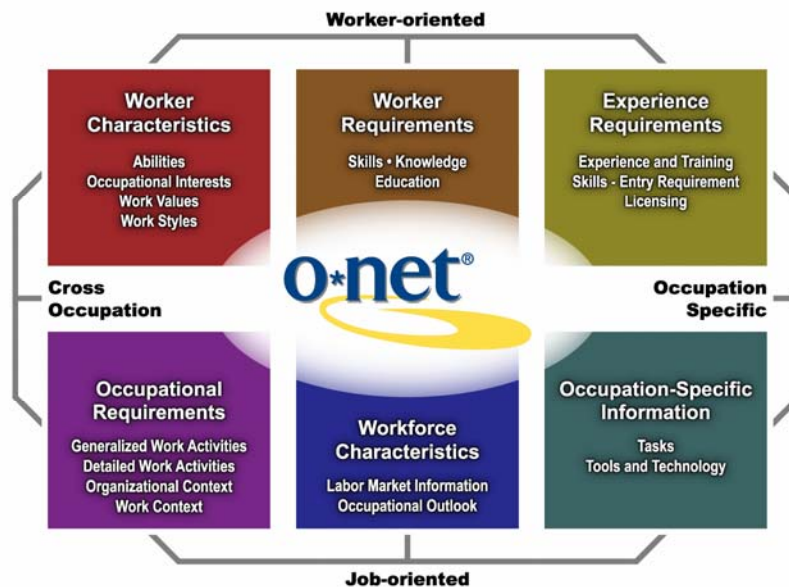# The O*NET® Content Model

Summary Outline

The Content Model is the conceptual foundation of O*NET. The Content Model provides a framework that identifies the most important types of information about work and integrates them into a theoretically and empirically sound system.

The Content Model was developed using research on job and organizational analysis. It embodies a view that reflects the character of occupations (via job-oriented descriptors) and people (via worker-oriented descriptors). The Content Model also allows occupational information to be applied across jobs, sectors, or industries (cross-occupational descriptors) and within occupations (occupational-specific descriptors). These descriptors are organized into six major domains, which enable the user to focus on areas of information that specify the key attributes and characteristics of workers and occupations.

Worker Characteristics — enduring characteristics that may influence both work performance and the capacity to acquire knowledge and skills required for effective work performance.

- **Abilities** — Enduring attributes of the individual that influence performance
- **Occupational Interests** — Preferences for work environments. Occupational Interest Profiles (OIPs) are compatible with Holland's (1985, 1997) model of personality types and work environments.
- **Work Values** — Global aspects of work composed of specific needs that are important to a person's satisfaction. Occupational Reinforcer Patterns (ORPs) are based on the Theory of Work Adjustment (Dawis & Lofquist, 1984).
- **Work Styles** — Personal characteristics that can affect how well someone performs a job.

Worker Requirements — descriptors referring to work-related attributes acquired and/or developed through experience and education.

- **Basic Skills** — Developed capacities that facilitate learning or the more rapid acquisition of knowledge
- **Cross-Functional Skills** — Developed capacities that facilitate performance of activities that occur across jobs
- **Knowledge** — Organized sets of principles and facts applying in general domains
- **Education** — Prior educational experience required to perform in a job

Experience Requirements — requirements related to previous work activities and explicitly linked to certain types of work activities.

- **Experience and Training** — If someone were being hired to perform this job, how much of the following would be required?
- **Basic Skills - Entry Requirement** — Entry requirement for developed capacities that facilitate learning or the more rapid acquisition of knowledge
- **Cross-Functional Skills - Entry Requirement** — Entry requirement for developed capacities that facilitate performance of activities that occur across jobs
- **Licensing —** Licenses, certificates, or registrations that are awarded to show that a job holder has gained certain skills. This includes requirements for obtaining these credentials, and the organization or agency requiring their possession.

Occupation-Specific Information — variables or other Content Model elements of selected or specific occupations.

- **Tasks** — Occupation-Specific Tasks
- **Tools and Technology** — Machines, equipment, tools, software, and information technology workers may use for optimal functioning in a high performance workplace.

Workforce Characteristics — variables that define and describe the general characteristics of occupations that may influence occupational requirements.

- **Labor Market Information** — Current labor force characteristics of occupations
- **Occupational Outlook** — Future labor force characteristics of occupations

Occupational Requirements — a comprehensive set of variables or detailed elements that describe what various occupations require.

- **Generalized Work Activities** — General types of job behaviors occurring on multiple jobs
- **Detailed Work Activities** — Detailed types of job behaviors occurring on multiple jobs
- **Organizational Context** — Characteristics of the organization that influence how people do their work
- **Work Context** — Physical and social factors that influence the nature of work