

Work Needs July 2011

Introduction

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

O*NET-SOC 2010 taxonomy

Note: These files are based on the O*NET-SOC 2010 taxonomy, which is used by O*NET database releases 15.1 and later. If you use these files with O*NET 15.0 or earlier, you may notice differences in occupational codes and titles. For more information about the O*NET-SOC 2010 taxonomy, and supplemental files compatible with earlier O*NET databases, please visit the O*NET Resource Center at <http://www.onetcenter.org>.

File Structure

Each file in the Work Needs package 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. A description and data example for each file are also included.

The data types specified in the file structures are ANSI (American National Standards Institute) compliant. The following data types are used in this document:

Character:	fixed-length character string
Character Varying:	varying-length string
Integer:	whole number
Float:	floating point number

Each file contains tab delimited fields in the above data types.

Content Model Reference

Purpose: Provide Work Values and Work Needs elements from the O*NET Content Model.

File Name: Content Model Reference.txt

Structure and Description:

Column	Type	Column Content
Element ID	Character Varying(20)	Content Model outline position
Element Name	Character Varying(150)	Content Model element name
Description	Character Varying(1500)	Content Model element description

This file contains a subset of the Content Model published in the O*NET database. The ID and name of each content model element representing a Work Need is included. Also included are the higher-level Work Values, under which Work Needs are categorized.

The file contains 3 tab delimited fields, identified using the column names provided above. The 3 fields are represented by one row. There are a total of 31 rows of data in this file.

Data Example:

Element ID	Element Name	Description
1.B.2.a	Achievement	Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
1.B.2.a.1	Ability Utilization	Workers on this job make use of their individual abilities.
1.B.2.a.2	Achievement	Workers on this job get a feeling of accomplishment.

Occupation Reference

Purpose: Provide codes, titles, and descriptions from the O*NET-SOC taxonomy.

File Name: Occupation Reference.txt

Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	Character(10)	O*NET-SOC code
Title	Character Varying(150)	O*NET-SOC title
Description	Character Varying(1000)	O*NET-SOC description

This file provides a subset of O*NET-SOC occupations from the O*NET database. The occupations listed in this file have Work Needs ratings.

The file contains 3 tab delimited fields, identified using the column names provided above. The 3 fields are represented by one row. There are a total of 739 rows of data in this file.

Data Example:

O*NET-SOC Code	Title	Description
11-1011.00	Chief Executives	Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.
11-2011.00	Advertising and Promotions Managers	Plan, direct, or coordinate advertising policies and programs or produce collateral materials, such as posters, contests, coupons, or give-aways, to create extra interest in the purchase of a product or service for a department, an entire organization, or on an account basis.
11-2021.00	Marketing Managers	Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.

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	Character Varying(3)	Scale ID
Scale Name	Character Varying(50)	Scale Name
Minimum	Integer(1)	Scale Minimum
Maximum	Integer(3)	Scale Maximum

This file contains the Scale information by which the raw values are measured. All Work Needs ratings are measured on a single scale, Extent.

The file contains 4 tab delimited fields, identified using the column names provided above. The 4 fields are represented by one row. There is 1 row of data in this file.

Data Example:

Scale ID	Scale Name	Minimum	Maximum
EN	Extent	1	5

Work Needs

Purpose: Provide a mapping of O*NET-SOC occupations to Work Needs ratings.

File Name: Work Needs.txt

Structure and Description:

Column	Type	Column Content
O*NET-SOC Code	Character(10)	O*NET-SOC code
Element ID	Character Varying(20)	Work Need outline position in the Content Model
Element Name	Character Varying(150)	Work Need name
Scale ID	Character Varying(3)	Scale used as the basis for rating
Data Value	Float(5,2)	Rating associated with the O*NET-SOC occupation
Date	Character(7)	Date when data was updated
Domain Source	Character Varying(30)	Source of the data

This file contains the Content Model Work Needs data associated with each O*NET-SOC occupation. The Element ID, O*NET-SOC Code, and Scale ID columns can be referenced to the Content Model Reference, Occupation Reference, and Scale Reference files, respectively.

The file contains 7 tab delimited fields, identified using the column names provided above. The 7 fields are represented by one row. There are a total of 15,519 rows of data in this file.

Data Example:

O*NET-SOC Code	Element ID	Element Name	Scale ID	Data Value	Date	Domain Source
11-1011.00	1.B.2.b.1	Activity	EN	4.31	06/2006	Analyst
11-1011.00	1.B.2.b.2	Independence	EN	3.00	06/2006	Analyst
11-1011.00	1.B.2.b.3	Variety	EN	4.00	06/2006	Analyst