                        | When (Release Number) |     |     |     |     |
|--------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                              | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                         |                       |     | X   | X   | X   |
| Date and Source columns added                                | X                     |     |     |     |     |
| Scale ID data changed from CHAR(2) to VARCHAR2(3)            | X                     |     |     |     |     |
| Data Value data type changed from NUMBER(9,6) to NUMBER(5,2) | X                     |     |     |     |     |
| Source column renamed Domain Source                          |                       | X   |     |     |     |
| All other metadata items added                               |                       | X   |     |     |     |

**Data Example:** Refer to **Table 13 - Work Context**, page 48

## Work Styles

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Styles ratings.

**File Name:** WorkStyles.txt

### Structure and Description:

| Column                    | Type               | Column Content                                    |
|---------------------------|--------------------|---------------------------------------------------|
| O*NET-SOC Code            | VARCHAR2(10)       | O*NET-SOC Code                                    |
| Element ID                | VARCHAR2(20)       | Work Styles Outline Position in the Content Model |
| Element Name              | VARCHAR2(150)      | Work Styles Name                                  |
| Scale ID                  | VARCHAR2(3)        | Scale used as the basis for rating                |
| Data Value                | NUMBER(5,2)        | Rating associated with the O*NET-SOC occupation   |
| N                         | NUMBER(4)          | Sample Size                                       |
| Standard Error            | NUMBER             | Standard Error                                    |
| Lower CI Bound            | NUMBER             | Lower 95% Confidence Interval Bound               |
| Upper CI Bound            | NUMBER             | Upper 95% Confidence Interval Bound               |
| <b>Recommend Suppress</b> | <b>VARCHAR2(1)</b> | <b>Low Precision Indicator (Y=yes, N=no)</b>      |
| Date                      | DATE               | Date when data was updated                        |
| Domain Source             | VARCHAR2(30)       | Source of the data                                |

This file contains the Content Model Work Styles data associated with each O\*NET-SOC occupation. It is displayed in 12 tab delimited fields and identified using the column names provided above. Item rating level metadata is provided in columns named N, Standard Error, Lower CI Bound, Upper CI Bound, Recommend Suppress, Date, and Domain Source. Refer to **Appendix 2 - Item Rating Level Statistics - Incumbent** for additional information on these items. The 12 fields are represented by one row. There are a total of 6,080 rows of data in this file.

### File Structure Changes:

| Description of Change               | When (Release Number) |     |     |     |     |
|-------------------------------------|-----------------------|-----|-----|-----|-----|
|                                     | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                |                       |     | X   | X   | X   |
| Added as a new file                 | X                     |     |     |     |     |
| Source column renamed Domain Source |                       | X   |     |     |     |
| All other metadata items added      |                       | X   |     |     |     |

### Data Example:

Refer to **Table 14 - Work Styles**, page 48

## Work Values

**Purpose:** Provide a mapping of O\*NET-SOC codes (occupations) to Work Value ratings.

**File Name:** WorkValue.txt

### Structure and Description:

| Column         | Type          | Column Content                                             |
|----------------|---------------|------------------------------------------------------------|
| O*NET-SOC Code | VARCHAR2(10)  | O*NET-SOC Code                                             |
| Element ID     | VARCHAR2(20)  | Work Value Outline Position in the Content Model Structure |
| Element Name   | VARCHAR2(150) | Work Value Name                                            |
| Scale ID       | VARCHAR2(3)   | Scale used as the basis for rating                         |
| Data Value     | NUMBER(5,2)   | Rating associated with the O*NET-SOC occupation            |
| Date           | DATE          | Date when data was updated                                 |
| Domain Source  | VARCHAR2(30)  | Source of the data                                         |

This file contains the Content Model Work Values data associated with each O\*NET-SOC occupation. It is displayed in seven tab delimited fields with the columns named O\*NET-SOC Code, Element ID, Element Name, Scale ID, Data Value, Date, and Domain Source. The seven fields are represented by one row. There are a total of 24,300 rows of data in this file.

Note: Work Values ratings are presented as two types of scores: work needs and aggregates of these needs, which are labeled “Mean Extent” in the Element Name. To better understand the scales, refer to the report: [Determining the Occupational Reinforcer Patterns for O\\*NET Occupational Units](#), on the O\*NET Consortium site (Home > Products > Research and Technical Reports).

### File Structure Changes:

| Description of Change                                        | When (Release Number) |     |     |     |     |
|--------------------------------------------------------------|-----------------------|-----|-----|-----|-----|
|                                                              | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes                                         |                       |     | X   | X   | X   |
| Date and Source columns added                                | X                     |     |     |     |     |
| Scale ID data changed from CHAR(2) to VARCHAR2(3)            | X                     |     |     |     |     |
| Data Value data type changed from NUMBER(9,6) to NUMBER(5,2) | X                     |     |     |     |     |
| Source column renamed Domain Source                          |                       | X   |     |     |     |

### Data Example:

Refer to **Table 15 - Work Values**, page 49

# **Other File Descriptions**

## Occupation Level Metadata

**Purpose:** Provide O\*NET-SOC Occupational Level Metadata associated with the incumbent data collection.

**File Name:** OccLevelMetadata.txt

### Structure and Description:

| Column         | Type          | Column Content              |
|----------------|---------------|-----------------------------|
| O*NET-SOC Code | VARCHAR2(10)  | O*NET-SOC Code              |
| Item           | VARCHAR2(150) | Occupation Level Statistics |
| Response       | VARCHAR2(75)  | Type of Response            |
| N              | NUMBER(4)     | Sample Size                 |
| Percent        | NUMBER(5,2)   | Percentage of responses     |
| Date           | DATE          | Date the data was updated   |

This file contains occupational level metadata variables associated with data collection statistics. The file is displayed in six tab delimited fields with the columns named O\*NET-SOC Code, Item, Response, N, Percent and Date. The six fields are represented by one row. Refer to **Appendix 3 - Key to Incumbent Occupation Level Metadata** for additional descriptions of the data provided in this file. There are a total of 8360 rows of data in this file.

### File Structure Changes:

| Description of Change | When (Release Number) |     |     |     |     |
|-----------------------|-----------------------|-----|-----|-----|-----|
|                       | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes  | n/a                   |     | X   | X   | X   |
| Added as a new file   |                       | X   |     |     |     |

### Data Example:

Refer to **Table 16 - Occupation Level Metadata**, page 50

## O\*NET Level Scale Anchors

**Purpose:** Provide description of O\*NET Level Scale Anchors.

**File Name:** Anchors.txt

### Structure and Description:

| Column             | Type           | Column Content                                       |
|--------------------|----------------|------------------------------------------------------|
| Element ID         | VARCHAR2(20)   | Content Model Outline Position                       |
| Element Name       | VARCHAR2(150)  | Content Model Element Name                           |
| Scale ID           | VARCHAR2(3)    | Scale ID                                             |
| Anchor Value       | NUMBER(3)      | Anchor Value Associated With Element                 |
| Anchor Description | VARCHAR2(1000) | Detail Description of Anchor Associated With Element |

This file contains the scale anchors associated with the following six content areas – 1) Abilities, 2) Education and Training, 3) Knowledge, 4) Skills, 5) Work Activities, and 6) Work Context. It includes all scale anchors utilized in the data collection survey where the scale anchors are variable and item specific. Scale anchors are not included for those survey items where the scale anchors are fixed. This includes the five-point importance scale and the seven-point task frequency scale. (Note: See O\*NET Data Questionnaires at <http://www.onetcenter.org/ombclearance.html>).

The file is displayed in five tab delimited fields with the columns named Element ID, Element Name, Scale ID, Anchor Value, and Anchor Description. The five fields are represented by one row. There are a total of 805 rows of data in this file.

### File Structure Changes:

| Description of Change | When (Release Number) |     |     |     |     |
|-----------------------|-----------------------|-----|-----|-----|-----|
|                       | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes  | n/a                   |     |     | X   | X   |
| Added as a new file   |                       | X   |     |     |     |
| Added Scale ID column |                       |     | X   |     |     |

### Data Example:

Refer to **Table 17 - O\*NET Level Scale Anchors**, page 51

## O\*NET Survey Booklet Location

**Purpose:** Provide O\*NET Content Model elements.

**File Name:** Survey\_Booklet\_Location\_Reference.txt

### Structure and Description:

| Column             | Type          | Column Content                 |
|--------------------|---------------|--------------------------------|
| Element ID         | VARCHAR2(20)  | Content Model Outline Position |
| Element Name       | VARCHAR2(150) | Content Model Element Name     |
| Survey Item Number | VARCHAR2(4)   | Survey Booklet Location Number |

This file contains the Content Model elements that have corresponding survey item numbers in the Survey Booklet. It is displayed in three tab delimited fields with the columns named Element ID, Element Name, and Survey Item Number. The three fields are represented by one row. There are a total of 238 rows of data in this file.

Note: Each survey item number corresponds to a survey question in the O\*NET Questionnaires, found on the O\*NET Consortium site (Home > Data Collection > OMB Clearance). The values for incumbent data categories are percentage ratings corresponding to survey question options. Match the element ID(s) from data files to a survey item number using this file.

### File Structure Changes:

| Description of Change | When (Release Number) |     |     |     |     |
|-----------------------|-----------------------|-----|-----|-----|-----|
|                       | 5.0                   | 5.1 | 6.0 | 7.0 | 8.0 |
| No structure changes  |                       | X   | X   | X   | X   |
| Added as a new file   | X                     |     |     |     |     |

### Data Example:

Refer to **Table 18 - O\*NET Survey Booklet Location**, page 51

# Appendices

## Appendix 1 - Item Rating Level Statistics - Analyst

### Rating Level Statistics

For each of the Ability domain elements, additional rating level statistics, such as Standard Error and data flags are included to help provide a description of the quality of the data values. The file has columns to represent these additional values.

The explanations for the Rating Level Statistics columns are explained in the following definitions.

**Standard Error** - Standard errors were calculated to provide an indication of each estimate's precision. The standard error of the mean ( $SE_M$ ) is the standard deviation of the ratings across analysts divided by the square root of the number of analysts (i.e., eight). Statistics with large standard errors are generally considered less precise than those with small standard errors.

**Upper CI Bound and Lower CI Bound** - The standard error of the mean ( $SE_M$ ) was used to define a range (confidence interval) around the estimate. The upper and lower bounds of the 95% confidence interval establish this range such that over a large number of sample estimates the probability is .95 that the population mean will be included in a confidence interval of this size. The upper bound of the confidence interval is calculated by taking the  $SE_M$  and multiplying it by 1.96 and adding that number to the observed mean. The lower bound of the confidence interval is calculated by taking the  $SE_M$  and multiplying it by 1.96 and subtracting that number from the observed mean.

**Recommend Suppress** - Users are encouraged to use estimates exhibiting "low precision" with caution and for many applications users are advised to consider suppressing these estimates. Abilities estimates are considered to have low precision if the standard error is greater than .51. The value of .51 was selected as a suppression criterion because  $1.0/1.96 = .5102$ . An  $SE_M$  of  $>.51$  means that the upper and lower bounds of the confidence interval are more than 1 scale point away from the observed mean.

**Not Relevant** - The ability level rating is identified as "not relevant" if 0, 1, or 2 analysts rated importance for that ability  $\geq 2$  (i.e., six or more analysts rated importance a 1). A value of "1" indicates 0, 1, or 2 analysts rated importance  $\geq 2$ . A value of "0" indicates more than 2 analysts rated importance  $\geq 2$ . Users are encouraged to provide their end-users with an indication that the item level rating is "not relevant" rather than displaying the level value or displaying no level information.

## Appendix 2 - Item Rating Level Statistics - Incumbent

### Rating Level Statistics

For each of the domain elements, additional rating level statistics, such as Standard Error and data flags are included to help provide a description of the quality of the data values. Each of the domain files (Education, Training, and Experience, Knowledge, Skills, Tasks, Work Activity, Work Context, and Work Styles) has columns to represent these additional values.

The explanations for the Rating Level Statistics columns are explained in the following definitions.

**Standard Error** - Standard errors were calculated to provide an indication of each estimate's precision. The standard error is the square root of the variance of the estimate. Statistics with large variances are generally considered less precise than those with small variances.

**Upper CI Bound and Lower CI Bound** - The standard error was used to define a range (confidence interval) around the estimate. The 95-percent confidence level means that if all possible samples were selected and an estimate of the value and its sampling error were computed for each, then for approximately 95 percent of the samples, the interval would include the "true" average value.

**Recommend Suppress** - Users are encouraged to use estimates exhibiting "low precision" with caution and for many applications users are advised to consider suppressing these estimates. An estimate is considered to have low precision if any of the following are true: (1) the sample size is less than 10; (2) the variance is 0 and the sample size is less than 15; (3) the relative standard error (RSE) is greater than 0.5. (The RSE of a mean estimate is the ratio of the estimate's standard error to the estimate itself. To calculate the RSE of the estimates expressed as percentages (e.g., the proportion of respondents who indicated they perform a task once per week), the log transformation of the proportion was used.)

**Not Relevant** – "Level" estimates were flagged as "not relevant" if more than 75% of item respondents to the corresponding "Importance" item rated the item as "not important." Users are encouraged to provide their end-users with an indication that the item level rating is "not relevant" rather than displaying the level value or displaying no level information.

## Appendix 3 - Key to Incumbent Occupation Level Metadata

Each O\*NET-SOC Code has detailed information associated with the O\*NET data collection called Occupation Level Metadata. The name and explanation for each data value in the item column is presented below. The O\*NET-SOC Level Sample Distribution Statistics, that are provided in the Percent column of the Occupation Level Metadata file, are unweighted percents. Therefore, these values do not represent the estimated distribution of the O\*NET-SOC population.

**O\*NET-SOC Establishment Response Rate** - The establishment response rate is the percentage of sampled eligible establishments for the occupation that agreed to participate.

**O\*NET-SOC Employee Response Rate** - The employee response rate is the percentage of employees sampled for the occupation who returned questionnaires.

**O\*NET-SOC Case Completeness Rate** - The case completeness rate for an occupation refers the percentage of total returned questionnaires that were retained after editing and data cleaning.

**Total Completes for O\*NET-SOC** – Total Completes refers to the total number of incumbents who completed one of the four questionnaire types.

**Data Collection Mode** - Incumbents had the option to complete the questionnaire either using a web-based survey or a paper survey. Valid responses are:

- Paper
- Web

**How Long at Current Job** - Incumbents indicated in the background questionnaire how long they had been in their current job. Valid responses are:

- 10 years or more
- 6-9 years
- 1-5 years
- <1 year
- Missing

**Industry Division (Major Group Codes (SIC) within Division in parentheses)** - Each sampled establishment was assigned to one primary industry division in the sampling frame. The Major Industry Group Codes (SIC) within the Division are provided in parentheses. Valid responses are:

- Agriculture, Forestry, Fishing (01 - 09)
- Mining (10 - 14)
- Construction (15 - 17)
- Manufacturing (20 - 39)
- Transportation, Communication, Electric, Gas, and Sanitary Services (40 - 49)

- Wholesale Trade (50 -51)
- Retail Trade (52 - 59)
- Financial, Insurance and Real Estate (60 - 67)
- Services (70 - 89)
- Public Administration (91 - 97)
- Non-classifiable (99)

# Data Examples

**Table 1 - O\*NET-SOC Data**

| <b>O*NET-SOC Code</b> | <b>Title</b>                                 | <b>Description</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 11-1011.01            | Government Service Executives                | Determine and formulate policies and provide overall direction of Federal, State, local, or international government activities. Plan, direct, and coordinate operational activities at the highest level of management with the help of subordinate managers.                                                                                                                                                                                                                                                                                                  |
| 11-9012.00            | Farmers and Ranchers                         | On an ownership or rental basis, operate farms, ranches, greenhouses, nurseries, timber tracts, or other agricultural production establishments which produce crops, horticultural specialties, livestock, poultry, finfish, shellfish, or animal specialties. May plant, cultivate, harvest, perform post-harvest activities, and market crops and livestock; may hire, train, and supervise farm workers or supervise a farm labor contractor; may prepare cost, production, and other records. May maintain and operate machinery and perform physical work. |
| 41-9022.00            | Real Estate Sales Agents                     | Rent, buy, or sell property for clients. Perform duties, such as study property listings, interview prospective clients, accompany clients to property site, discuss conditions of sale, and draw up real estate contracts. Includes agents who represent buyer.                                                                                                                                                                                                                                                                                                |
| 51-2041.01            | Metal Fabricators, Structural Metal Products | Fabricate and assemble structural metal products, such as frameworks or shells for machinery, ovens, tanks, and stacks, and metal parts for buildings and bridges, according to job order or blueprints.                                                                                                                                                                                                                                                                                                                                                        |
| 53-6051.05            | Motor Vehicle Inspectors                     | Inspect automotive vehicles to ensure compliance with governmental regulations and safety standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 55-1011.00            | Air Crew Officers                            | Perform and direct in-flight duties to ensure the successful completion of combat, reconnaissance, transport, and search and rescue missions. Duties include operating aircraft communications and radar equipment, such as establishing satellite linkages and jamming enemy communications capabilities operating aircraft weapons and defensive systems; conducting pre-flight, in-flight, and post-flight inspections of onboard equipment; and directing cargo and personnel drops.                                                                        |

**Table 2 - O\*NET Content Model Reference**

| Element ID | Element Name           | Description                                                                                                |
|------------|------------------------|------------------------------------------------------------------------------------------------------------|
| 1          | Worker Characteristics | Worker Characteristics                                                                                     |
| 1.A        | Abilities              | Enduring attributes of the individual that influence performance                                           |
| 1.A.1.a    | Verbal Abilities       | Abilities that influence the acquisition and application of verbal information in problem solving          |
| 1.A.1.a.1  | Oral Comprehension     | The ability to listen to and understand information and ideas presented through spoken words and sentences |
| 1.A.1.a.2  | Written Comprehension  | The ability to read and understand information and ideas presented in writing                              |

**Table 3 - Scales Reference**

| Scale ID | Scale Name                                    | Minimum | Maximum |
|----------|-----------------------------------------------|---------|---------|
| CT       | Context Category                              | 1       | 3       |
| CTP      | Context Category (Categories 1-3)             | 0       | 100     |
| CX       | Context                                       | 1       | 5       |
| CXP      | Context (Categories 1-5)                      | 0       | 100     |
| IM       | Importance                                    | 1       | 5       |
| LV       | Level                                         | 0       | 7       |
| OJ       | On-The-Job Training (Categories 1-9)          | 0       | 100     |
| PT       | On-Site Or In-Plant Training (Categories 1-9) | 0       | 100     |
| RL       | Required Level Of Education (Categories 1-12) | 0       | 100     |
| RW       | Related Work Experience (Categories 1-11)     | 0       | 100     |

**Table 4 - Job Zone Reference**

| <b>Job Zone</b> | <b>Name</b>                                   | <b>Experience</b>                                                                                                                                                                                                                                                                                      | <b>Education</b>                                                                                                                                                                                 | <b>Job Training</b>                                                                                                                                        | <b>Examples</b>                                                                                                                                                                                                    | <b>SVP Range</b> |
|-----------------|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| 1               | Job Zone One: Little or No Preparation Needed | No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a general office clerk even if he/she has never worked in an office before.                                                                                                 | These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.                                                           | Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job. | These occupations involve following instructions and helping others. Examples include bus drivers, forest and conservation workers, general office clerks, home health aides, and waiters/waitresses.              | (Below 4.0)      |
| 2               | Job Zone Two: Some Preparation Needed         | Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a drywall installer might benefit from experience installing drywall, but an inexperienced person could still learn to be an installer with little difficulty. | These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed. | Employees in these occupations need anywhere from a few months to one year of working with experienced employees.                                          | These occupations often involve using your knowledge and skills to help others. Examples include drywall installers, fire inspectors, flight attendants, pharmacy technicians, salespersons (retail), and tellers. | (4.0 to < 6.0)   |

**Table 5 - Ability**

| O*NET-SOC Code | Element ID | Element Name          | Scale ID | Data Value | N | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Not Relevant | Date   | Domain Source |
|----------------|------------|-----------------------|----------|------------|---|----------------|----------------|----------------|--------------------|--------------|--------|---------------|
| 29-2061.00     | 1.A.1.a.1  | Oral Comprehension    | IM       | 4.63       | 8 | 0.18           | 4.27           | 4.98           | N                  | n/a          | 3/2003 | Analyst       |
| 29-2061.00     | 1.A.1.a.1  | Oral Comprehension    | LV       | 4.13       | 8 | 0.3            | 3.55           | 4.7            | N                  | N            | 3/2003 | Analyst       |
| 29-2061.00     | 1.A.1.a.2  | Written Comprehension | IM       | 3.5        | 8 | 0.19           | 3.13           | 3.87           | N                  | n/a          | 3/2003 | Analyst       |
| 29-2061.00     | 1.A.1.a.2  | Written Comprehension | LV       | 3.5        | 8 | 0.27           | 2.98           | 4.02           | N                  | N            | 3/2003 | Analyst       |
| 29-2061.00     | 1.A.1.a.3  | Oral Expression       | IM       | 4.13       | 8 | 0.23           | 3.68           | 4.57           | N                  | n/a          | 3/2003 | Analyst       |
| 29-2061.00     | 1.A.1.a.3  | Oral Expression       | LV       | 4.13       | 8 | 0.23           | 3.68           | 4.57           | N                  | N            | 3/2003 | Analyst       |
| 29-2061.00     | 1.A.1.a.4  | Written Expression    | IM       | 3.75       | 8 | 0.37           | 3.03           | 4.47           | N                  | n/a          | 3/2003 | Analyst       |
| 29-2061.00     | 1.A.1.a.4  | Written Expression    | LV       | 3          | 8 | 0.33           | 2.36           | 3.64           | N                  | N            | 3/2003 | Analyst       |

**Table 6 - Education, Training, and Experience**

| O*NET-SOC Code | Element ID | Element Name                | Scale ID | Category | Data Value | N  | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Date   | Domain Source |
|----------------|------------|-----------------------------|----------|----------|------------|----|----------------|----------------|----------------|--------------------|--------|---------------|
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 1        | 0          | 25 | 0              | n/a            | n/a            | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 2        | 18.97      | 25 | 10.67          | 5.29           | 49.51          | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 3        | 7.36       | 25 | 6.68           | 1.04           | 37.51          | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 4        | 48.04      | 25 | 14.59          | 21.68          | 75.55          | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 5        | 2.23       | 25 | 3.53           | 0.08           | 39.09          | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 6        | 10.81      | 25 | 8.14           | 2.08           | 40.89          | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 7        | 0          | 25 | 0              | n/a            | n/a            | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 8        | 12.59      | 25 | 8.78           | 2.7            | 42.77          | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 9        | 0          | 25 | 0              | n/a            | n/a            | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 10       | 0          | 25 | 0              | n/a            | n/a            | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 11       | 0          | 25 | 0              | n/a            | n/a            | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 2.D.1      | Required Level of Education | RL       | 12       | 0          | 25 | 0              | n/a            | n/a            | N                  | 3/2003 | Incumbent     |

**Table 7 - Interest**

| O*NET-SOC Code | Element ID | Element Name               | Scale ID | Data Value | Date   | Domain Source  |
|----------------|------------|----------------------------|----------|------------|--------|----------------|
| 11-1011.01     | 1.B.1.a    | Realistic                  | OI       | 2          | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.b    | Investigative              | OI       | 3          | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.c    | Artistic                   | OI       | 2.33       | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.d    | Social                     | OI       | 5          | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.e    | Enterprising               | OI       | 6.66       | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.f    | Conventional               | OI       | 5.66       | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.g    | First Interest High-Point  | IH       | 5          | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.h    | Second Interest High-Point | IH       | 6          | 3/2002 | Legacy Analyst |
| 11-1011.01     | 1.B.1.i    | Third Interest High-Point  | IH       | 4          | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.a    | Realistic                  | OI       | 2.66       | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.b    | Investigative              | OI       | 3.33       | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.c    | Artistic                   | OI       | 2.33       | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.d    | Social                     | OI       | 4.33       | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.e    | Enterprising               | OI       | 7          | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.f    | Conventional               | OI       | 5.66       | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.g    | First Interest High-Point  | IH       | 5          | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.h    | Second Interest High-Point | IH       | 6          | 3/2002 | Legacy Analyst |
| 11-1011.02     | 1.B.1.i    | Third Interest High-Point  | IH       | 4          | 3/2002 | Legacy Analyst |

**Table 8 - Knowledge**

| O*NET-SOC Code | Element ID | Element Name             | Scale ID | Data Value | N  | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Not Relevant | Date   | Domain Source |
|----------------|------------|--------------------------|----------|------------|----|----------------|----------------|----------------|--------------------|--------------|--------|---------------|
| 11-2022.00     | 2.C.8.b    | Law and Government       | IM       | 2.57       | 25 | 0.34           | 1.9            | 3.3            | N                  | n/a          | 3/2003 | Incumbent     |
| 11-2022.00     | 2.C.8.b    | Law and Government       | LV       | 3.25       | 25 | 0.51           | 2.25           | 4.35           | N                  | N            | 3/2003 | Incumbent     |
| 11-2022.00     | 2.C.9.a    | Telecommunications       | IM       | 1.68       | 25 | 0.28           | 1.12           | 2.28           | N                  | n/a          | 3/2003 | Incumbent     |
| 11-2022.00     | 2.C.9.a    | Telecommunications       | LV       | 0.97       | 25 | 0.45           | 0.07           | 1.93           | N                  | N            | 3/2003 | Incumbent     |
| 11-2022.00     | 2.C.9.b    | Communications and Media | IM       | 2.14       | 25 | 0.32           | 1.44           | 2.76           | N                  | n/a          | 3/2003 | Incumbent     |
| 11-2022.00     | 2.C.9.b    | Communications and Media | LV       | 2.47       | 25 | 0.53           | 1.41           | 3.59           | N                  | N            | 3/2003 | Incumbent     |
| 11-2022.00     | 2.C.10     | Transportation           | IM       | 2.89       | 25 | 0.33           | 2.22           | 3.58           | N                  | n/a          | 3/2003 | Incumbent     |
| 11-2022.00     | 2.C.10     | Transportation           | LV       | 2.56       | 25 | 0.53           | 1.51           | 3.69           | N                  | N            | 3/2003 | Incumbent     |

**Table 9 - O\*NET-SOC Job Zones**

| O*NET-SOC Code | Job Zone | Date    | Domain Source  |
|----------------|----------|---------|----------------|
| 11-1011.01     | 4        | 3/2002  | Legacy Analyst |
| 11-1011.02     | 5        | 3/2002  | Legacy Analyst |
| 11-2011.00     | 4        | 12/2004 | Analyst        |
| 11-2021.00     | 4        | 7/2004  | Analyst        |
| 11-2022.00     | 4        | 10/2003 | Analyst        |
| 11-3011.00     | 4        | 10/2003 | Analyst        |
| 11-3021.00     | 5        | 7/2004  | Analyst        |
| 11-3031.01     | 5        | 3/2002  | Legacy Analyst |

**Table 10 - Skills**

| O*NET-SOC Code | Element ID | Element Name          | Scale ID | Data Value | N  | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Not Relevant | Date   | Domain Source |
|----------------|------------|-----------------------|----------|------------|----|----------------|----------------|----------------|--------------------|--------------|--------|---------------|
| 17-1011.00     | 2.A.1.a    | Reading Comprehension | IM       | 4.24       | 17 | 0.25           | 3.67           | 4.73           | N                  | n/a          | 3/2003 | Incumbent     |
| 17-1011.00     | 2.A.1.a    | Reading Comprehension | LV       | 4.98       | 17 | 0.39           | 4.17           | 5.83           | N                  | N            | 3/2003 | Incumbent     |
| 17-1011.00     | 2.A.1.b    | Active Listening      | IM       | 4.64       | 17 | 0.17           | 4.24           | 4.96           | N                  | n/a          | 3/2003 | Incumbent     |
| 17-1011.00     | 2.A.1.b    | Active Listening      | LV       | 5.49       | 17 | 0.33           | 4.8            | 6.2            | N                  | N            | 3/2003 | Incumbent     |
| 17-1011.00     | 2.A.1.c    | Writing               | IM       | 3.99       | 17 | 0.27           | 3.43           | 4.57           | N                  | n/a          | 3/2003 | Incumbent     |
| 17-1011.00     | 2.A.1.c    | Writing               | LV       | 5.15       | 17 | 0.25           | 4.57           | 5.63           | N                  | N            | 3/2003 | Incumbent     |
| 17-1011.00     | 2.A.1.d    | Speaking              | IM       | 3.96       | 17 | 0.22           | 3.53           | 4.47           | N                  | n/a          | 3/2003 | Incumbent     |

**Table 11 - Tasks**

| O*NET-SOC Code | Task ID | Task                                                                                                                                                         | Task Type | Incumbents Responding | Scale ID | Data Value | N  | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Percent Relevant-R | N-R | Standard Error-R | Lower CI Bound-R | Upper CI Bound-R | Recommend Suppress-R |
|----------------|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------|----------|------------|----|----------------|----------------|----------------|--------------------|--------------------|-----|------------------|------------------|------------------|----------------------|
| 17-1012.00     | 141     | Prepare site plans, specifications, and cost estimates for land development, coordinating arrangement of existing and proposed land features and structures. | Core      | 73                    | IM       | 4.48       | 67 | 0.11           | 4.28           | 4.72           | N                  | 96.73              | 73  | 3.42             | 77.41            | 99.61            | N                    |
| 17-1012.00     | 142     | Confer with clients, engineering personnel, and architects on overall program.                                                                               | Core      | 74                    | IM       | 4.42       | 74 | 0.11           | 4.18           | 4.62           | N                  | 100                | 74  | 0                | n/a              | n/a              | N                    |
| 17-1012.00     | 143     | Compile and analyze data on conditions, such as location, drainage, and location of structures for environmental reports and landscaping plans.              | Core      | 74                    | IM       | 4.22       | 70 | 0.13           | 3.94           | 4.46           | N                  | 98                 | 74  | 2.61             | 77.53            | 99.86            | N                    |
| 17-1012.00     | 144     | Inspect landscape work to ensure compliance with specifications, approve quality of materials and work, and advise client and construction personnel.        | Core      | 74                    | IM       | 4.04       | 73 | 0.14           | 3.72           | 4.28           | N                  | 98.97              | 74  | 1.82             | 73.22            | 99.97            | N                    |

**Note: This is only a partial data example. Only 18 of the columns are included in this table.**

**Table 12 - Work Activity**

| O*NET-SOC Code | Element ID | Element Name                                                                    | Scale ID | Data Value | N  | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Not Relevant | Date   | Domain Source |
|----------------|------------|---------------------------------------------------------------------------------|----------|------------|----|----------------|----------------|----------------|--------------------|--------------|--------|---------------|
| 13-1051.00     | 4.A.1.a.1  | Getting Information                                                             | IM       | 4.32       | 24 | 0.25           | 3.78           | 4.82           | N                  | n/a          | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.a.1  | Getting Information                                                             | LV       | 3.64       | 24 | 0.55           | 2.46           | 4.74           | N                  | N            | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.a.2  | Monitor Processes, Materials, or Surroundings                                   | IM       | 3.5        | 24 | 0.35           | 2.78           | 4.22           | N                  | n/a          | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.a.2  | Monitor Processes, Materials, or Surroundings                                   | LV       | 4.19       | 24 | 0.51           | 3.14           | 5.26           | N                  | N            | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.b.1  | Identifying Objects, Actions, and Events                                        | IM       | 3.69       | 24 | 0.33           | 3.02           | 4.38           | N                  | n/a          | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.b.1  | Identifying Objects, Actions, and Event                                         | LV       | 4.04       | 24 | 0.52           | 2.92           | 5.08           | N                  | N            | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.b.2  | Inspecting Equipment, Structures, or Material                                   | IM       | 3.47       | 24 | 0.35           | 2.78           | 4.22           | N                  | n/a          | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.b.2  | Inspecting Equipment, Structures, or Material                                   | LV       | 3.67       | 24 | 0.55           | 2.56           | 4.84           | N                  | N            | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.b.3  | Estimating the Quantifiable Characteristics of Products, Events, or Information | IM       | 4          | 24 | 0.29           | 3.4            | 4.6            | N                  | n/a          | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.1.b.3  | Estimating the Quantifiable Characteristics of Products, Events, or Information | LV       | 3.79       | 24 | 0.54           | 2.68           | 4.92           | N                  | N            | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.2.a.1  | Judging the Qualities of Things, Services, or People                            | IM       | 3.45       | 24 | 0.36           | 2.66           | 4.14           | N                  | n/a          | 3/2003 | Incumbent     |
| 13-1051.00     | 4.A.2.a.1  | Judging the Qualities of Things, Services, or People                            | LV       | 3.83       | 24 | 0.54           | 2.68           | 4.92           | N                  | N            | 3/2003 | Incumbent     |

**Table 13 - Work Context**

| O*NET-SOC Code | Element ID | Element Name                  | Scale ID | Category | Data Value | N  | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Not Relevant | Date   | Domain Source |
|----------------|------------|-------------------------------|----------|----------|------------|----|----------------|----------------|----------------|--------------------|--------------|--------|---------------|
| 17-1012.00     | 4.C.3.d.   | Duration of Typical Work Week | CT       | n/a      | 2.38       | 19 | 0.19           | 2              | 2.8            | N                  | n/a          | 3/2003 | Incumbent     |
| 17-1012.00     | 4.C.3.d.8  | Duration of Typical Work Week | CTP      | 1        | 0          | 19 | 0              | n/a            | n/a            | N                  | n/a          | 3/2003 | Incumbent     |
| 17-1012.00     | 4.C.3.d.8  | Duration of Typical Work Week | CTP      | 2        | 62.3       | 19 | 17.2           | 26.19          | 88.5           | N                  | n/a          | 3/2003 | Incumbent     |
| 17-1012.00     | 4.C.3.d.8  | Duration of Typical Work Week | CTP      | 3        | 37.7       | 19 | 16.56          | 12.1           | 72.69          | N                  | n/a          | 3/2003 | Incumbent     |

**Table 14 - Work Styles**

| O*NET-SOC Code | Element ID | Element Name       | Scale ID | Data Value | N  | Standard Error | Lower CI Bound | Upper CI Bound | Recommend Suppress | Date   | Domain Source |
|----------------|------------|--------------------|----------|------------|----|----------------|----------------|----------------|--------------------|--------|---------------|
| 11-2022.00     | 1.C.1.a    | Achievement/Effort | IM       | 2.93       | 25 | 0.33           | 2.22           | 3.58           | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 1.C.1.b    | Persistence        | IM       | 3.39       | 25 | 0.31           | 2.76           | 4.04           | N                  | 3/2003 | Incumbent     |
| 11-2022.00     | 1.C.1.c    | Initiative         | IM       | 3.2        | 25 | 0.36           | 2.46           | 3.94           | N                  | 3/2003 | Incumbent     |

**Table 15 - Work Values**

| <b>O*NET-SOC<br/>Code</b> | <b>Element ID</b> | <b>Element Name</b>            | <b>Scale ID</b> | <b>Data Value</b> | <b>Date</b> | <b>Domain Source</b> |
|---------------------------|-------------------|--------------------------------|-----------------|-------------------|-------------|----------------------|
| 11-1011.01                | 1.B.2.a           | Achievement-Mean Extent        | EN              | 4                 | 3/2002      | Legacy Analyst       |
| 11-1011.01                | 1.B.2.a.1         | Ability Utilization            | EN              | 4.12              | 3/2002      | Legacy Analyst       |
| 11-1011.01                | 1.B.2.a.2         | Achievement                    | EN              | 3.87              | 3/2002      | Legacy Analyst       |
| 11-1011.01                | 1.B.2.b           | Working Conditions-Mean Extent | EN              | 3.87              | 3/2002      | Legacy Analyst       |
| 11-1011.01                | 1.B.2.b.1         | Activity                       | EN              | 4.12              | 3/2002      | Legacy Analyst       |
| 11-1011.01                | 1.B.2.b.2         | Independence                   | EN              | 2.87              | 3/2002      | Legacy Analyst       |
| 11-1011.01                | 1.B.2.b.3         | Variety                        | EN              | 4                 | 3/2002      | Legacy Analyst       |

**Table 16 - Occupation Level Metadata**

| O*NET-SOC Code | Item                                                                       | Response                               | N   | Percent | Date   |
|----------------|----------------------------------------------------------------------------|----------------------------------------|-----|---------|--------|
| 11-2022.00     | O*NET-SOC Establishment Response Rate                                      | n/a                                    | n/a | 64.1    | 3/2003 |
| 11-2022.00     | O*NET-SOC Employee Response Rate                                           | n/a                                    | n/a | 60.4    | 3/2003 |
| 11-2022.00     | O*NET-SOC Case Completeness Rate                                           | n/a                                    | n/a | 89.6    | 3/2003 |
| 11-2022.00     | Total Completes for O*NET-SOC                                              | n/a                                    | 86  | n/a     | 3/2003 |
| 11-2022.00     | Data Collection Mode                                                       | Paper                                  | 76  | 88.4    | 3/2003 |
| 11-2022.00     | Data Collection Mode                                                       | Web                                    | 10  | 11.6    | 3/2003 |
| 11-2022.00     | How Long at Current Job                                                    | 10 Years or More                       | 33  | 38.4    | 3/2003 |
| 11-2022.00     | How Long at Current Job                                                    | 6-9 Years                              | 8   | 9.3     | 3/2003 |
| 11-2022.00     | How Long at Current Job                                                    | 1-5 Years                              | 37  | 43      | 3/2003 |
| 11-2022.00     | How Long at Current Job                                                    | <1 Year                                | 8   | 9.3     | 3/2003 |
| 11-2022.00     | How Long at Current Job                                                    | Missing                                | 0   | 0       | 3/2003 |
| 11-2022.00     | Industry Division (Major Group Codes (SIC) within Division in parentheses) | Agriculture, Forestry, Fishing (01-09) | 0   | 0       | 3/2003 |
| 11-2022.00     | Industry Division (Major Group Codes (SIC) within Division in parentheses) | Mining (10-14)                         | 0   | 0       | 3/2003 |
| 11-2022.00     | Industry Division (Major Group Codes (SIC) within Division in parentheses) | Construction (15-17)                   | 4   | 4.7     | 3/2003 |
| 11-2022.00     | Industry Division (Major Group Codes (SIC) within Division in parentheses) | Manufacturing (20-39)                  | 29  | 33.7    | 3/2003 |

**Table 17 - O\*NET Level Scale Anchors**

| Element ID | Element Name          | Scale ID | Anchor Value | Anchor Description                                                   |
|------------|-----------------------|----------|--------------|----------------------------------------------------------------------|
| 1.A.1.a.1  | Oral Comprehension    | LV       | 2            | Understand a television commercial                                   |
| 1.A.1.a.1  | Oral Comprehension    | LV       | 4            | Understand a coach's oral instructions for a sport                   |
| 1.A.1.a.1  | Oral Comprehension    | LV       | 6            | Understand a lecture on advanced physics                             |
| 1.A.1.a.2  | Written Comprehension | LV       | 2            | Understand signs on the highway                                      |
| 1.A.1.a.2  | Written Comprehension | LV       | 4            | Understand an apartment lease                                        |
| 1.A.1.a.2  | Written Comprehension | LV       | 6            | Understand an instruction book on repairing missile guidance systems |
| 1.A.1.a.3  | Oral Expression       | LV       | 2            | Cancel newspaper delivery by phone                                   |
| 1.A.1.a.3  | Oral Expression       | LV       | 4            | Give instructions to a lost motorist                                 |
| 1.A.1.a.3  | Oral Expression       | LV       | 6            | Explain advanced principles of genetics to college freshmen          |
| 1.A.1.a.4  | Written Expression    | LV       | 1            | Write a note to remind someone to take food out of the freezer       |
| 1.A.1.a.4  | Written Expression    | LV       | 4            | Write a job recommendation for a subordinate                         |

**Table 18 - O\*NET Survey Booklet Location**

| Element ID | Element Name          | Survey Item Number |
|------------|-----------------------|--------------------|
| 1.A.1.a.1  | Oral Comprehension    | AB01               |
| 1.A.1.a.2  | Written Comprehension | AB02               |
| 1.A.1.a.3  | Oral Expression       | AB03               |