## Appendix D: Publications Referencing the O\*NET Data Collection Program

## Appendix D: Publications Referencing the O\*NET Data Collection Program

- Aamodt, M.G. (2004). *Applied Industrial/Organizational Psychology* (4th ed.). Belmont, CA: Thomson Brooks/Cole.
- Abel, J. R., & Gabe, T. M. (2008, July). Human capital and economic activity in urban America. *Federal Reserve Bank of New York Staff Reports*, 332.
- Achtelik, L., Davis, M., Hax, L., Peters, J., Rose, C., & Taylor, J. (2003, May). Help wanted: Making a difference in health care part 2. California Employment Development Department, Labor Market Information Division, Information Services Group, Occupational Research Unit. Retrieved January 23, 2008, from http://www.calmis.ca.gov/file/occmisc/HelpWanted-Part2.pdf
- Achtelik, L., Davis, M., Hax, L., Peters, J., Rose, C., & Taylor, J. (2003, May). Help wanted: Making a difference in health care part 3. California Employment Development Department, Labor Market Information Division, Information Services Group, Occupational Research Unit. Retrieved January 23, 2008, from http://www.calmis.ca.gov/file/occmisc/HelpWanted-Part3.pdf
- Achtelik, L., Davis, M., Hax, L., Peters, J., Rose, C., Taylor, J., et al. (2003, May). Help wanted: Making a difference in health care part 1. California Employment Development Department, Labor Market Information Division, Information Services Group, Occupational Research Unit. Retrieved January 23, 2008, from http://www.calmis.ca.gov/file/occmisc/HelpWanted-Part1.pdf
- ACT. (2006). Ready for College and Ready for Work: Same or Different? Retrieved May 30, 2007, from http://www.act.org/path/policy/pdf/ReadinessBrief.pdf
- ACT. (2007) *WorkKeys Fit Assessment User and Technical Guide*. Retrieved February 23, 2010 from http://www.act.org/workkeys/assess/pdf/FitUserGuide.pdf.
- ACT. (2011). External Review Addresses Validity of ACT's WorkKeys Program for Use in Selection. Retrieved April 26, 2011 from http://www.act.org/workkeys/validity.html
- ACT. (n.d.). WorkKeys [O\*NET database]. Retrieved January 2, 2008, from http://www.act.org/workkeys/index.html
- ACTE Association for Career and Technical Education. (n.d.) Career links for students. [Link to O\*NET career tools] Retrieved January 12, 2009, from http://www.acteonline.org/content.aspx?id=1818&terms=O\*NET.

- Advisory Panel for the Dictionary of Occupational Titles. (1993). *The new DOT: A database of occupational titles for the twenty-first century (final report)*. Washington, DC: U.S. Department of Labor, Employment and Training Administration.
- Alaska Career Information System. (n.d.) [O\*NET database and career tools]. Retrieved March 3, 2010 from http://akcis.intocareers.org/.
- Allen, M. T., Tsacoumis, S., & McCloy, R.A. (2011). *Updating occupational ability profiles with O\*NET content model descriptors*. Alexandria, VA: Human Resources Research Organization. Retrieved April 19, 2011 from http://www.onetcenter.org/reports/UpdateOAP.html
- Altermann, T., Grosch, J., Xiao, C., Chrislip, D., Petersen, M., & Krieg, E., et al. (2008). Examining associations between job characteristics and health: Linking data from the Occupational Information Network (O\*NET) to two U.S. national health surveys. *Journal of Occupational and Environmental Medicine*, 50(12), 1401-1413.
- American Association of Retired Persons. (2008). Assessing yourself to get your next job [O\*NET Career Exploration Tools]. Retrieved January 2, 2008, from the AARP Web site: http://www.aarp.org/money/careers/choosecareer/assesment/a2004-04-22-assessingyourself.html
- American Foundation for the Blind. (n.d.). AFB CareerConnect [O\*NET database]. Retrieved January 2, 2008, from http://www.afb.org/Section.asp?SectionID=7
- American Foundry Society. (n.d.). Human resources links [links to O\*NET Resource Center]. Retrieved January 2, 2008, from http://www.afsinc.org/content/view/122/
- Anderson, C. L. (2007) Comparative evidence or common experience: When does "substantial limitation" require substantial proof under the Americans with Disabilities Act? 57 American University Law Review, 409.
- Anderson, L. (2009). *Uses of O\*NET in human resource management*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/anderson%20power%20point.pdf
- Anderson, L., Morath, L., Light, E., & Wilken, J. A. (2004). Estimating the dollar utility of changes in job performance due to seasonal allergic rhinitis and its treatment. *Human Performance*, *17*(1), 43–69.
- Anderson, L., Oppler, S. H., & Rose, A. (2006). Estimating the dollar costs of productivity losses due to illness: An application of O\*NET. In R. C. Kessler & P. E. Stang (Eds.), *Health and work productivity: Making the business case for quality health care* (pp. 120-141). Chicago, IL: University of Chicago Press.
- Andreassi, J. K., Thompson, C.A. (2007). Dispositional and situational sources of control; Relative impact on work-family conflict and positive spillover. Journal of Managerial Psychology, 22, 722.

- Anthoney, S. F. & Armstrong, P. I. (2010). Individuals and environments: Linking ability and skill ratings with interests. *Journal of Counseling Psychology*, 57 (1), 36-51.
- Archambault, C. A. A., Felker, D., & Rivkin, D. (2000). *O\*NET Work Importance Profiler user's guide*. Raleigh, NC: National Center for O\*NET Development.
- Arizona State University Center for Research on Education in Science, Mathematics, Engineering, and Technology (CRESMET). (2007). O\*NET tools [O\*NET Career Exploration Tools]. Retrieved January 2, 2008, from http://vcc.asu.edu/o\_net/index.shtml.
- Armstrong, P. I., & Rounds, J. (in press). Integrating individual differences in career assessment: The atlas model and Strong Ring. *Career Development Quarterly*.
- Armstrong, P. I., Allison, W., & Rounds, J. (in press). Development and initial validation of brief public domain RIASEC marker scales. *Journal of Vocational Behavior*.
- Armstrong, P. I., Allison, W., & Rounds, J. (2008). Development and initial validation of brief public domain RIASEC marker scales. *Journal of Vocational Behavior*. 73, 287-299.
- Armstrong, P. I., Smith, T. J., Donnay, D. A. C., & Rounds, J. (2004). The strong ring: A basic interest model of occupational structure. *Journal of Counseling Psychology*, 51(3), 299–213.
- Armstrong, P. I., Day, S. X., McVay, J. P., & Rounds, J. (2008). Holland's RIASEC Model as an Integrative Framework for Individual Differences. *Journal of Counseling Psychology, Vol. 55 n1*, (1-18).
- Ashley, G., James, J., Young, M., Yurkovich, J. M., & Reiter-Palmon, R. (2007, April). *Task skill/ability linkage reliability using O\*NET taxonomy*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Association for Career and Technical Education (ACTE). (n.d.). NC Career Outlook. [O\*NET OnLine and O\*NET Interest Profiler.] Retrieved August 28, 2008, from http://www.nccareeroutlook.com/interest/.
- ASVAB (Armed Services Vocational Aptitude Battery) Career Exploration Program. (n.d.) U.S. Department of Defense. Retrieved April 23, 2010 from http://www.asvabprogram.com/.
- Aviator, Valpar International Corporation (n.d.). [O\*NET database]. Retrieved July 26, 2008, from www.valparint.com/index.htm.
- AzCIS. (n.d.) Arizona Department of Education. [O\*NET database and career tools]. Retrieved February 25, 2010 from http://azcis.intocareers.org/.
- Baldwin, T., Bommer, B., & Rubin, R. (2007). *Developing management skills: What great managers know and do.* New York: McGraw-Hill/Irwin.

- Bernard, T. S. (2010, August 25). Making Career Development Pay. *The New York Times*. Retrieved August 27, 2010 from http://www.nytimes.com/2010/08/26/education/26TUITION.html.
- Berzofsky, M., Welch, B., Williams, R., & Biemer, P. (2008). *Using a model-aided sampling paradigm instead of a traditional sampling paradigm in a nationally representative establishment survey.*Research Triangle Park: NC: RTI Press.
- Bimler, D., Batra, P., & Kirkland, J. (2009). Mapping occupations into vocational interests: Two case studies. *New Zealand Journal of Psychology*, 38.
- Blinder, A. S. (2007). *How many U.S. jobs might be offshorable?* (Working Paper No. 142). Princeton, NJ: Princeton University Center for Economic Policy Studies.
- Bobko, P., Roth, P. L. & Buster, M. A. (2008). A systematic approach for assessing the currency ("upto-dateness") of job analytic information. *Public Personnel Management*, *37*, 261–277.
- Boese, R. & Lewis, P. (2001, October). Combining original "analyst" O\*NET Skill Questionnaire constructs to form more general constructs for the revised Incumbent Questionnaire. Raleigh, NC: National Center for O\*NET Development.
- Boese, R., Lewis, P., Frugoli, P., & Litwin, K. (2001, October). *Summary of O\*NET 4.0 Content Model and database*. Raleigh, NC: National O\*NET Consortium.
- Borman, W. C., Fleishman, E. A., Jeanneret, P. R., Mumford, M. D., & Peterson, N. G. (2003, April). M. Scott Myers Award for Applied Research in the Workplace: O\*NET perspectives: The midwives' views. Award presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Borman, W. C., Hanson, M. A., & Hedge, J. W. (1997). Personnel selection. *Annual Review of Psychology*, 48, 299-337.
- Borman, W.C. (1996). The Occupational Information Network: An updated Dictionary of Occupational Titles. *Military Psychology*, (8)3, p. 263-265.
- Boutin, D. L. (2010). Occupational outcomes for vocational rehabilitation consumers with hearing impairments. *The Journal of Rehabilitation*, 76.
- Bowen, C. C. (2003). A case study of a job analysis. *Journal of Psychological Practice*, 8(1), 46–55.
- Brannick, M. T., Levine, E. L., & Morgeson, F. P. (2007). *Job analysis: Methods, research, and applications for human resource management* (2nd ed.). Thousand Oaks, CA: Sage Publications.
- Breeding, R. R. (2005). Vocational rehabilitation and sudden onset disability: Advancing proprietary consumer involvement through improved vocational assessment. *Journal of Vocational Rehabilitation*, 22(3), 131–141.

- Bridges Transitions. (n.d.). Florida Department of Education Choices Planner. [O\*NET database and career tools]. Retrieved August 21, 2009, from https://access.bridges.com/choices/DisplayHome.do
- Bridges Transitions. (n.d.). Products—High school: Education and career planning [O\*NET Interest Profiler, Work Importance Locator, Ability Profiler, Spanish Interest Profiler]. Retrieved January 2, 2008, from http://www.bridges.com/us/prodnserv/educareerplan\_hs.html.
- Brown, D. (2002). Career Choice and Development. San Francisco: Jossey-Bass.
- Brown, D. (2003). *Career information, career counseling, and career development* (8th ed.). Needham Heights, MA: Allyn & Bacon.
- Brown, M. L., Sandal, D., & Reiter-Palmon, R. (2002, April). *Defining Work with Fidelity: O\*NET-Centric Navy IT Worker Requirements*. Paper presented at the Society for Industrial/Organizational Psychology, Toronto, Canada.
- Brown, S. D. & Lent, R. W. (2004). *Career development and counseling: Putting theory and research to work.* Hoboken, NJ: Wiley.
- BrowseCareers.com. (n.d.) [O\*NET database]. Retrieved June 2, 2010 from http://browsecareers.com/.
- Bublitz, S. T. (2007, April). *Using adaptive assessments to improve job placement*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Bublitz, S. T. (2007, April). *Using O\*NET for Adaptive Career Assessments*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Business & Legal Reports. (n.d.). HR.BLR.com [O\*NET database]. Retrieved January 2, 2008, from http://hr.blr.com/tour.aspx?view=jdm.
- Butler, S. (2009). *Improving the usability of O\*NET*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/O\_NET\_scott\_butler\_presentation.pdf.
- Byrum, C. N. & Tsacoumis, S. (2005, November). *O\*NET Analyst Occupational Abilities Ratings: Analysis Cycle 4 Results*. Alexandria, VA: Human Resources Research Organization.
- Byrum, C. N. & Tsacoumis, S. (2006, May). *O\*NET Analyst Occupational Abilities Ratings: Analysis Cycle 5 Results*. Alexandria, VA: Human Resources Research Organization.
- California Career Zone. (n.d.). [O\*NET Interest Profiler and Work Importance Profiler]. Retrieved January 2, 2008, from http://www.cacareerzone.org/

- California Labor Market Info Career Information. (n.d.). California Employment Development Department. [O\*NET database and career tools]. Retrieved February 26, 2010 from http://www.labormarketinfo.edd.ca.gov/.
- California Post Secondary Education Commission School To Employment Pathways System (STEPS) (n.d.) [O\*NET OnLine]. Retrieved June 25, 2008, from www.cpec.ca.gov/Accountability/StepsResults.asp?CIP=32.
- Calig, J. & Ewald, K. (2009). *O\*NET and workforce development: Assessing oportunities*. Paper prepared for the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 10, 2010 from http://www7.nationalacademies.org/cfe/Ewald%20Power%20Point.pdf.
- Campbell, J. P. & Knapp, D. J. (2001). *Exploring the Limits of Personnel Selection and Classification*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Campbell, J. P. (2001, October). Protocol for matching O\*NET Work Context Questionnaire item response scale values between the original "analyst" form and the revised incumbent form. Raleigh, NC: National Center for O\*NET Development.
- Campion, M. A. & Mumford, M. D. (2003, April). *How to use O\*Net to do a job analysis*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Career Compass: Tools to Navigate, Human Resources at UC Berkeley. (n.d.). Retrieved June 16, 2008, from http://careercompass.berkeley.edu/index.html.
- Career Connections. (n.d.). University of Hawaii Community Colleges. [O\*NET database]. Retrieved March 1, 2010 from http://careerconnections.hawaii.edu/career\_connections/gallery.php.
- Career Consulting Corner. (n.d.). O\*NET dictionary assessment package. [O\*NET Interest Profiler, Work Importance Locator, and O\*NET database]. Retrieved August 1, 2007, from http://www.careercc.com/shopmall/html/ONET\_dictionary\_assessment\_package.shtml
- Career Edge System. (n.d.). [O\*NET database and career tools]. Retrieved March 18, 2010 from http://www.careeredgesystem.com/careeredgesystem/home.asp.
- Career Kokua, Research and Statistics, Department of Labor & Industrial Relations, State of Hawai'i. (n.d.). Kokua: The Hawai'i Career Information Delivery System. [O\*NET database and career tools]. Retrieved January 2, 2008, from http://www.careerkokua.org/
- Career Planner.com. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.careerplanner.com/.
- Career Trees: Interactive maps representing career pathways in various industries in Snohomish County, WA. (n.d.). [O\*NET OnLine] Retrieved August 19, 2008, from http://careertrees.org/about/index.html.

- CareerDNA. (n.d.) [O\*NET database] Retrieved February 3, 2010 from http://www.careerdna.net/static/home
- CareerEdgeSystem.com. (n.d.). [O\*NET data]. Retrieved October 1, 2007, from http://careeredgesystem.com/careeredgesystem/home.asp.
- CareerLinkNYC. (n.d.). [O\*ONET OnLine] Retrieved January 4, 2009, from http://www.careerlinknyc.com/.
- CareerOneStop. (n.d.) Competency Model Clearinghouse. [O\*NET database]. Retrieved September 23, 2008, from http://www.careeronestop.org/CompetencyModel/careerpathway/CPWReviewSamplePaths.aspx.
- CareerOneStop. (n.d.) Green careers. Retrieved April 23, 2010 from http://www.careeronestop.org/GreenCareers/GreenCareers.aspx.
- CareerOneStop. (n.d.). Tools and Technology. [O\*NET database]. Retrieved February 3, 2010 from http://www.careerinfonet.org/tools/default.aspx
- CareerPath. (n.d.) CareerBuilder. [O\*NET database and career tools] Retrieved February 25, 2010 from http://www.careerpath.com/.
- careers.org. (n.d.). [O\*NET database]. Retrieved September 29, 2009 from http://www.careers.org/.
- CareerZone Pennsylvania. (n.d.) [O\*NET database and career tools]. Retrieved September 22, 2010 from http://pacareerzone.org/home.jsf.
- CareerZone. (n.d.) New York State Department of Labor. [O\*NET database and career tools]. Retrieved February 25, 2010 from http://www.nycareerzone.org/.
- Carnevale, A. P. (2007). All One System The Promise of O\*NET. In N. Hoffman, M. S. Miller, J. Vargas, & A. Venezia (Eds.), *Minding the Gap: Why Integrating High School with College Makes Sense and How to Do It* (pp. 87-91). Cambridge, MA: Harvard Education Press.
- Carter, G. W., Dorsey, D. W., & Incalcaterra, K. A. (2001, December). *O\*NET and information technology occupations* (Tech. Rep. No. 394). Arlington, VA: Personnel Decisions Research Institutes.
- Carter, G. W., Dorsey, D. W., & Johnson, J. W. (2003, April). *Linking O\*NET descriptors to occupational aptitudes using job component validation*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Carter, G. W., Dorsey, D. W., & Niehaus, J. W. (2004, April). The use of transactional data in occupational analysis: Textmining of on-line job listings. In J. M. Ford (Chair), *Automated text analysis in I/O psychology: Research to practice*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.

- Carter, G. W., Dorsey, D. W., Incalcaterra, K. A., & Wasserman, M. E. (2002, April). O\*NET and IT occupations. In R. J. Vance (Chair), *Describing IT jobs/occupations: Challenges, approaches, and implications for occupational analysis*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto.
- Casio, J. (2004). Career Pathways Handbook. Victoria, British Columbia, Canada: Trafford.
- CDM Internet. (n.d.). Pearson. [O\*NET database]. Retrieved March 3, 2010 from http://psychcorp.pearsonassessments.com/HAIWEB/Cultures/en-us/Productdetail.htm?Pid=Pa\_CDM-Internet&Mode=summary.
- Cengage Learning. (n.d.) Career Transitions. [O\*NET Interest Profiler]. Retrieved February 2, 2010 from http://www.gale.cengage.com/careertransitions/
- Central Michigan University. (2004). Leadership competency model [O\*NET database]. Retrieved January 2, 2008, from http://www.chsbs.cmich.edu/leader\_model/model.htm
- Centris Partners. (n.d.). Guidance Direct. [O\*NET Interest Profiler]. Retrieved January 2, 2008, from http://www.guidancedirect.com/NonMembers/Features.asp.
- Chang, A., Moley, K., Wangler, M., Feinberg, A., & DeBaun, M. (2005). Association between Beckwith-Wiedemann syndrome and assisted reproductive technology: A case series of 19 patients. *Fertility and Sterility*, 83(2), 349–354.
- Chartrand, J., & Yang, Z. (2009, April). Utility and validity of O\*NET's work styles taxonomy. In M. Rose (Chair), *Exploring the validity and utility of the O\*NET*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- CheckoutCareers.com. (n.d.) [O\*NET database] Retrieved March 31, 2009, from http://www.checkoutcareers.com/.
- Cheung, L.C., Tsang, H. W. & Tsui, C. U. (2006). A job-specific social skills training program for people with severe mental illness: A case study for those who plan to be a security guard. *The Journal of Rehabilitation*, 72.
- Christiansen, N. D., & Tett, R. P. (2008). Toward a better understanding of the role of situations in linking personality, work behavior, and job performance. *Industrial and Organizational Psychology*, *1*, 312-316.
- Chuang, A. & Sackett, P. R. (2005). The perceived importance of person-job fit and person-organization fit between and within interview stages. *Social Behavior & Personality: An International Journal*, 33(3), 209-225.
- Church, A. H., Waclawski, J. & McPhail, S. M. (2007). *Alternative validation strategies: Developing new and leveraging existing validity evidence*. San Francisco, CA: Wiley.

- Cifuentes, M. (2006). Socioeconomic status and psychosocial working conditions in healthcare workers. Dissertation Abstracts International: Section B: The Sciences and Engineering. 67(6-B), 3071.
- Clark, C. L., (2002). Factor structures of the O\*NET occupational descriptors. Unpublished Master's thesis, North Carolina State University, Raleigh, NC.
- Clark, H. (2009). *TORQ*<sup>TM</sup> and the Indiana Department of Workforce Development. Paper provided to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/clark-torq%20paper.pdf.
- CNMI Department of Labor. (n.d.). Commonwealth of the Northern Mariana Islands. [O\*NET database]. Retrieved February 8, 2011 from http://www.marianaslabor.net/.
- Cochran, C. C., Carter, G. W., & Dorsey, D. W. (2003, July). Identifying career paths: A review of the literature (Tech. Rep. No. 435). Minneapolis, MN: Personnel Decision Research Institutes, Inc.
- Colorado State University, Department of Psychology. (n.d.) The Virtual Workforce Assessment Network. [O\*NET database and career tools.] Retrieved December 3, 2009 from http://www.csuvwan.org/
- Colquitt, J., LePine, J., & Wesson, M. (2007). *Organizational Behavior*. Burr Ridge, IL: McGraw-Hill Higher Education.
- Converse, P. D., & Oswald, F. L. (2004). The effects of data type of job classification and its purposes. *Psychological Science*, 46(1), 99–127.
- Converse, P. D., Oswald, F. L., Gillespie, M. A., Field, K. A., & Bizot, E. B. (2004). Matching individuals to occupations using abilities and the O\*NET: Issues and an application in career guidance. *Personnel Psychology*, *57*(2), 451–487.
- Corporate Gray Online. (n.d.). [O\*NET database]. Retrieved February 26, 2010 from http://www.corporategray.com/static/career\_advice.
- Cronshaw, S., Fine, S., Fleishman, E., Hakel, M., Harvey, R., & Quinones, M. (2004, April). *Things, data, and people: Fifty years of a seminal theory*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Crossroads Counseling and Career Consultation Center. (n.d.). [MyNextMove]. Retrieved March 14, 2011 from http://crossroadsindy.com/job-search-and-career-search-articles/how-to-use-my-next-move-a-free-resource-to-focus-your-career-search.
- Crouter, A. C., Lanza, S. T., Pirretti, A., Goodman, W. B., & Neebe, E. (2006). The O\*Net Jobs Classification System: A Primer for Family Researchers. *Family Relations*, *55*(4), 461-472.

- Crouter, A. C., Lanza, S. T., Pirretti, A., Goodman, W. B., & Neebe, E. (2006). The O\*Net jobs classification system: A primer for family researchers. *Family Relations: Interdisciplinary Journal of Applied Family Studies*, 55(4), 461–472.
- Cully, M. (2003). *Pathways to knowledge work*. Kensington Park, SA, Australia: NCVER.
- Cunningham, J. W. (1996). Generic job descriptors: A likely direction in occupational analysis. *Military Psychology*, 8(3) 247-262.
- Cuozzo, L. (2001). Labor market trends for technology-focused occupations and career fields: Implications for high school/high tech program operators. The National Collaborative on Work and Disability. Retrieved January 7, 2008, from http://www.ncwd-youth.info/assets/info\_briefs/infobrief\_issue2.pdf
- Data Frenzy. (n.d.) Gadball.com. [O\*NET database]. Retrieved February 3, 2010 from http://www.gadball.com/
- D'Egidio, E. L. (2002). Building a job component validity model using job analysis data from the occupational information network. Dissertation Abstracts International: Section B: The Sciences and Engineering. 62(11-B), 5416.
- DeLuca, D. & Hirsh, W. (2009, March). *Comments on the Occupational Information Network (O\*NET)*. Letter from the Workforce Sciences Group at Mercer to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from <a href="http://www7.nationalacademies.org/cfe/mercer%20associates%20comments%20on%20onet.pdf">http://www7.nationalacademies.org/cfe/mercer%20associates%20comments%20on%20onet.pdf</a>.
- Deng, C. P., Armstrong, P. I., & Rounds, J. (2007). The fit of Holland's RIASEC model to U.S. occupations. *Journal of Vocational Behavior*, 71(1), 1–22.
- Dickter, D. N. (2005) A validity transport procedure using O\*NET job analysis information. Paper presented at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles.
- Diefendorff, J. M., Richard, E. M., & Croyle, M. H. (2006). Are emotional display rules formal job requirements? Examination of employee and supervisor perceptions. Journal of Occupational and Organizational Psychology, 79, 273 299.
- Diefendorff, J. M., Richard, E. M., & Gosserand, R. H. (2006). Examination of situational and attitudinal moderators of the hesitation and performance relation. *Personnel Psychology*, *9*(2), 36-393.
- Dierdorff, E. (2009). *Improving O\*NET: Perspectives on the content model*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/o\_net\_erich\_dierdorff\_presentation.pdf

- Dierdorff, E. C. & Ellington, J. K. (2008). It's the nature of work: Examining behavior-based sources of work-family conflict across occupations. *Journal of Applied Psychology*, 93(4), 883-892.
- Dierdorff, E. C. & Morgeson, F. P. (2009). Effects of descriptor specificity and observability on incumbent work analysis ratings. *Personnel Psychology*, 62(3), 601-628.
- Dierdorff, E. C. & Surface, E. A. (2008). If you pay for skills, will they learn? Skill change and maintenance under a skill-based pay system. *Journal of Management*, *34*(4), 721-743.
- Dierdorff, E. C., & Ellington, J. K. (2008). It's the nature of the work: Examining behavior-based sources of work-family conflict across occupations. *Journal of Applied Psychology*. *93*, 883-892.
- Dierdorff, E. C., & Morgeson, F. P. (2007). Consensus in work role requirements: The influence of discrete occupational context on role expectations. *Journal of Applied Psychology*, 92, 1228-1241.
- Dierdorff, E. C., & Rubin, R. S. (2007). Carelessness and discriminability in work role requirement judgments: Influences of role ambiguity and cognitive complexity. *Personnel Psychology*, 60, 597-625.
- Dierdorff, E. C., Drewes, D. W., Norton, J. J. (2006, March). *O\*NET Tools and Technology: A Synopsis of Data Development Procedures*. Raleigh, NC: North Carolina State University.
- Dierdorff, E. C., Norton, J. J., Drewes, D. W., Kroustalis, C. M., Rivken, D., & Lewis, P. (2009, February). *Greening of the world of work: Implications for O\*NET-SOC and new and emerging occupations*. National Center for O\*NET Development, Raleigh, NC. Retrieved December 15, 2009 from http://www.onetcenter.org/reports/Green.html.
- Dik, B. J., Hu, R. S., & Hansen, J. C. (2007). An empirical test of the Modified C Index and SII, O\*NET, and DHOC occupational code classifications. *Journal of Career Assessment*. 15, 279-300.
- Domene, J. F., Shapka, J. D. & Keating, D. P. (2006). Educational and career-related help-seeking in high school: An exploration of students' choices. *Canadian Journal of Counselling*, 40(3), 145-159.
- Donsbach, J., Tsacoumis, S., Sager, C., & Updegraff, J. (2003, August). *O\*NET analyst occupational abilities ratings: Procedures*. Alexandria, VA: Human Resources Research Organization.
- Dorman, R. (2009). *Manpower's use of O\*NET*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/dorman%20power%20point.pdf
- Dow Jones. (2008). CareerJournal.com: The Wall Street Journal executive career site. [O\*NET database]. Retrieved January 2, 2008, from http://www.careerjournal.com/reports/bestcareers/20060711-method.html.

- Dunn, P. (2001). Proprietary rehabilitation: Challenges and opportunities in the new millennium. *Work*, 17(2), 135–142.
- Dye, D., & Silver, M. (1999). The origins of O\*NET. In Peterson, N.G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., Fleishman, E. A. (Eds.), *An occupational information system for the 21st Century: The development of O\*NET*. APA Books.
- EarnMyDegree.com. (n.d.). [O\*NET database]. Retrieved March 31, 2009, from http://www.earnmydegree.com/index.html.
- East Carolina University, Career Center. (2006, September). *The Quest, The ECU Student Career Newsletter*, 4(1). Retrieved January 5, 2009 from http://www.ecu.edu/e3careers/newsletter/StudentSept06.pdf.
- Economic Modeling Specialists, Inc. (EMSI). (2008, November) Iowa town reshapes its economy with data-focused plan, partnerships. Retrieved May 25, 2009 from http://www.economicmodeling.com/resources/650\_iowa-town-reshapes-its-economy-with-data-focused-plan-partnerships/
- Economic Modeling Specialists, Inc. (EMSI). (2008, September) Workforce data critical as Oklahoma town attracts solar cell plant. Retrieved May 25, 2009 from <a href="http://www.economicmodeling.com/resources/527\_workforce-data-critical-as-oklahoma-town-attracts-solar-cell-plant/">http://www.economicmodeling.com/resources/527\_workforce-data-critical-as-oklahoma-town-attracts-solar-cell-plant/</a>
- Economic Modeling Specialists, Inc. (EMSI). (2009, June) Analysis of green O\*NET-SOC clusters. Retrieved June 30, 2009 from http://www.economicmodeling.com/resources/1495\_analysis-of-green-onet-soc-clusters/
- Economic Modeling Specialists, Inc. (EMSI). Data Spotlight: The "shape" of occupations. Retrieved March 10, 2009 from http://www.economicmodeling.com/resources/1028\_data-spotlight-the-shape-of-occupations/.
- Education, Earnings and Decent Jobs. (2007). Editorial Projects in Education. Retrieved June 12, 2007, from http://www.edweek.org/media/ew/dc/2007/40jobs-zones.pdf.
- Eggerth, D. E., & Andrew, M. E. (2006). Modifying the C Index for use with Holland Codes of unequal length. *Journal of Career Assessment*. 14, 267-275.
- Eggerth, D. E., Bowles, S. M., Tunick, R. H., & Andrew, M. E. (2005). Convergent validity of O\*NET Holland code classifications. *Journal of Career Assessment*, 13(2), 150–168.
- elearning gurus. (n.d.). [Link to O\*NET career tools]. Retrieved November 3, 2008, from http://www.elearningyellowpages.com/blog/2008/10/100-free-self-assessment-tools-to-choose-your-college-major-and-career/.

- Elliott, S. W. (2007, May). *Projecting the impact of computers on work in 2030*. Presentation at the Workshop on Research Evidence Related to Future Skill Demands Center for Education, National Research Council, Washington, DC.
- EMSI JobFinder. (n.d.). [O\*NET database] Retrieved February 2, 2010 from http://www.emsijobfinder.com/
- Engelbrecht, H. (2001). Gender and the information work force: New Zealand evidence and issues. *Carfax Publishing Company*, 19(2), 135–145.
- Ewald, K. (2009). *O\*NET and workforce development: Assessing opportunities*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/ewald%20power%20point.pdf
- FAME. Finance Authority of Maine. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.famemaine.com/index.aspx.
- Farr, M. & Shatkin, L. (2005). 250 Best jobs through apprenticeships. Indianapolis, IN. JIST
- Farr, M. & Shatkin, L. (2006). *New guide for occupational exploration: Linking interests, learning and careers*. St. Paul, MN: JIST Publishing.
- Farr, M. & Shatkin, L. (2007). 150 best jobs for your skills. St. Paul, MN: JIST Publishing.
- Farr, M. & Shatkin, L. (2007). *O\*NET Dictionary of Occupational Titles: The definitive printed reference of occupational Information*. St. Paul, MN: JIST Publishing.
- Farr, M. & Shatkin, L. (2009) 300 Best Jobs Without a Four-Year Degree (3rd ed.). St. Paul, MN: JIST Publishing.
- Farr, M. & Shatkin, L. (2009). Best Jobs for the 21st Century (5th ed.). St. Paul, MN: JIST Publishing.
- Farr, M. (2004). The very quick job search. Indianapolis, IN: JIST Publishing.
- Farr, M. (2006). 300 best jobs without a 4-year degree. St. Paul, MN: JIST Publishing.
- Farr, M. (2007). Career and life explorer. St. Paul, MN: JIST Publishing.
- Farr, M., & Shatkin, L. (2006). 200 best jobs for college graduates. St. Paul, MN: JIST Publishing.
- Feser, E. J. (2003). What regions do rather than make: A proposed set of knowledge-based occupation clusters. *Urban Studies*, *40*(10), 1937–1958.
- Fichtenbaum, R. (2006). Labour market segmentation and union wage gaps. *Review of Social Economy*. 64, 387-423.

- Fichtenbaum, R. (2006). Labour market segmentation and union wage gaps. *Review of Social Economy*, 64(3), 387-420.
- Fiegerman, S. (2010, September 7). Gov't Launches Job Site for Unemployed. *Mainstreet*. Retrieved October 5, 2010 from http://www.mainstreet.com/article/career/employment/gov-t-launches-job-site-unemployed.
- Field, J. (2004). *Jobs for the sidewalk economist*. Lacey, WA: Washington State Employment Security Department, Labor Market and Economic Analysis.
- Field, T. M. (2002). Transferable skills analysis: A common sense approach. *Journal of Forensic Vocational Analysis*. (5), 29-40.
- Florida, R. (2010, December 9). What skills make cities rich? *The Atlantic*. Retrieved December 10, 2010 from http://www.theatlantic.com/business/archive/2010/12/what-skills-make-cities-rich/67744/.
- Florida, R., Mellander, C., Stolarick, K., & Ross, A. (2010, April). *Cities, skills and wages*. Martin Prosperity Research. Retrieved December 10, 2010 from http://research.martinprosperity.org/papers/Florida%20Mellander%20Stolarick%20Ross%20(20 10)%20Cities%20Skills%20and%20Wages.pdf
- Focus. (n.d.). [O\*NET data.] Retrieved June 17, 2008, from http://www.focuscareer.com/skills.cfm.
- Fontaine, M. A., & Millen, D. R. (2004). Understanding the benefits and impact of communities of practice and networks: Reviewing two perspectives on social learning. In P. Hildreth & C. Kimble (Eds.), *Knowledge networks: Innovation through communities of practice*. London: Idea Group.
- Ford, M. T., Wiggins, B., & Griepentrog, B. K. (2009, April). *Confirmatory factor analysis of O\*NET ratings*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Forstmeier, S. & Maercker, A. (2008). Motivational reserve: Lifetime motivational abilities contribute to cognitive and emotional health in old age. *Psychology and Aging*, 23 (4), 886-899.
- Freeman, J. A., & Hirsh, B. T. (2005). *College majors and the knowledge content of jobs*. Paper presented at the 2005 Society of Labor Economics Meetings, San Francisco.
- Frillman, S. A., Homan, S. R., Kochert, J. F., Tomavic, C. L., & Wilde, K. L. (2007, June). *Entry-level engineering professionals and product lifecycle management: A competency model.* Paper presented at the International Conference on Comprehensive Product Realization. Beijing, China.

- Froeschle, R. (2009). *O\*NET DWAs and market driven talent development model*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/froeschle%20power%20point.pdf.
- Gannon University, Career Development and Employment Services. (n.d.). [Link to O\*NET OnLine]. Retrieved June 17, 2008, from http://www.gannon.edu/depts/cdes/education.asp
- George, E. (2007). Interviewer accuracy across levels of structure in the employment interview.

  Dissertation Abstracts International: Section B: The Sciences and Engineering. 67(7-B), 4140.
- Georgia Career Information Center. (n.d.). [O\*NET skills data]. Occupational Supply Demand System (OSDS). Retrieved January 8, 2009, from http://occsupplydemand.org/.
- Georgia Department of Labor. (n.d.). Job seekers: Assessment links. [O\*NET Career Exploration Tools]. Retrieved January 2, 2008, from http://www.dol.state.ga.us/js/assessment\_link.htm
- Getz, P. & Sommers, D. (2010). *Bureau of Labor Statistics Green Jobs Initiative*. PowerPoint presentation on the Web, March 17, 2010. Workforce<sup>3</sup> One.
- Gibson, S. G., Harvey, R. J., & Harris, M. L. (2007). Holistic versus decomposed ratings of general dimensions of work activity. *Management Research News*, *30*, 724-734.
- Gibson, S. G., Harvey, R. J., & Quintela, Y. (2004, April). *Holistic versus decomposed ratings of general dimensions of work activity*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Gillie, S., & Isenhour, M. G. (2005). *The educational, social, and economic value of informed and considered career decisions. America's Career Resource Network Association, Alexandria, VA.* Retrieved January 2, 2008, from Encourage Services Web site: http://esi.cc/iccd/iccd\_update\_2005.pdf.
- Goldhaber, D., & Player, D. (2003, April). What different benchmarks suggest about how financially attractive it is to teach in public schools (Tech. Rep. No. TC-03-01). Madison, WI: Consortium for Policy Research in Education.
- Gómez-Pérez, A., Ramírez, J., and Villazón-Terrazas, B. (2007). An ontology for modeling human resources management based on standards in Knowledge-Based Intelligent Information and Engineering Systems, 11th International Conference, KES 2007, XVII Italian Workshop on Neural Networks, Vietri sul Mare, Italy, September 12-14, 2007. Proceedings, Part I. Retrieved 6-16-08 from www.springerlink.com/index/v40n000l70682128.pdf
- Goodman, W. B., Crouter, A. C., Lanza, S. T. & Cox, M. J. (2008). Paternal work characteristics and father-infant interactions in low-income, rural families. *Journal of Marriage and Family*, 70(3), 640-653.

- Goodwill Southern California, WorkSource Center. (n.d.). [O\*NET OnLine]. Retrieved September 11, 2008, from http://www.goodwillsocal.org/whatweoffer/jobseekers.
- Gore, P. A., Jr., & Hitch, J. L. (2005). Occupational classification and sources of occupational information. In S. D. Brown & R. W. Lent (Eds.), Career development and counseling: Putting theory and research to work. Hoboken, NJ: Wiley.
- Grandey, A. A., Kern, J. H., & Frone, M. R. (2007). Verbal abuse from outsiders versus insiders: Comparing frequency, impact on emotional exhaustion, and the role of emotional labor. *Journal of Occupational Health Psychology*, 12, 63-79.
- Graybill, B. (2009). *Occupational skills and the workforce*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/graybill%20power%20point.pdf.
- Graybill, B. (2009). *Uses of O\*NET by state of California--January 2009*. Document provided to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/graybill%20current%20uses%20paper.pdf
- Green, K. (2004). [Review of the O\*NET Career Values Inventory: Based on the O\*NET Work Importance Locator developed by the U.S. Department of Labor]. In Spies, R. A. & Plake, B. S. (Eds.), The sixteenth mental measurements yearbook. Accession Number 16182924.
- Groe, G. M., Pyle, W. & Jamrog, J. J. (1996). Information technology and HR. *Human Resource Planning*, 19, 56-61.
- Grotto, A. R. & Lyness, K. S. (2010). The cost of today's jobs: Job characteristics and organizational supports as antecedents of negative spillover. *Journal of Vocational Behavior*, 76 (3), 395-405.
- Grusky, D. B., & Weeden, K. A. (2001). Decomposition without death: A research agenda for a new class analysis. *Taylor & Francis AS*, 44(3), 203–218.
- Guion, R. M. (1998). Assessment, Measurement and Prediction for Personnel Decisions. Mahwah, New Jersey: Lawrence Erlbaum Associates.
- Gustafson, S. B. & Rose, A. (2003). Investigating O\*NET's suitability for the Social Security Administration's disability determination process. *Journal of Forensic Vocational Analysis*, 6, 3-15.
- Gustafson, S. B., & Rose, A. M. (2003). Investigating O\*NET's suitability for the Social Security Administration's disability determination process. *Journal of Forensic Vocational Analysis*, 6(1), 3-16.
- Gustafson, S., Heil, S., Karman, S., Kertay, L., Mueller, L., O'Shea, P., et al. (2004, April). *The use of occupational information in disability determination contexts*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.

- Hadden, W. C., Kravets, N., & Muntaner, C. (2004). Descriptive dimensions of US occupations with data from the O\*NET. *Social Science Research*. *33*, 64-78.
- Hamilton, M. & Shumate, S. (2005). The role and function of certified vocational evaluation specialists. *Journal of Rehabilitation 71*, 5-19.
- Handel, M. (2009). *The O\*NET content model: Strengths and limitations*. Paper prepared for the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 10, 2010 from http://www7.nationalacademies.org/cfe/MHandel%20ONET%20Issues.pdf.
- Handel, M. J. (2002). *Skills mismatch in the labor market*. In K. S. Cook & J. Hagan (Eds.), Annual Review of Sociology, 29, (pp.135-165). Palo Alto: Annual Reviews.
- Handel, M. J. (2007, May). A new survey of workplace skills, technology, and management practices (STAMP): Background and descriptive statistics. Paper presented at the Workshop on Research Evidence Related to Future Skill Demands. Washington, DC.
- Handley, H. A. H., & Heacox, N.J. (2004). An integrative decision space model for simulation of cultural differences in human decision-making. *Information, Knowledge, Systems Management*, 4(2), 95–105.
- Hanna, J. (2008, December). How many U.S. jobs are "offshorable"? *Harvard Business School Working Knowledge newsletter*. Retrieved December 8, 2008, from http://hbswk.hbs.edu/item/6012.html
- Hanser, L. M., Campbell, J., Pearlman, K., Petho, F., Plewes, T., & Spenner, K. (2008) *Final report of the panel on the Department of Defense human capital strategy.* Report prepared for the Office of the Secretary of Defense by the RAND Corporation.
- Harding, R. E. (2004) [Review of the O\*NET Career Values Inventory: Based on the O\*NET Work Importance Locator developed by the U.S. Department of Labor]. In Spies, R. A. & Plake, B. S. (Eds.), The sixteenth mental measurements yearbook. Accession Number 16182924.
- Harris, C. D. (2000). *O\*NET Ability Profiler user's guide*. Raleigh, NC: National Center for O\*NET Development.
- Harvey, R. & Wagner, T. (2004, April). *Job component validation using CMQ and O\*NET: Assessing the additivity assumption*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Harvey, R. J. (2003). Applicability of binary IRT models to job analysis data. In A. Meade (Chair), *Applications of IRT for measurement in organizations*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Harvey, R. J., & Hollander, E. (2002, April). Assessing interrater agreement in the O\*NET. In M. A. Wilson (Chair), *The O\*NET: Mend it or end it?* Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto.

- Helton-Fauth, W., Gaddis, B., Scott, G., Mumford, M., Devenport, L., Connelly, S., et al. (2003). A new approach to assessing ethical conduct in scientific work. *Carfax Publishing Company*, 10(4), 205–228.
- Henderson, J. (2007, April). *Using O\*NET in Web-based job analysis*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Herman, E. (2001). Locating United States government information: A guide to sources. Buffalo, NY: Hein.
- Hirsch, B. T. (2002, April). Why do part-time workers earn less? The role of worker and job skills. Paper presented at the Annual Meeting of the Society of Labor Economists, Baltimore.
- HMForces.co.uk. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.hmforces.co.uk/.
- HM-XRL Consortium. (2006). Competencies (Measurable Characteristics). [O\*NET database]. Retrieved June 23, 1010 from http://ns.hr-xml.org/2\_4/HR-XML-2\_4/CPO/Competencies.html.
- Hollandcodes.com. (n.d.). Hollandcodes.com: Providing Holland code resources worldwide. [O\*NET Content Model and O\*NET OnLine]. Retrieved January 2, 2008, from http://www.hollandcodes.com/onet.html
- Hollander, E., & Harvey, R. J. (2002, April). *Generalizability theory analysis of item-level O\*NET database ratings*. In M. A. Wilson (Chair), *The O\*NET: Mend it or end it?* Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto.
- Hollander, E., McKinney, A. P., & Watt, A. H. (2003, April). *NBADS format: Further support to its advantages over other formats*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Homan, S. R., & Sandall, D. (2003, July). An analysis of the results of an occupational information network (O\*NET) curriculum needs assessment performed by the faculty of the Organizational Leadership and Supervision Department at Purdue University. Paper presented at the Association of Leadership Educators Conference, Anchorage, AK.
- Horey, J., Falleson, J. J., Morath, R., Cronin, B., Cassella, R., Franks, W., Jr., et al. (2004, July). *Competency based future leadership requirements* (Tech. Rep. No. 1148). Arlington, VA: United States Army Research Institute for the Behavioral and Social Sciences.
- Hotchkiss, J. L. (2004). Growing part-time employment among workers with disabilities: Marginalization or opportunity? *Economic Review*, 3(Q), 25–40.
- Hough, L. & Oswald, F. L. (2000). Personnel election: Looking toward the future--remembering the past. *Annual Review of Psychology*, *51*, 631-663.

- Hubbard, M., McCloy, R., Cambell, J., Nottingham, J., Lewis, P., Rivkin, D., et al. (2000, October). *Revision of O\*NET data collection instruments*. Raleigh, NC: National O\*NET Consortium.
- Hurt, A. C., & Horman, S. R. (2005). Growing leaders. *Industrial and Commercial Training*, 37(3), 120–123.
- Idaho Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 3, 2010 from http://www.cis.idaho.gov/.
- IHaveAPlanIowa. (n.d.) Iowa Department of Education/Workforce Development. [O\*NET database and career tools]. Retrieved February 26, 2010 from https://secure.ihaveaplaniowa.gov/default.aspx.
- Illinois Career Information System. (n.d.). University of Oregon. [O\*NET Work Importance Locator and Interest Profiler]. Retrieved January 2, 2008, from http://ilcis.intocareers.org/loginmain.aspx
- Impact Education. (2008). Impact education: Sharing responsibility for tomorrow. [O\*NET Career Exploration Tools]. Retrieved January 2, 2008, from http://www.impactpartnerships.com/
- Indiana Business Research Center, Indiana University's Kelley School of Business.(2006) The Butcher, the Baker and the Candlestick-Maker Revisited: Indiana's New Skills-Based Career Clusters. *In Context*, 7(12). Retrieved January 9, 2009 from http://www.incontext.indiana.edu/2006/december/6.html.
- Indiana Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://incis.intocareers.org/.
- Ingram, B. F., & Neuman, G. R. (2006). The returns to skill. Labour Economics, 13, 35–59.
- Ingram, B. F., & Neumann, G. R. (2000, May). *The returns to skill* (Tech. Rep. No. W210 PBAB). Iowa City: University of Iowa.
- Institute for the Certification of Computing Professionals. (n.d.). [Link to O\*NET OnLine]. Retrieved October 23, 2008, from http://www.iccp.org/.
- Internet Career Connection. (n.d.). Gonyea & Associates. [O\*NET database and career tools]. Retrieved February 26, 2010 from http://www.iccweb.com/index.html.
- into CAREERS. (n.d.). University of Oregon, College of Education. [O\*NET database and career tools]. Retrieved February 26, 2010 from http://intocareers.uoregon.edu/.
- Iowa Data Dissemination Bureau. (2008, September). 2006-2016 Iowa's Career and Education Outlook. Retrieved January 6, 2009 from http://iwin.iwd.state.ia.us/pubs/education/careereducationoutlook.pdf.
- Iowa Data Dissemination Bureau. (2009, January). 2006-2016 Iowa Hot Jobs. Retrieved January 6, 2009 from http://iwin.iwd.state.ia.us/iowa/ArticleReader?itemid=00003929.

- Iowa Data Dissemination Bureau. (2009, January). *Iowa Occupational Projections*. Retrieved January 6, 2009 from http://iwin.iwd.state.ia.us/iowa/ArticleReader?itemid=00003928&segmentid=0002&tour=0&p\_d ate=1.
- Isakson, C. (2006). Caught on the Web. *Education Digest: Essential Readings Condensed for Quick Review*, 5(71), 79–80.
- iSciWNY. (n.d.). University at Buffalo. [O\*NET database]. Retrieved February 8, 2011 from http://isciwny.com/index.php.
- Iseek Solutions. (n.d.). Iseek: Minnesota's gateway to career, education, employment and business information. [O\*NET OnLine and Career Exploration Tools]. Retrieved January 2, 2008, from http://iseek.org/sv/index.jsp
- Janis, L. (2009). *O\*NET uses in career guidance*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/janis%20power%20point.pdf.
- Jeanneret, P. R. & Strong, M. H. (2003). Linking O\*NET job analysis information to job requirement predictors: An O\*NET application. *Personnel Psychology*, *56*(2), 465–492.
- Jeanneret, P. R. (2009). *Use of O\*NET in job analysis*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/jeanneret%20pp.pdf.
- Jeanneret, P. R., D'Egidio, E. L., & Hanson, M. A. (2004). Assessment and development opportunities using the Occupational Information Network (O\*NET). In M. Hersen (Ed.), *Comprehensive handbook of psychological assessment* (pp. 192–202). Hoboken, NJ: Wiley.
- Jeanneret., P. R., Borman, W. C., Kubisiak, U. C., & Hanson, M. A.(1999). Generalized work activities. In Peterson, N. G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., Fleishman, E.A. (Eds.), *An occupational information system for the 21st Century: The development of O\*NET*. APA Books.
- Jex, S., Liu, C., & Spector, P. (2004, April). *Testing job control-job strain relation with multiple data*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- JIST Publishing (2000). 50 Best jobs for the 21st Century, DVD Series. Indianapolis, IN. JIST
- JIST Publishing (2003). Exploring Careers A Young Person's Guide to 1,000 Jobs. St. Paul, MN: Authors.
- JIST Publishing (2007). Enhanced occupational outlook handbook. St. Paul, MN: Authors.

- Jist Publishing (2007). *Pocket guide to 50 best careers through long-term, on-the job training.* St. Paul, MN: Authors.
- Jist Publishing (2007). *Pocket guide to 50 best careers through moderate-term, on-the job training.* St. Paul, MN: Authors.
- Jist Publishing (2007). *Pocket guide to 50 best careers through postsecondary vocational training*. St. Paul, MN: Authors.
- Jist Publishing (2007). *Pocket guide to 50 best careers through short-term, on-the job training.* St. Paul, MN: Authors.
- Jist Publishing (2007). Pocket guide to 50 best careers with a four-year college degree. St. Paul, MN: Authors.
- JIST Publishing (2007). O\*NET Career Interests Inventory (2nd ed.). St. Paul, MN: Authors.
- JIST Publishing (2007). O\*NET Career Values Inventory (2nd ed.). St. Paul, MN: Authors.
- JIST Publishing (2007). O\*NET Dictionary of Occupational Titles (4th ed.). St. Paul, MN: Authors.
- Jist Publishing (2008). RIASEC Inventory. St. Paul, MN: Authors.
- JIST Publishing. (n.d.) Job Search Advantage. [O\*NET database]. Retrieved January 19, 2011 from http://www.jist.com/shop/web.
- Job Coach Notes. (n.d.) [O\*NET database]. Retrieved February 25, 2010 from http://www.jobcoachonline.com/.
- Job Coach: Reemployment Tool Kit. (n.d.). Hoover and Johnson. [O\*NET database] Retrieved February 2, 2010 from http://www.sameskills.com/Login4.aspx
- Job Search Advantage. (n.d.) JIST Publishing. [O\*NET database]. Retrieved February 25, 2010 from http://www.jist.com/shop/web/jobsearchadvantage.
- Job Skills Transfer Assessment Tool. (n.d.) Minnesota Department of Employment and Economic Development. [O\*NET database]. Retrieved February 25, 2010 from http://www.positivelyminnesota.com/apps/lmi/ota/occupationselecta.aspx.
- JobsOnline. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.jobsonline.net/.
- JobsRadar. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.jobsradar.com/jobs.
- JobZone. (n.d.) New York State Department of Labor. [O\*NET database]. Retrieved February 25, 2010 from http://www.nyjobzone.org/.

- Johnson, R. W., Mermin, B. T., & Resseger, M. (2007, November). *Employment at older ages and the changing nature of work* (Urban Institute Report No. 2007-20). Washington, DC: AARP.
- Johnson, T. E. & McDaniel, R. (2000). Assessment: Internet service for functional assessment and accommodation matching. *Journal of Rehabilitation*, 66(1), 43-44.
- Kain, J. (2010). The influence of goal orientation on Karasek's (1979) job demands-control model. Dissertation Abstracts International: Section B: The Sciences and Engineering, (3391), 71 (5-B). Retrieved January 13, 2011 from PsychInfo.
- Kaminer, A. (2009, November 13). The Job of Finding a New Job. *The New York Times*. Retrieved November 20, 2009 from http://www.nytimes.com/2009/11/15/nyregion/15critic.html.
- Kansas Labor Information Center. (n.d.). Geographic Solutions. [O\*NET database]. Retrieved February 26, 2010 from https://klic.dol.ks.gov/default.asp.
- Kantrowitz, T. M. (2005). Development and construct validation of a measure of soft skills performance. (Doctoral dissertation, Georgia Institute of Technology, 2005). *Dissertation Abstracts International*, 66,1770.
- Kaplan, C. P., Napoles-Springer, A., Stewart, S. L., & Perez-Stable, E. (2001). Smoking acquisition among adolescents and young Latinas: The role of socio-environmental and personal factors. *Addictive-Behaviors*, 26(4), 531–550.
- Kersnovske, S., Gibson, L., & Strong, J. (2005). Item validity of the physical demands from the *Dictionary of Occupational Titles* for functional capacity evaluation of clients with chronic back pain. *Work*, 24(2), 157–169.
- Kessler, R. C., Ames, M., Hymel, P. A., Loeppke, R., McKenas, D. K., Richling, D. E., et al. (2004). Using the World Health Organization health and work performance questionnaire (HPQ) to evaluate the indirect workplace costs of illness. *Journal of Occupational & Environmental Medicine*, 46(Suppl. 6), S23–S37.
- Kessler, R. C., Barber, C., Beck, A., Berglund, P. M., Cleary, P. D., McKenas, D., Pronk, N., Simon, G., Stang, P., Ustun, T. B., & Wang, P. (2003). The World Health Organization health and work performance questionnaire (HPQ). *Journal of Occupational & Environmental Medicine*, 45(2), 156–174.
- KeyTrain. (n.d.) Career Ready 101. [O\*NET database and career tools]. Retrieved April 23, 2010 from http://www.keytrain.com/index.asp.
- Khake.com. (n.d.) Vocational Information Center. [O\*NET database]. Retrieved February 26, 2010 from http://www.khake.com/.

- Kim, Y. M., & Levanon, A. (2005, August). Eliminating discrimination? Effects of industrial characteristics on patterns of occupational sex segregation. Paper presented at the RC28 meeting *Inequality and Mobility in Family, School, and Work*, Los Angeles.
- Kirak, R. (2009). Social closure and gender gap in earnings: Evidence from a multi-level analysis of Census 2000. *Development and Society, 38*.
- Konig, C. J., Buhner, M., & Murling, G. (2005). Working memory, fluid intelligence, and attention are predictors of multitasking performance, but polychronicity and extraversion are not. *Human Performance*, 18(3), 243–266.
- Kontosh, L. G., & Wheaton, J. (2003). Transferable skills analysis and standards of practice: Wherever the two shall meet? *Journal of Forensic Vocational Analysis*, 6(1), 41-48.
- Krannich, R., & Krannich, C. (2005). *I want to do something else, but I'm not sure what it is.* Manassas Park, VA: Impact Publications.
- Kraut, A. I. & Korman, A. K.(1999). Evolving Practices in Human Resource Management: Responses to a Changing World of Work. San Francisco: Jossey-Bass.
- Kubisiak, U. C. (2003). The impact of different job analytic descriptors on the clustering of jobs. (Doctoral dissertation, University of South Florida, 2003). *Dissertation Abstracts International*, 64, 2426.
- Kubisiak, U. C. (2003). The impact of different job analytic descriptors on the clustering of jobs. Dissertation Abstracts International: Section B: The Sciences and Engineering. 64(5-B), 2426.
- Kudor Journey. (n.d.) [O\*NET database] Retrieved February 23, 2010 from http://kuderjourney.com/.
- Landrum, R. E. (2009). Finding jobs with a psychology bachelor's degree: Expert advice for launching your career. Washington, DC: American Psychological Association.
- Landy, F. J. & Conte, J. M. (2006). Work in the 21st century: An introduction to industrial and organizational psychology. Malden, MA: Blackwell.
- Lane, J. (2000). A scientific approach for developing and testing a student's job-career plan before 11th grade. *Education*, 120(4), 605.
- LaPolice, C.C., Carter, G. W., and Johnson, J. W. (2008). Linking O\*NET descriptors to occupational literacy requirements using job component validation. *Personnel Psychology*, 61(2), 405-441.
- Lee, C. (2004). Perceived job change toward dimensions of knowledge work among three levels of employees in a Korean bank. (Doctoral dissertation, The Ohio State University, 2004). *Dissertation Abstracts International*, 66, 65.

- Leeuw, A. (2006, December). The butcher, the baker and the candlestick-maker revisited: Indiana's new skills-based career clusters. *INcontext*, 7(12). Retrieved from <a href="http://www.incontext.indiana.edu/2006/december/6.asp">http://www.incontext.indiana.edu/2006/december/6.asp</a>
- Levine, C., Salmon, L. & Weinberg, D. H. (1999). Revising the Standard Occupational Classification System. *Monthly Labor Review*, 122(5), 36-45.
- Levine, J. D. (2004). Use of the O\*NET descriptors in numerical occupational classification: An exploratory study. (Doctoral dissertation, North Carolina State University, 2003). *Dissertation Abstracts International*, 64, 3567.
- Levine, J. D. (2009, April). Adequacy of O\*NET-SOC for job classification and data mapping. In M. Rose (Chair), *Exploring the validity and utility of the O\*NET*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organi
- Levine, J., Nottingham, J., Paige, B. & Lewis, P. (2001, May). *Transitioning O\*NET to the Standard Occupational Classification*. Raleigh, NC: National O\*NET Consortium.
- Levy, D. G., Thie, H. J., Robbert, A. A., Naftel, S., Cannon, C., Ehrenberg, R. G., & Gershwin, M. (2001). *Characterizing the future defense workforce*. Santa Monica, CA: RAND Corporation.
- Levy, D. G., Thie, H. J., Robbert, A. A., Naftel, S., Cannon, C., Ehrenberg, R., et al. (2001). Characterizing the future defense workforce (MR-1304-OSD). Santa Monica, CA: RAND Corporation.
- Lewis, P. & Rivkin, D., (2009). O\*NET program briefing. *Presentation to the Panel to Review the Occupational Information Network (O\*NET)*. Retrieved August 10, 2010 from http://wwwy.nationalacademies.org/cfe/Rivkin%20and%20Lewis%20ONET%20Center%20pres entation.pdf.
- Lewis, P. & Rivkin, D. (2003). Improving work life decisions: O\*NET Career Exploration Tools. Retrieved January 2, 2008, from http://www.eric.ed.gov/ERICWebPortal/custom/portlets/recordDetails/detailmini.jsp?\_nfpb=true &\_&ERICExtSearch\_SearchValue\_0=ED480077&ERICExtSearch\_SearchType\_0=no&accno=ED480077
- Lewis, P. & Rivkin, D. (2009). *Criteria considered when selecting occupations for future O\*NET data collection waves*. Paper prepared for the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 10, 2010 from http://www7.nationalacademies.org/cfe/criteria%20for%20data%20collection%20occupation%2 0selection.pdf.
- Lewis, P. M. & Rivkin, D. R. (2009). *General user feedback*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/rivkin%20and%20Lewis%20power%20point.pdf

- Lewis, P., & Davis, D. (2004). Improving work life decisions: O\*NET Career exploration tools. In J. E. Wall & G. R. Waltz (Eds.), *Measuring up: Assessment issues for teachers, counselors, and administrators*. Greensboro, NC: CAPS Press.
- Lewis, P., & Rivkin, D. (1999). *Development of the O\*NET Interest Profiler*. Raleigh, NC: National Center for O\*NET Development.
- Lewis, P., & Rivkin, D. (1999). *O\*NET Interest Profiler user's guide*. Raleigh, NC: National Center for O\*NET Development.
- Lewis, P., Russos, H., & Frugoli, P. (2001). *O\*NET occupational listings, database 3.1*. National O\*NET Consortium. Retrieved August 10, 2010 from http://www.onetcenter.org/dl files/3 1Intro.pdf.
- Lewis, R. E., & Klausner, J. S. (2003). Nontechnical competencies underlying career success as a veterinarian. *Journal of the American Veterinary Medical Association*, 222(12), 1690–1696.
- Lievens, P., Sanchez, J. I., Bartram, D. & Brown, A. (2010). Lack of consensus among competency ratings of the same occupation: Noise or substance? *Journal of Applied Psychology*, 95 (3), 562-571.
- Lindner, J. R., & Dooley, K. E. (2001, December). *Agricultural education competencies and progress towards a doctoral degree*. Paper presented at the Annual National Agricultural Education Research Conference, New Orleans, LA.
- Lindsay, N. (2004). Pathfinder: Exploring career and educational paths. St. Paul, MN: JIST Publishing.
- Liptak, J. & Shatkin, L. (2007). Transferable skills scale. St. Paul, MN: JIST Publishing.
- Liptak, J. (2002). El inventario de examen de carreras. St. Paul, MN: JIST Publishing.
- Louisiana State University Libraries. (n.d.). Researching a career. [O\*NET OnLine]. Retrieved January 2, 2008, from http://www.lib.lsu.edu/instruction/career/career01.html
- Louisiana Workforce Commission. (n.d.). [O\*NET database and career tools]. Retrieved August 21, 2009, from http://www.voshost.com/analyzer/default.asp
- Lui, C., Spector, P. E., & Jex, S. M. (2005). The relation of job control with job strains: A comparison of multiple data sources. *Journal of Occupational & Organizational Psychology*, 78(3), 325–336.
- MacDonald, S., & Crew, R. E., Jr. (2006). Welfare to Web to work: Internet job searching among former welfare clients in Florida. *Journal of Sociology and Social Welfare*, 33(1), 239-253.
- Mallen, M. J., & Vogel, D. L. (2005). Introduction to the major contribution: Counseling psychology and online counseling. *Counseling Psychologist*, 33(6), 761–775.

- Man, D. W., Li, E. P., & Lam, C. S. (2007). Development of a job evaluation system to predict job placements for persons with mild mental retardation: A pilot study. *International Journal of Rehabilitation Research*, 30(2), 175–179.
- Manley, G. (2004). Investigating the linear predictor-criterion assumption of biodata scaling. Dissertation Abstracts International: Section B: The Sciences and Engineering. 64(11-B), 5826.
- Mapping Your Future. (n.d.). CareerShip. [O\*NET database and career exploration tools]. Retrieved August 21,2009, from http://mappingyourfuture.org/Services/careerservices.htm
- Mariani, M. (2001). O\*NET. Occupational Outlook Quarterly, 45(3) 26-27.
- Martin, W. E., Easton, C., Wilson, S., Takemoto, M. & Sullivan, S. (2004). Salience of emotional intelligence as a core characteristic of being a counselor. *Counselor Education and Supervision*, 44(1), 17-30.
- Martocchio, J. J. (in press). *Strategic Compensation: A Human Resource Management Approach* (6th ed.) Upper Saddle River, NJ: Prentice Hall.
- Maryland Career Development Association. (n.d.). Using O\*NET in your work as career advisors. Retrieved February 17, 2010 from http://www.mdcareers.org/mc/page.do?sitePageId=96146&orgId=macda.
- Massachusetts Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://masscis.intocareers.org/.
- MatchCollege.com. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.matchcollege.com/.
- Mathis, R. L., & Jackson, J. H. (Eds.). (2006). *Human resource management: Essential perspectives*. Belmont, CA: Thomson South-Western.
- McCloy, R., Campbell, J., Oswald, F., Lewis, P., & Rivkin, D. (1999). *Linking client assessment profiles to O\*NET occupational profiles*. Raleigh, NC: National Center for O\*NET Development.
- McCloy, R., Campbell, J., Oswald, F., Rivkin, D., & Lewis, P. (1999). *Generation and use of occupational ability profiles for exploring O\*NET occupational units* (Vols. 1–2). Raleigh, NC: National Center for O\*NET Development.
- McCloy, R., Waugh, G., Medsker, G., Wall, J., Rivkin, D., & Lewis, P. (1999). *Development of the O\*NET computerized Work Importance Profiler*. Raleigh, NC: National Center for O\*NET Development.
- McCloy, R., Waugh, G., Medsker, G., Wall, J., Rivkin, D., & Lewis, P. (1999). *Development of the O\*NET paper-and-pencil Work Importance Locator*. Raleigh, NC: National Center for O\*NET Development.

- McCloy, R., Waugh, G., Medsker, G., Wall, J., Rivkin, D., & Lewis, P. (1999, July). *Determining the occupational reinforcer patterns for O\*NET occupational units* (Vols. 1–2). Raleigh, NC: National Center for O\*NET Development.
- McCloy, R.A., Byrum, C.N., Muñoz, C.S., & Tsacoumis, S. (2006). *Generation of occupation-specific personality, skill, and aptitude profiles for the Career Decision-Making System* (FR-06-07). Alexandria, VA: Human Resources Research Organization.
- McDaniel, M. A., & Snell, A. F. (1999). Holland's theory and occupational information. *Journal of Vocational Behavior*. *55*, 74-85.
- McElroy, J. A., Newcomb, P. A., Trentham-Dietz, A., Titus-Ernstoff, L., Hampton, J. M., & Egan, K. M. (2005). Breast cancer risk associated with electromagnetic field exposure from computer work ascertained from occupational history data. *Epidemiology*, 16(Suppl. 5), S99–S100.
- McEntire, L. E., Dailey, L. R., Osburn, H. K., & Mumford, M. D. (2006). Innovations in job analysis: Development and application of metrics to analyze job data. *Human Resource Management Review*, *16*, 310-323.
- McLaughlin, C. (2010). Career connections: Green technology: Energy. Technology and Children, 14.
- Metrix Learning. (n.d.) SkillUp. [O\*NET database]. Retrieved February 3, 2010 from http://skillup.metrixlearning.com/
- Michael, W. B. (2004). [Review of the O\*NET Work Importance Locator]. In Spies, R. A. & Plake, B. S. (Eds.), The sixteenth mental measurements yearbook.. Accession Number 16182940.
- Middle Tennessee State University. (n.d.). [O\*NET Interest Profiler]. Retrieved January 2, 2008, from http://www.mtsu.edu/
- Milanowski, A. (2003, March). *Using occupational characteristics information from O\*NET to identify occupations for compensation comparisons with K–12 teachers*. Paper presented at the Annual Meeting of the American Education Finance Association, Orlando, FL.
- Miltiadis D. L., & Ambjorn, N. (2006). *Intelligent learning infrastructure for knowledge intensive organizations: A semantic web perspective*. Hershey, PA: Idea Group.
- Minnesota Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://mncis.intocareers.org/.
- Minnesota Department of Employment and Economic Development. (2009). Occupation Analyzer. Retrieved September 28, 2009 from http://www.deed.state.mn.us/lmi/tools/ota/OccupationSelectA.aspx.
- Minnesota Department of Employment and Economic Development. Job Skills Transfer Assessment Tool (JOBSTAT). (n.d.). [O\*NET database]. Retrieved January 19, 2011 from

- http://www.positivelyminnesota.com/Data\_Publications/Data/All\_Data\_Tools/Job\_Skills\_Transfer\_Assessment\_Tool.aspx.
- MinnesotaUnemployed.com. (n.d.). [O\*NET database]. Retrieved February 26, 2010 from http://www.minnesotaunemployed.com/.
- Missouri Economic Research and Information Center. (n.d.). Missouri Dislocated Worker Tool. [O\*NET data]. Retrieved January 2, 2008, from http://apps.oseda.missouri.edu/MODislocatedWorker/HelpPage.aspx
- MissouriCareerSource.com. (n.d.) State of Missouri. [O\*NET database]. Retrieved February 26, 2010 from https://www.missouricareersource.com/mcs/default.seek.
- Montana Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://mtcis.intocareers.org/.
- Montana State Human Resource Division. (2007, January). Classification Manual. Retrieved September 18, 2009 from http://hr.mt.gov/content/hrpp/docs/ClassificationCompensation/classmanual20.doc.
- Morgeson, F. (2009). *Thoughts about O\*NET*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/o\_net\_fred\_morgeson\_presentation.pdf.
- Morgeson, F. P. & Dierdorff, E. C. (2010). Work analysis: From technique to theory. In Zedeck, S. (Ed.), *APA handbook of industrial and organizational psychology, Vol. 2: Selecting and developing members for the organization* (3-41). Washington, DC: American Psychological Association.
- Morgeson, F. P., & Campion, M. A. (2000). Accuracy in job analysis: Toward an inference-based model. *Journal of Organizational Behavior*, 21(7), 819–827.
- Morgeson, F. P., Delaney-Klinger, K., Ferrara, P., Mayfield, M. S., & Campion, M. A. (2004). Self-presentation processes in job analysis: A field experiment investigating inflation in ability, tasks and competencies. *Journal of Applied Psychology*, 89(4), 674–686.
- Morgeson, F. P., Reider, M. H., & Campion, M. A. (2005). Selecting individuals in team settings: The importance of social skills, personality characteristics, and teamwork knowledge. *Personnel Psychology*, 58, 583.
- mt.gov. (n.d.) Montana's Official State Website. State Human Resource Division. [O\*NET database]. Retrieved September 18, 2009 from http://hr.mt.gov/hrpp/classification.mcpx
- Muchinsky, P. M. (1999). *Psychology Applied to Work: An Introduction to Industrial and Organizational Psychology*. Belmont: Wadsworth Publishing.

- Murphy, K. R., & Dzieweczynski, J. L. (2005). Why don't measures of broad dimensions of personality perform better as predictors of job performance? *Human Performance*, 18(4), 344–357.
- My Next Move. (n.d.) National Center for O\*NET Development. [O\*NET database and career tools]. Retrieved February 24, 2011 from http://www.mynextmove.org/.
- MyPlan.com, LLC. (n.d.). [O\*NET database]. Retrieved June 26, 2008, from http://www.myplan.com/assess/methodology/s1.php
- mySkills myFuture. (n.d.) [O\*NET database]. Retrieved October 5, 2010 from http://www.myskillsmyfuture.org/.
- Nathan, B. R. (2002, December). Cross-cluster analysis of workforce development needs for southwestern Pennsylvania: An analysis of O\*Net and WorkKeys. Prepared for Workforce Connections, Pittsburgh, PA.
- National Academy of Sciences. (1999). *The changing nature of work: Implications for occupational analysis*. Washington, DC: National Academies Press.
- National Center for O\*NET Development & RTI. (2009). *O\*NET data collection program: Statistical procedures for deviant case detection.* Written reponse to questions from the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 10, 2010 from http://www7.nationalacademies.org/cfe/deviance%20testing%20procedures.pdf.
- National Center for O\*NET Development & RTI. (2009). *O\*NET data collection program: Statistical procedures for deviant case detection.* Written response to questions from the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/Deviance%20Testing%20Procedures.pdf.
- National Center for O\*NET Development & RTI. (2009). *O\*NET survey and sampling questions, 4-01-09*. Written response to questions from the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 10, 2010 from <a href="http://www7.nationalacademies.org/cfe/O\_NET\_Survey\_Sampling\_questions.pdf">http://www7.nationalacademies.org/cfe/O\_NET\_Survey\_Sampling\_questions.pdf</a>.
- National Center for O\*NET Development & RTI. (2009). *Responses to questions from the 4/17/09 O\*NET meeting*. Retrieved August 10, 2010 from http://www7.nationalacademies.org/cfe/National\_ONET\_response\_re\_additional\_statistics\_and\_survey\_methods\_questions.pdf.
- National Center for O\*NET Development (2002, June). *Appendix D The Development of the Occupational Information (O\*NET) Analyst Database.* Raleigh, NC: Author.
- National Center for O\*NET Development (2003, March). Summary Report: Updating the Detailed Work Activities. Raleigh, NC: Author.

- National Center for O\*NET Development (2006, April). *New and Emerging (N&E) Occupations Methodology Development Report.* Raleigh, NC: Author.
- National Center for O\*NET Development (2006, April). *Updating the O\*NET-SOC Taxonomy*. Raleigh, NC: Author.
- National Center for O\*NET Development (2008, March). *Procedures for O\*NET Job Zone Assignment*. Raleigh, NC: Author.
- National Center for O\*NET Development (2009, March). *New and Emerging Occupations of the 21st Century: Updating the O\*NET-SOC Taxonomy*. Retrieved December 15, 2009 from http://www.onetcenter.org/dl\_files/UpdatingTaxonomy2009\_Summary.pdf.
- National Center for O\*NET Development (2010, December). Updating the O\*NET-SOC Taxonomy: Incorporating the 2010 SOC Structure. Raleigh, NC: Author.
- National Center for O\*NET Development. (1998). O\*NET 98 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Ability Profiler administration manual*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Ability Profiler administrator training manual*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Ability Profiler score report*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Ability Profiler Scoring Program*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Ability Profiler, form 1*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Ability Profiler, form 2*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Computerized Interest Profiler*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). O\*NET Interest Profiler O\*NET occupations master list. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Interest Profiler score report*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). O\*NET Interest Profiler. Raleigh, NC: Author.

- National Center for O\*NET Development. (1999). *O\*NET occupations combined list: Interests and work values*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Work Importance Locator O\*NET occupations master list*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Work Importance Locator score report*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Work Importance Locator*. Raleigh, NC: Author.
- National Center for O\*NET Development. (1999). *O\*NET Work Importance Profiler*. Raleigh, NC: Author.
- National Center for O\*NET Development. (2000). O\*NET 3.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2001). O\*NET 3.1 data dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2002). O\*NET 4.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2003). O\*NET 5.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2003). O\*NET 5.1 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2004). O\*NET 6.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2004). O\*NET 7.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2005). O\*NET 8.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2005). O\*NET 9.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2006). O\*NET 10.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2006). O\*NET 11.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2007). O\*NET 12.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2008). O\*NET 13.0 Data Dictionary. Raleigh, NC: Author.
- National Center for O\*NET Development. (2009). O\*NET products at work. Raleigh, NC: Author.
- National Center for O\*NET Development. (2010). *Greening of the world of work: O\*NET project's book of references.* Raleigh, NC: Author.

- National Center for O\*NET Development. (2010). O\*NET products at work. Raleigh, NC: Author.
- National Center for O\*NET Development. (2011). *Greening of the world of work: O\*NET project's book of references*. (Revised). Raleigh, NC: Author. Retrieved April 7, 2011 from http://www.onetcenter.org/reports/GreenRef.html
- National Center for O\*NET Development. (n.d.). *Questionnaires*. Retrieved August 11, 2010 from http://www.onetcenter.org/questionnaires.html.
- National Center for O\*NET Development. (n.d.). *The O\*NET content model*. Retrieved August 10, 2010 from http://www.onetcenter.org/content.html.
- National Crosswalk Service Center (2006, November). O\*NET occupations reference guide. Des Moines, IA: Iowa Department of Education. Retrieved January 2, 2008, from ftp://ftp.xwalkcenter.org/download/onet10/ONET10UserGuide.pdf
- National External Diploma Program. (n.d.) [ONET Career Exploration Tools] Retrieved August 27, 2010 from https://www.casas.org/home/?fuseaction=nedp.welcome.
- National Research Council. (2010). A database for a changing economy: Review of the Occupational Information Network (O\*NET). Nancy T. Tippins and Margaret L. Hilton, editors. Committee on National Statistics, Division of Behavioral and Social Sciences and Education. Washington, DC: The National Academies Press.
- Naval Personnel Development Command. (2004, October). Design, Development, and Deployment for the Navy Integrated Learning Environment. (Version 1.41).
- Navy Manpower Analysis Center Job Family Structure Working Group (JFSWG). (2006, January). Manpower Transformation, Job Management, Creating Navy Total Force Job Family Structure (JFS). PowerPoint presented to JFSWG on January 25, 2006.
- Nebraska Career Compass. (n.d.) Nebraska Department of Labor. [O\*NET database]. Retrieved February 26, 2010 from http://www.dol.nebraska.gov/nwd/lmi/careercompass/index.cfm.
- Nebraska Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://ncis.unl.edu/index.htm.
- Nemko, M., Edwards, P., & Edwards, S. (2001). Cool careers for dummies. New York: Wiley.
- NetAssets (2004). Excerpts from the Dot.com job search course: Lesson 9.1, Researching occupations before your interview—Using O\*NET. Retrieved January 2, 2008, from http://www.hrms-netassets.net/templates/template.asp?articleid=668&zoneid=9
- Nevada Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://nvcis.intocareers.org/.

- New Horizons Computer Learning Center. (n.d.). [O\*NET database]. Retrieved March 1, 2010 from http://www.succeedthroughlearning.com/.
- New York State Office of Children and Family Services/Office of Workforce Development. (n.d.). [O\*NET Interest Profiler]. Retrieved January 2, 2008, from http://www.ocfs.state.ny.us/main/owd/portfolio/Facilitator/Attachments/Attachment\_A.pdf.
- Noble, C. L., Sager, C., Tsacoumis, S., Updegraff, J. & Donsbach, J. (2003, November). *O\*NET analyst occupational abilities ratings: Cycle 1 results*. Alexandria, VA: Human Resources Research Organization.
- North Carolina Career Resource Network. (n.d.). [O\*NET data]. Retrieved July 1, 2008, from www.soicc.state.nc.us/SOICC/index.htm
- North Carolina Department of Labor. (n.d.). [O\*NET OnLine]. Retrieved January 31, 2011 from http://www.nclabor.com/appren/links\_other.htm.
- Northern California Regional Competitiveness Network. (2009) *Northern California WIRED Cluster study for the Northern California Regional Competitiveness Network* (NCRCN). Retrieved January 7, 2009 from http://nortec.org/wired/lmid/HomePage\_091908.html.
- O\*NET Autocoder. (n.d.) Texas Workforce Commission. [O\*NET database]. Retrieved February 21, 2011 from http://autocoder.lmci.state.tx.us:8080/jc/onetmatch.
- Occupational Information Development Advisory Panel. (2009, September). Content model and classification recommendations for the Social Security Administration occupational information system. Report to the Commissioner of Social Security. Retrieved January 5, 2010 from http://www.socialsecurity.gov/oidap/Documents/Occupational%20Information%20Development %20Advisory%20Panel.pdf.
- Ohio Career Information System OCIS. (n.d.). Ohio Department of Education. [O\*NET database and career tools]. Retrieved February 26, 2010 from http://www.ocis.org/.
- Ohio Department of Job and Family Services. (2007). Workforce Analysis by Economic Development Region. [O\*NET skills data]. Retrieved January 8, 2009, from http://ohiolmi.com/wa/waEDR.htm
- Ohio Department of Job and Family Services. (n.d.). Ohio Skills Bank Data Tool. [O\*NET skills data]. Retrieved January 7, 2009, from http://lmi.state.oh.us/asp/sb/SkillsBank.htm.
- Oklahoma Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://okcis.intocareers.org/
- Oklahoma Labor Market. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.oesc.state.ok.us/lmi/myResult.asp?pageid=mostopening.

- Online Best Colleges.com. (n.d.). [Link to O\*NET OnLine] Retrieved May 20, 2009, from http://www.onlinebestcolleges.com/blog/2009/100-free-and-essential-web-tools-to-launch-your-art-career/.
- Onveon online degrees and education search. (n.d.). [O\*NET database]. Retrieved March 31, 2009, from http://www.onveon.com/default.aspx.
- OptimalResume.com. (n.d.). [O\*NET database]. Retrieved February 26, 2010 from https://www.optimalresume.com/optimalresume.html.
- OSCAR: Occupation and Skill Computer-Assisted Research: Arkansas, Louisiana, Texas. (n.d.). [O\*NET Interest Profiler and Work Importance Locator]. Retrieved January 2, 2008, from http://www.ioscar.org/
- O'Shea, A. J. & Harrington, T. F. (2003). Using the career decision-making system-revised to enhance students' career development. *Professional School Counseling*, 6(4), 280-286.
- Ostyn, C. (2005). Extracting Reusable Competency Definitions from O\*NET. Retrieved June 17, 2008, from http://www.ostyn.com/standardswork/competency/demos/onet2rcd.htm
- Oswald, F. L. (2002, April). *It's new and it's used: Applications of O\*NET*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto.
- Oswald, F. L. (2003, April). *How to use I.O. psychology to support organizational strategy*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.
- Oswald, F., Campbell, J., McCloy, R., Rivkin, D., & Lewis, P. (1999). *Stratifying occupational units by specific vocational preparation*. Raleigh, NC: National Center for O\*NET Development.
- Page, R. C., (2007, April) Optimizing cross-cultural generalizability of an O\*NET-based assessment: The Work Behavior Inventory. PowerPoint presentation at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- PathwayBuilder.com (n.d.). Profiles International. [O\*NET database]. Retrieved February 26, 2010 from http://www.pathwaybuilder.com/.
- Patterson, J. B. (2000). Using the internet to facilitate the rehabilitation process. *Journal of Rehabilitation*, 66(1), 4-10.
- Peterson, N. & Sager, C. E. (2010). The dictionary of occupational titles and the occupational information network. In Farr, J. L. and Tippins, N. T. (Eds.), *Handbook of employee selection* (887-908). New York: Routledge/Taylor & Francis Group.

- Peterson, N. G., & Jeanneret, J. P. (2007). Job analysis: Overview and description of deductive methods. In D. L. Whetzel & G. R. Wheaton (Eds.), *Applied measurement: Industrial psychology in human resources management*. Mahwah, NJ: Erlbaum.
- Peterson, N. G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., & Fleishman, E. A. (1999). *An occupational information system for the 21st century: The development of O\*NET*. Washington, DC: American Psychological Association.
- Peterson, N. G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., Fleishman, E. A., Levin, K.Y., et al. (2001). Understanding work using the occupational information network (O\*NET). *Personnel Psychology*, *54*(2), 451–492.
- Peterson, N., Mumford, M., Borman, W., Jeanneret, P., & Fleishman, E. (1995). *Development of prototype Occupational Information Network (O\*NET) Content Model* (Vols. 1–2). Salt Lake City, UT: Utah Department of Workforce Services.
- Peterson, N., Mumford, M., Borman, W., Jeanneret, P., Fleishman, E., & Levin, K. Y. (1997). *O\*NET final technical report* (Vols. 1–2). Salt Lake City, UT: Utah Department of Workforce Services.
- PipelineNC. (n.d.). Futures, Inc. [O\*NET database]. Retrieved February 8, 2011 from http://pipelinenc.com/.
- Pollack, L. J., Simons, C., Romero, H., & Hausser, D. (2002). A common language for classifying and describing occupations: The development, structure, and application of the Standard Occupational Classification. *Human Resource Management*, 41(3), 297–307.
- Postlethwaite, B. E., Wang, X., Casillas, A., Swaney, K., McKinniss, T. L., Allen, J., et al. (2009, April). *Person-occupation fit and integrity: Evidence for incremental validity*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Pransky, G. S., Benjamin, K. L., Savageau, J. A., Currivan, D., & Fletcher, K. (2005). Outcomes in work-related injuries: A comparison of older and younger workers. *American Journal of Industrial Medicine*, 47(2), 104–112.
- Prediger, D. J. (2002). Abilities, interest, and values: Their assessment and their integration via the World-of-Work Map. *Journal of Career Assessment*, 10(2), 209–232.
- Prien, E. P., Schippmann, J. S., & Prien, K. O. (2003) *Individual Assessment: As Practiced in Industry and Consulting*. Mahwah, New Jersey: Lawrence Erlbaum Associates.
- Productivity Plus Processes (2000). Performance Analysis Workbook: Administrative Management Jobs. Saratoga, CA: West Valley College. Retrieved 6/24/08 from http://officeprofessionals.org/WorkBook/Chapter-One/Introduction.pdf

- Psychometrics Canada Ltd. Career Interest Profiler. [O\*NET database]. Retrieved November 29, 2010 from http://www.psychometrics.com/en-us/assessments/career-interest-test.htm.
- Psychometrics Canada. (2007). Psychometrics: Building better organizations through people. [O\*NET Interest Profiler]. Retrieved January 2, 2008, from http://www.psychometrics.com/index.cfm
- Quality Mall. (n.d.). Person-centered services supporting people with developmental disabilities. [O\*NET OnLine]. Retrieved November 18, 2008, from http://www.qualitymall.org/products/prod1.asp?prodid=592
- Rampell, C. (2009, August 19). Choosing a Program to Improve Your Future. *The New York Times*, p. F1.
- Reamer, A., Carnevale, C., Nyegaard, K. D., Judy, R., Poole, K., Alssid, J., et al. (2009). *Comments in response to ETA proposed OO\*NET data collection program.* Washington, DC: Brookings Institution. Retrieved August 10, 2010 from http://www7.nationalacademies.org/cfe/andrew%20reamer%20comments%20on%20ONET.pdf.
- Recruiter.com. (n.d.) [MyNextMove]. Retrieved March 14, 2011 from http://www.recruiter.com/recruiting-news/my-next-move-an-educational-site-for-recruiters/.
- Reiter-Palmon, R., Brown, M., Sandall, D. L., Buboltz, C. & Nimps, T. (2006). Development of an O\*NET web-based job analysis and its implementation in the U.S. Navy: Lessons learned. *Human Resource Management Review*, *16*, 294-309.
- Research Triangle Institute. (2008). *O\*NET data collection program, PDF questionnaires*. Retrieved August 11, 2010 from https://onet.rti.org/pdf/index.cfm.
- Reynolds, L. (2004). Is prehospital care really a profession? *Journal of Emergency Primary Health Care*, 2(1–2), 1–6.
- Riggar, T. F. & Maki, D. R. (2004). Handbook of Rehabilitation Counseling. New York: Springer.
- Rivier College. (n.d.). Career Development Center. [O\*NET OnLine]. Retrieved June 17, 2008, from www.rivier.edu/departments/cardev/Hollandcode.htm
- Rivkin, D., Lewis, P., & Ramsberger, P. (2000). *O\*NET Computerized Interest Profiler user's guide*. Raleigh, NC: National Center for O\*NET Development.
- Rivkin, D., Lewis, P., Cox, S. & Koritko, L. (2001, March). *Pilot test results: Testing subject matter expert methodology for collecting occupational information for O\*NET*. Raleigh, NC: National Center for O\*NET Development.
- Rivkin, D., Lewis, P., Schlanger, I., & Atkins, S. (1999). *O\*NET Work Importance Locator user's guide*. Raleigh, NC: National Center for O\*NET Development.

- Robinson, D. D. (2002). Assessing occupational effects of medical impairment. *Forensic Examiner*, 11(1–2), 23–30.
- Rose, M. & Pearson, J. T. (2008, April). Relationship of O\*NET Characteristics to Leader Derailment. Poster Presentation at the 23rd Annual SIOP Conference, San Francisco, CA.
- Rose, M. (2009, April). *Exploring the validity and utility of the O\*NET*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Rosenbaum, J. E. (2005, May). *Educational opportunity in American society: A research agenda for studying transitions*. Paper presented at the forum Research on Improving High Schools: A Forum for Advancing the Research Agenda, Washington, DC.
- Rotundo, M., & Sackett, P. R. (2004). Specific versus general skills and abilities: A job level examination of relationships with wage. *Journal of Occupational and Organizational Psychology*, 77, 127–148.
- Rounds, J. B., & Armstrong, P. I. (2005). Assessment of needs and values. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work.* (pp. 305-329) Hoboken, NJ: Wiley.
- Rounds, J., Armstrong, P. I., Liao, H. Y., Lewis, P., and Rivkin, D. (2008a). Second generation Occupational Interest Profiles for the O\*NET System: Summary. Urbana, IL: University of Illinois.
- Rounds, J., Armstrong, P. I., Liao, H. Y., Lewis, P., and Rivkin, D. (2008b). *Second generation Occupational Value Profiles for the O\*NET System: Summary*. Urbana, IL: University of Illinois.
- Rounds, J., Mazzeo, S. E., Smith, T. J., Hubert, L., Lewis, P., & Rivkin, D. (1999). *O\*NET computerized Interest Profiler: Reliability, validity, and comparability*. Raleigh, NC: National Center for O\*NET Development.
- Rounds, J., Smith, T., Hubert, L., Lewis, P., & Rivkin, D. (1999, July). *Development of occupational interest profiles for O\*NET occupations*. Raleigh, NC: National Center for O\*NET Development.
- Rounds, J., Walker, C. M., Day, S. X., Hubert, L., Lewis, P., & Rivkin, D. (1999). *O\*NET Interest Profiler: Reliability, validity, and self-scoring*. Raleigh, NC: National Center for O\*NET Development.
- Russell, T. L., Sinclair, A., Erdheim, J., Ingerick, M., Owens, K., Peterson, N., et al. (2008). *Evaluating the O\*NET Occupational Analysis System for Army Competency Development*. (Contract for Manpower, Personnel, Leader Development, and Training for the U.S. Army Research Institute) Alexandria, VA: HumRRO.

- Sackett, P. R. & Laczo, R. M. (2003). Job and work analysis. In D. R. Ilgen & W. C. Borman, (Eds.), Handbook of psychology: Industrial and organizational psychology (Vol. 12). New York: Wiley.
- Sadler, E. (2009). Small pieces loosely joined: An argument for publishing O\*NET as linked data.

  Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/O\_NET\_elizabeth\_sadler\_presentation.pdf
- Sanchez, J. I. & Levine, E. L. (2002). The analysis of work in the 20th and 21st centuries. In D. S. Ones & N. Anderson (Eds.), *Handbook of industrial, work and organizational psychology: Vol. 1.*Personnel psychology. London: Sage.
- Sanford, E. E. (2004). [Review of the O\*NET Career Interests Inventory: Based on the O\*NET Interest Profiler developed by the U.S. Department of Labor]. In Spies, R. A. & Plake, B. S. (Eds.), The sixteenth mental measurements yearbook. Accession Number 16182925.
- Santiago Canyon College. (n.d.). [O\*NET OnLine]. Retrieved August 21, 2009, from http://sccollege.edu/library/pages/careerinformationontheinternet.aspx
- Scherbaum, C. A. (2005). Synthetic validity: Past, present, and future. *Personnel Psychology*, 58(2), 481.
- Schmelter-Davis, H. (2004). O\*NET in action—Expanding youth career horizons. In S. M. Wakefield, H. Sage, & D. R. Coy (Eds.), *Unfocused kids—Helping students to focus on their education and career plans*. Greensboro, NC: Capps Press.
- Segall, D. O. & Monzon, R. I. (1995). *Equating forms E and F of the P&P-GATB*. San Diego, CA: Navy Personnel Research and Development Center.
- Shatkin, L. (2008). Work activities matcher. St. Paul, MN: JIST Publishing.
- Shaw, J. D., & Gupta, N. (2004). Job complexity, performance, and well-being: When does supplies—values fit matter? *Personnel Psychology*, 57(4), 847.
- Shin, S. J., Morgeson, F. P., & Campion, M. A. (2007). What you do depends on where you are: Understanding how domestic and expatriate work requirements depend upon the cultural context. *Journal of International Business Studies*, *38*, 64–83
- Shostak, A.B. (2005). On the state of cyberunionism: An American progress report. *Working USA*, 8(4), 403.
- Shreffler, K. M. (2010). Race/ethnicity, fertility intentions, and well-being: The Importance of occupational characteristics in American women's lives. *Dissertation Abstracts International: Section A: Humanities and Social Sciences, (0419-4209),* 70 (11-A). Retrieved October 13, 2010 from PsychInfo.

- Silva, J. (1999). *O\*NET Ability Profiler Scoring Program technical manual*. Raleigh, NC: National Center for O\*NET Development.
- Silva, J., Lewis, P., Rivkin, D., & Koritko, L. (1999). *O\*NET Ability Profiler Scoring Program user's guide*. Raleigh, NC: National Center for O\*NET Development.
- Sims, R. R. (2002). *Organizational Success through Effective Human Resources Management*. Westport, CT: Quorum Books.
- Sinclair, A., Russell, T., Erdheim, J., Ingerick, M., Owens, K. S., Peterson, N. G., & Pearlman, K. (2009, April). Using O\*NET abilities and skills to describe military jobs. In M. Rose (Chair), *Exploring the validity and utility of the O\*NET*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- SkillSoft. (2009, August). US Wired for Education And SkillSoft Combine Forces To Help Re-Skill Workers Across the Country. [O\*NET database]. Retrieved September 8, 2009 from http://www.skillsoft.com/about/press\_room/press\_releases/August\_31\_09\_USWired.asp
- Skinner, C. (2001). Measuring skills mismatch: New York City in the 1980s. *Urban Affairs Review*, *36*(5), 678–695.
- Smith, T. J. & Campbell, C. (2003). Skills-based occupational representations: implications for career counseling. *Journal of College Counseling*, 6(2), 134-43.
- Smith, T. J. & Campbell, C. (2009). The relationship between occupational interests and values. *Journal of Career Assessment*, 17 (1), 39-55.
- Smith, T. J. & Compbell, C. (2006). The structure of O\*NET occupational values. *Journal of Career Assessment*, 14(4), 437–448.
- Smith, T. J. (2001). Tree estimation based on an (L1) loss criterion. Dissertation Abstracts International: Section B: The Sciences and Engineering. 61(10-B), 5618.
- Solomon, D. F. (1998). Vocational testimony in Social Security Hearings. 18 Journal of the National Association of Administrative Law Judges, 197.
- Sommers, D. & Austin, J. (2002). *Using O\*NET in dislocated worker retraining: The Toledo Dislocated Worker Consortium Project*. Columbus, OH: Center on Education and Training for Employment.
- Sommers, D. (2002). The Standard Occupational Classification: Improving information for career and technical education. *In brief: Fast facts for policy and practice*. Columbus, OH: The Ohio State University National Dissemination Center.
- Sommers, D. (2009, March). O\*NET and the Standard Occupational Classification. Statement before the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 10, 2010 from http://www7.nationalacademies.org/cfe/sommers.ONET%20panel%20statement.pdf

- South Carolina Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://sccis.intocareers.org/.
- Southeastern Louisiana University. (n.d.). Career Exploration and Assessment. [O\*NET OnLine]. Retrieved January 12, 2009, from http://www.selu.edu/admin/career\_srv/stu\_alum/career\_counseling/career\_exploration/.
- Sparber, C. (2009). Racial diversity and aggregate productivity in U.S. industries: 1980-2000. *Southern Economic Journal*, 75.
- Spector, P. E. (2005). *Industrial and organizational psychology: Research and practice*. Hoboken, NJ: Wiley.
- State of California, Labor Market Information, Employment Development Department. (2005). California Occupational Interest Guides: O\*NET Interest Profile Index. Retrieved June 17, 2008, from www.calmis.cahwnet.gov/file/occguide/\_OccGuideONET.pdf
- State of New Jersey Department of Labor and Workforce Development. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://lwd.dol.state.nj.us/labor/wfprep/coei/career/CareerInfo\_index.html.
- State of Utah. (n.d.). Department of Workforce Services: Utah's job connection. [O\*NET OnLine and Interest Profiler]. Retrieved January 2, 2008, from http://jobs.utah.gov/jobseeker/dwsdefault.asp
- Steel, P. & Kammeyer-Mueller, J. (2009). Using a meta-analytic perspective to enhance job component validation. *Personnel Psychology*, 62(3), 533-2.
- Steel, P. D. G., Huffcutt, A. I., and Kammeyer-Mueller, J. (2006). From the work one knows the worker: A systematic review of the challenges, solutions, and steps to creating synthetic validity. *International Journal of Selection and Assessment, 14(1),* 16-36.
- Stehura, A. M. (2010). Effects of occupational requirements on the validity of personality tests. *Dissertation Abstracts International: Section B: The Sciences and Engineering, 70* (9-B), 5881. Retrieved July 8, 2010 from PsychInfo.
- Stein, M. (2005). Fearless career change: The fast track to success in a new field. New York: McGraw-Hill.
- Swanson, C. B. (2007). Diplomas count: Ready for what? Education Week 26(40), Retrieved July 24, 2008 from http://lnk.edweek.org/edweek/index.html?url=/ew/articles/2007/06/12/40jobs.h26.html&tkn=fF1 qdE8%2B2VP5H4k3dUZafXa%2F8hZZrSF9
- Swanson, C. B. (2007). Learning and Earning. In Diplomas count: Ready for what? Preparing students for college, careers and life after high school. Retrieved June 26, 2007, from the Education Week Web site: http://www.edweek.org/ew/articles/2007/06/12/40jobs.h26.html

- Takahashi, Y. & Kiyoki, Y. (2004). A meta-level career-design support system for connecting educational and occupational databases. Symposium on Applications and the Internet—Workshops (SAINT 2004 Workshops), Tokyo, Japan.
- Taylor, J., & Hardy, D. (2004). *Monster careers: How to land the job of your life*. London: Penguin Books.
- Taylor, P. J., Li, W. D., Shi, K., Borman, W. C. (2008). The transportability of job information across countries. *Personnel Psychology* 61(1), 69–111.
- Taylor, P. J., Pajo, K. & Cheung, G. W. (2004). Dimensionality and validity of a structured telephone reference check procedure. *Personnel Psychology*, *57*, 745-772.
- Taylor, P., Keelly, Y. & McDonnell, B. (2002). Evolving personnel selection practices in New Zealand organisations and recruitment firms. *New Zealand Journal of Psychology*, 31, 8-18.
- TestingRoom.com. (n.d.). [O\*NET Interest Profiler]. Retrieved January 2, 2008, from http://www.testingroom.com/
- Texas Cares. (n.d.) Texas Workforce Commission/Labor Market and Career Information. [O\*NET database and career tools]. Retrieved February 21, 2011 from http://www.texascaresonline.com/index.asp.
- Texas Workforce Commission O\*NET-SOC Autocoder. (n.d.). [O\*NET database]. Retrieved April 6, 2011 from http://autocoder.lmci.state.tx.us:8080/jc/onetmatch.
- The Beehive. (n.d.). Online Career Test. [O\*NET Interest Profiler]. Retrieved February 27, 2009, from http://www.thebeehive.org/jobs/career-coach/discover-career/online-career-test.
- The Riley Guide. (n.d.). [My Next Move and O\*NET OnLine]. Retrieved April 5, 2011 from http://www.rileyguide.com/careers.html#guides.
- The Scout Report. (2011, March 11). Volume 17, Number 10. [O\*NET OnLine]. Retrieved March 14, 2011 from http://scout.wisc.edu/Reports/ScoutReport/2011/scout-110311-geninterest.php#2.
- The White House Office of Faith-based and Neighborhood Partnerships. (2011, March 16). [My Next Move] Retrieved March 28, 2011 from http://www.whitehouse.gov/blog/2011/03/16/resources-community-and-faith-based-organizations.
- Thompson, K. R. & Koys, D. J. (2010). The management curriculum and assessment journey: Use of Baldridge criteria and the Occupational Network Database. *Journal of Leadership and Organizational Studies*, 17(2), 156-166.
- Tracey, J. B., Sturman, M. C., & Tews, M. J. (2007). Ability versus personality: Factors that predict employee job performance. *Cornell Hotel and Restaurant Administration Quarterly*, 48(3), 313-322.

- Transcend Innovation Group. (n.d.). CareerNoodle. [O\*NET database and career tools]. Retrieved February 23, 2010 from http://www.transcendinnovation.com/careernoodle.php.
- Transition Hawaii. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.transitionhawaii.com/.
- Truthan, J. A. & Karman, S. K. (2003). Transferable skills analysis and vocational information during a time of transition. *Journal of Forensic Vocational Analysis*, 6(1), 17-25.
- Tsacoumis, S. & Byrum, C. N. (2006, December). *O\*NET Analyst Occupational Abilities Ratings: Analysis Cycle 6 Results.* Alexandria, VA: Human Resources Research Organization.
- Tsacoumis, S. & Willison, S. (2010). O\*NET analyst occupational skill ratings: Procedures. Alexandria, VA. HumRRO.
- Tsacoumis, S. (2007, May). *The feasibility of using O\*NET to study skill changes*. Paper presented to The National Academies Center for Education, Workshop on Research Evidence Related to Future Skill Demands, Washington, DC.
- Tsacoumis, S. (2009). *O\*NET analyst ratings*. Presentation to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/O\_NET\_Suzanne\_Tsacoumis\_presentation.pdf.
- Tsacoumis, S. (2009). *Responses to Harvey's criticisms of HumRRO's analysis of the O\*NET analysts'* ratings. Paper provided to the Panel to Review the Occupational Information Network (O\*NET). Retrieved August 11, 2010 from http://www7.nationalacademies.org/cfe/response%20to%20RJ%20Harvey%20criticism.pdf.
- Tsacoumis, S., & Van Iddekinge, C. H. (2006, April). A comparison of incumbent and analyst ratings of *O\*NET skills*. Alexandria, VA: Human Resources Research Organization.
- Turner, S. L., Conkel, J. L., Starkey, M., Landgraf, R., Lapan, R. T., Siewert, J. J., et al. (2008). Gender differences in Holland vocational personality types: Implications for school counselors. *Professional School Counseling*, 11(5), 317-326.
- U. S. Department of Labor, Employment and Training Administration. (2000). *Testing and Assessment:* An Employer's Guide to Good Practices. Retrieved October 5, 2010 from http://www.onetcenter.org/dl\_files/empTestAsse.pdf.
- U. S. Department of Labor, Employment and Training Administration. (2000). *Tests and Other Assessments: Helping You Make Better Career Decisions*. Retrieved October 5, 2010 from http://www.onetcenter.org/dl\_files/testAsse.pdf.
- U. S. Department of Labor, Employment and Training Administration. (2006). *Testing and Assessment:* A Guide to Good Practices for Workforce Investment Professionals. Retrieved October 5, 2010 from http://www.onetcenter.org/dl\_files/proTestAsse.pdf.

- U. S. Department of Labor, Employment and Training Administration. (2010, January). Greening the World of Work: Implications for Occupational Information Network Standard Occupational Classification (O\*NET SOC) and New and Emerging Occupations.
- U. S. Department of Labor, Employment and Training Administration. (2010, May). *The million dollar pyramid and other career pathway tools: Introduction to competency models, career ladders, and O\*NET*. Webinar presented May 24, 2010.
- U. S. Department of Labor. (2000, December). O\*NET Data Collection Program: Office of Management and Budget clearance package supporting statement and data collection instruments. Author.
- U. S. Department of Labor. (2002, July). O\*NET Data Collection Program: Office of Management and Budget clearance package supporting statement and data collection instruments. Author.
- U. S. Department of Labor. (2005, September). O\*NET Data Collection Program: Office of Management and Budget clearance package supporting statement. Author.
- U. S. Department of Labor. (2008, March). O\*NET Data Collection Program: Office of Management and Budget clearance package supporting statement. Author.
- U.S. Department of Labor and Bureau of Labor Statistics. (2007, Summer). O\*NET T2: Technology at work. Occupational Outlook Quarterly. Retrieved January 7, 2008, http://www.bls.gov/opub/ooq/2007/summer/grabbag.pdf
- U.S. Department of Labor. (2010, March). *Why is green good for women?* Teleconference presented March 15, 2010. Transcript retrieved April 7, 2010 from http://www.dol.gov/wb/media/Transcript%2003-15-10.htm.
- Uhalde, R. & Strohl, J. (2006). America in the global economy, a background paper for the new commission on the skills of the American workforce. National Center on Education and the Economy, Washington, DC.
- University of Arizona Career Services. (n.d.) Retrieved March 1, 2010 from http://www.career.arizona.edu/Webresources/?occupation.
- University of Washington. (n.d.). Identifying your skills and career interests. [O\*NET OnLine]. Retrieved January 12, 2009, from http://www.washington.edu/doit/Lessons/Career/prep.html.
- University of Wisconsin System Board of Regents. (n.d). WISCareers. [O\*NET database]. Retrieved March 9, 2010 from http://wiscareers.wisc.edu/P\_home/home.asp.
- UniXL. (n.d.). [O\*NET database]. Retrieved February 8, 2011 from http://www.unixl.com/dir/.
- Utah Department of Workforce Services. (n.d.). [O\*NET OnLine]. Retrieved March 9, 2010 from http://jobs.utah.gov/opencms/wi/occi.html.

- UtahFutures. (n.d.) University of Oregon. [O\*NET database and career tools]. Retrieved February 26, 2010 from http://utahfutures.org/default.aspx.
- Valentine, B. (2004). O\*NET Consortium: Occupational Information Network. College & Research Libraries News, 65(2).
- Valentine, B. (2004, February). O\*NET Consortium: Occupational Information Network [Review of O\*NET Web sites]. C&RL News. Retrieved November 23, 2007, from http://www.ala.org/ala/acrl/acrlpubs/crlnews/internetreviews/200402/onet.cfm
- Van Horn, S. M. & Myrick, R. D. (2001). Computer technology and the 21st century school counselor. *Professional School Counseling*, 5(2), 124-130.
- Van Iddekinge, C. H., Tsacoumis, S., & Donsbach, J. (2002, October). *A preliminary analysis of occupational task statements from the O\*NET Data Collection Program*. Alexandria, VA: Human Resources Research Organization.
- Van Iddekinge, C., Tsacoumis, S., & Donsbach, J. (2003, March). A preliminary analysis of occupational task statements from the O\*NET Data Collection Program. Raleigh, NC: National Center for O\*NET Development.
- Venable, M. A. (2010). Using technology to deliver career development services: Supporting today's students in higher education. *The Career Development Quarterly*, 59(1).
- Vermont Career Resource Network. (n.d.). Vermont labor market information: Occupational information center. [O\*NET database and career tools]. Retrieved January 2, 2008, from http://www.vtlmi.info/oic.cfm
- Virginia Education Wizard. (n.d.). [O\*NET data and career tools]. Retrieved March 13, 2009, from https://www.vawizard.org/vccs/Main.action.
- Virginia Workforce Connection. (n.d.). Geographic Solutions. [O\*NET database]. Retrieved February 26, 2010 from http://www.vawc.virginia.gov/analyzer/default.asp.
- Vocational Information Center. (n.d.). [O\*NET OnLine] Retrieved December 16, 2008, from http://www.khake.com/page97.html.
- VocRehab.com. (n.d.). [O\*NET database]. Retrieved January 2, 2008, from http://www.vocrehab.com/what.htm
- Wagner, S. (2005). A leadership competency model: Describing the capacity to lead. Retrieved 6/17/08 from www.chsbs.cmich.edu/leader\_model/CompModel/OnlineModel.doc
- Wagner, T. A., & Harvey, R. J. (2004, April). *Job-component validation using CMQ and O\*NET: Assessing the additivity assumption.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.

- Wall, J. E. (2006). *Job Seeker's online goldmine: A step-by-step guidebook to government and no-cost Web tools*. Indianapolis, IN: JIST Publishing.
- Walsh, W. B. & Savickas, M. L. (2005). *Handbook of Vocational Psychology: Theory, Research, and Practice*. Mahwah, New Jersey: Lawrence Erlbaum Associates.
- Walsh, W. B. (2003) *Counseling Psychology and Optimal Human Functioning*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Ward, W. J. (1994). *Health Care Budgeting and Financial Management for Non-Financial Managers*. Westport, CT: Auburn House.
- Washington State Employment Security Department. (n.d.) Five Tools for Rapid Reemployment. [O\*NET database] Retrieved February 25, 2010 from http://www.workforceexplorer.com/.
- Weekley, J. A., Ployhart, R. E., & Cooper-Hakim, A. (2005). *On the development of measures of the O\*NET work styles*. Paper presented at the annual conference for the Society of Industrial-Organizational Psychology, Los Angeles, CA.
- Weingarden, S. M. (2004). Executive succession, organizational performance, and charisma. (Doctoral dissertation, Wayne State University, 2004). *Dissertation Abstracts International*, 66, 3454.
- Whinghter, L. J. (2006). Employed youth: An exploration of the relationship between job quality and counterproductivity. Dissertation Abstracts International: Section B: The Sciences and Engineering. 67(4-B), 2269.
- Wiita, N. E., & Palmer, H. T. (2009, April). *O\*NET in-demand occupations: Estimating skill levels for success*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Willison, S. & Tsacoumis, S. (2008, June). *O\*NET Analyst Occupational Abilities Ratings: Analysis Cycle 8 Results*. Alexandria, VA: Human Resources Research Organization.
- Willison, S. & Tsacoumis, S. (2009, February). *O\*NET Analyst Occupational Abilities Ratings: Analysis Cycle 9 Results*. Alexandria, VA: Human Resources Research Organization.
- Willison, S., Tsacoumis, S., & Byrum, C. N. (2008, June). *O\*NET analyst occupational abilities ratings: Analysis cycle 7 results*. Alexandria, VA: Human Resources Research Organization.
- Willison, S., Wasko, L. E., & Tsacoumis, S. (2010). *O\*NET analyst occupational skills ratings: Cycles 1 10 results*. Alexandria, VA. HumRRO.
- Wilson, D. M. (2009, October). *How Many Green Jobs are There in the United States?* AES Economic Analysis No. 2009-7. Retrieved February 2, 2010 from http://www.appliedeconstrategies.com/pdf/Economic%20Analysis%20&%20Fact%20Sheets/How%20Many%20Green%20Jobs.pdf

- WOIS/The Career Information System. (n.d.). [O\*NET database and career tools]. Retrieved March 9, 2010 from http://www.wois.org/.
- Wolfe, F., Michaud, K., Choi, H. K., & Williams, R. (2005). Household income and earnings losses among 6396 persons with rheumatoid arthritis. *Journal of Rheumatology*, 32(10), 1875–1883.
- Women Employed. (n.d.). Career Coach. [O\*NET database and Interest Profiler] Retrieved February 23, 2010 from http://www.womenemployed.org/index.php?id=38.
- Woo, S. E., Sims, C. S., Rupp, D. E. & Gibbons, A. M. (2008). Development engagement within and following developmental assessment centers: Considering feedback favorability and self-assessor agreement. *Personnel Psychology*, 61, 727-759.
- Woods, J. & Frugoli, P. (2004). Information, tools, and technology: Information labor exchange participants. In D. E. Balducchi, R. W. Eberts, & C. J. O'Leary (Eds.), *Labor exchange policy in the United States* (pp. 279–210). Kalamazoo, MI: W. E. Upjohn Institute.
- Workforce Associates, Inc. (2008). TORQ. [O\*NET data]. Retrieved October 6, 2008, from http://workforceassociates.com/torq.html.
- Workforce Central Florida. (n.d.) [O\*NET database and career tools]. Retrieved February 26, 2010 from .
- Workforce Explorer Washington. (n.d.). [O\*NET Interest Profiler and Work Importance Locator]. Retrieved January 2, 2008, from http://www.workforceexplorer.com/
- Workforce Information Council Green Jobs Study Group. (2009). *Measurement and analysis of employment in the green economy. Final Report*. Author.
- Workforce<sup>3</sup> One. (2010, March). *Defining green industries, business, occupations, and jobs*. Webinar presented March 17, 2010.
- WorkInTexas.com. (n.d.). [O\*NET database]. Retrieved January 19, 2011 from https://wit.twc.state.tx.us/WORKINTEXAS/wtx?pageid=APP\_HOME.
- WorkSource Clackamas (n.d.). Clackamas County, Oregon, Workforce Investment Council. [O\*NET database]. Retrieved March 3, 2010 from http://www.worksourceclackamas.org/.
- WorkSource Washington. (n.d.). [O\*NET Interest Profiler, Work Importance Profiler]. Retrieved January 2, 2008, from https://fortress.wa.gov/esd/worksource/StaticContent.aspx?Context=SkillsCenter
- XAP Corporation. (n.d.). CaliforniaColleges.edu: The official source for college and career planning in California. [O\*NET career tools]. Retrieved January 2, 2008, from http://www.californiacolleges.edu/career/OnetInterestSurvey/default.asp

- XAP Corporation. (n.d.). GoHigherKY.org. [O\*NET database and career tools]. Retrieved January 2, 2008, from http://www.gohigher.ky.gov/
- XAP Corporation. (n.d.). MassMentor.edu: Your Internet connection to the colleges and universities in Massachusetts. [O\*NET database and career tools]. Retrieved January 2, 2008, from http://www.massmentor.edu/
- XAP Corporation. (n.d.). MississippiMentor: Online source for higher education in Mississippi. [O\*NET career tools]. Retrieved January 2, 2008, from http://www.mississippimentor.org/career/OnetInterestSurvey/default.asp
- XAP Corporation. (n.d.). PennsylvaniaMentor: Your online connection to colleges and universities in Pennsylvania. [O\*NET career tools]. Retrieved January 2, 2008, from http://www.pennsylvaniamentor.org/career/OnetInterestSurvey/default.asp
- XAP Corporation. (n.d.). TexasMentor: Your guide to the private colleges of Texas. [O\*NET career tools]. Retrieved January 2, 2008, from http://www.texasmentor.org/career/OnetInterestSurvey/default.asp
- Yom-Tov, A. (2010). Rethinking inequality: Constrained opportunities and structural barriers to equality. *Dissertation Abstracts International: Section A: Humanities and Social Sciences*, (4473), 70 (11-A). Retrieved October 13, 2010 from PsychInfo.
- Yugo, J. E. (2010). The role of calling in emotional labor. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, (5881), 70 (9-B). Retrieved October 13, 2010 from PsychInfo.
- Zalaquett, C. P. & Osborn, D. S. (2007). Fostering counseling students' career information literacy through a comprehensive career Web site. *Counselor Education and Supervision*, 46(3), 162-171.
- Zelibor, T., Suttie, R., & Potter, N. (2008, March). Naval War College Joint Capability-Focused Competency-Based Research Report. Prepared by College of Operational & Strategic Leadership.
- ZERORISK HR. (n.d.). ZERORISK Hiring System. Downloaded October 16, 2009 from http://www.zeroriskhr.com/products/zrhs.aspx.
- Zhang, Z. & Snizek, W. E. (2003). Occupation, job characteristics, and the use of alcohol and other drugs. *Social Behavior and Personality*, *31*(4), 395–412.
- Zimmerman, F. J., Christakis, D. A., & Vander Stoep, A. (2004). Tinker, tailor, soldier, patient: Work attributes and depression disparities among young adults. *Social Science & Medicine*, *58*, 1889–1901.