Transitioning O*NET to the Standard Occupational Classification

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Finally, thanks is owed to Bruce Paige who put in long hours creating, editing, and revising the O*NET-SOC crosswalk.
Executive Summary

This document describes the important O*NET to Standard Occupational Classification (SOC) transition initiative, including its overarching principles, action steps taken, and examples of the O*NET-SOC system. In order to accomplish this transition, O*NET has been implemented as a SOC-based system. Results of these efforts are highlighted below.

1) The new O*NET-SOC system includes 1094 occupational titles, of which 974 will include data. See Figure 1 on Page 11 for a visual overview of the transition to the new system. The system used the 749 specific, detailed occupations of the revised SOC as its foundation. O*NET identified 120 of these occupations to include an additional level of detailed occupations. In other words, multiple O*NET occupations (a total of 343) were linked to these 120 SOC occupations. The total number of titles included within the database, therefore, is the 749 SOC occupational titles plus the 343 detailed O*NET occupational titles, along with two exceptional cases (total = 1094). Currently, for those 120 occupations with added detailed O*NET occupations, data will be presented and collected at the detailed level and not at the SOC level. The number of occupations at the “data level” therefore, is the 1094 occupational titles, less the 120 identified occupations (total = 974).

2) New products are being developed using the new O*NET-SOC system and coding structure. Examples are the O*NET 3.0 database and O*NET OnLine, a web-based application that will allow users to access valuable occupational information in the database.

3) A new O*NET-SOC Coding System has been implemented throughout new and existing O*NET products. There are four different coding system situations that describe how linkages were made between detailed SOC occupations and O*NET occupations (OUs). They are: (a) one SOC to one OU, (b) one SOC to many OUs, (c) many SOCs to one OU, and (d) detailed SOC does not match to an OU. Examples of Coding System Situations begin on Page 7.

4) A comprehensive crosswalk includes the links between the revised SOC system, the O*NET 98 OU system, and the new O*NET-SOC occupational codes and titles. This crosswalk is provided in Attachment 1 of this document.

5) An Occupational Code Request (OCR) process is available to accommodate individual requests to add new and emerging occupations to the new O*NET system. Page 9 provides a description of the OCR process.
Overview

The United States Office of Management and Budget has recently instructed government agencies to implement the newly developed Standard Occupational Classification (SOC) system. It is, therefore, the goal of the National O*NET Consortium to adhere to the revised SOC system (U.S. Department of Labor, Bureau of Labor Statistics, 1999). To accomplish this, a SOC-based O*NET system (O*NET-SOC system) has been implemented. This paper describes this important transition initiative, presents background, and discusses current efforts.

Purpose

All government agencies are moving towards the SOC as the one standard system; therefore, O*NET must adhere to this system. O*NET, as one of the first systems to align with the SOC, will serve as a model for other programs that will be implementing a similar transition. A successful O*NET-SOC conversion will allow O*NET users [e.g., America’s Job Bank (AJB), America’s Labor Market Information System (ALMIS), America’s Learning Exchange (ALX), etc.] to transition smoothly to other SOC-based tools and systems. In addition, this transition will allow O*NET to take advantage of other data sources.

The purpose of this document is to inform O*NET customers of development efforts by providing specific examples of the new O*NET-SOC system and describing current related efforts, which include the development of a new O*NET-SOC coding system, an O*NET-SOC database (O*NET 3.0 database), a new web-based viewer application (O*NET OnLine), and awareness products. Additionally, a description and summary of feedback from potential users of O*NET-SOC alignment products is presented below.

Feedback

Users provided important feedback that will help insure that the new O*NET-SOC system can be incorporated into other systems (e.g., ALMIS). It is crucial that different organizations work closely together while developing projects, products, or new information. Therefore, this paper was presented to the taxonomy work committee of ALX and ACI-NET, members of the ALMIS Database Consortium, representatives of the Bureau of Labor Statistics, and others. The purpose was to update these groups on O*NET’s effort to transition to the SOC system and to gather input on current transition efforts, specifically the proposed O*NET-SOC coding system. Some overall comments and general feedback regarding the coding system were received. In addition, various individuals spent time reviewing the transition paper and examining the actual O*NET to SOC linkages. Subsequently, more specific feedback was received. As a result, the current paper and coding system samples were updated to reflect thoughtful insights and informative suggestions.
Background

The Occupational Information Network (O*NET) is a comprehensive database system for collecting, organizing, describing, and disseminating information on occupational characteristics and worker attributes. O*NET will be at the center of an extensive network of occupational information used by a wide range of audiences, from software developers, to public agencies and schools, to employers, to One Stop Career Centers. The O*NET Data Collection Program will soon become a continuing activity to develop and maintain a current database on the detailed characteristics of workers and occupations. The new O*NET 3.0 database will be the most comprehensive standard source of occupational information in the United States.

Dictionary of Occupational Titles to O*NET 98

O*NET has replaced the Department of Labor’s obsolete Dictionary of Occupational Titles (DOT) and provides additional information not available in the DOT. O*NET uses a data structure, the Content Model, to organize occupational information and provides a “common language” of standardized and defined descriptors and measures about occupations for use by all audiences. O*NET moved from the DOT’s over 12,000 occupations to its current system, a user-friendly 1,122 Occupational Units (OUs) based on the Bureau of Labor Statistics’ Occupational Employment Statistics codes\(^1\). While transitioning from DOT to O*NET, users can learn more about the relationship between the DOT’s occupations and O*NET’s OUs in the crosswalk function of the O*NET 98 Viewer. Here, Viewer users can see which OUs are linked to DOTs.

O*NET to the SOC System

The National O*NET Consortium has made the O*NET system closely compatible with the SOC system. To be compatible, O*NET has reduced its number of occupations and moved from its current O*NET 98 OU system to an SOC-based O*NET (O*NET-SOC) system. This conversion required a transition from the existing system to the new O*NET-SOC system by updating current O*NET products as well as developing new ones. Initial products in development are listed below.

- O*NET 3.0 database
- Awareness products
- O*NET OnLine

\(^1\) It is important to note that O*NET 98 and OES are separate systems. O*NET 98 incorporated OES codes as a basis for its system. In many cases, O*NET 98 occupations contain more detail than the OES. Therefore, in such O*NET 98 cases, an alpha character was added to the base OES code to denote this finer level of detail. In O*NET 3.0, a period and two-digit extension is added to the SOC code, as described on pages 5-9.
The O*NET-SOC System

To accomplish the transition and adhere to an SOC-based O*NET system, a new O*NET-SOC coding system has been implemented throughout new and existing O*NET products. This new coding system attached a two-digit extension (e.g., .00, .01-.50, .51-.99) to the newly revised six-digit SOC codes. In addition, the soon-to-be-released O*NET 3.0 database will provide information on the status of each occupation’s data (e.g., data currently available; data currently available and linked to multiple SOCs; no data currently available, but collecting in the future). The codes will allow the user to operate in an SOC mode, but still be able to attain the level of detail and access important information provided by the O*NET 3.0 database.

A goal of the O*NET-SOC system is a flexible coding system that readily allows the inclusion of new information (i.e., new occupations). The coding system has been designed to handle new occupations that may be added to the system. A request made to add and assign a temporary code to a new occupation is called an Occupational Code Request (OCR). The coding system is designed to handle the addition of such occupations.

The following sections describe some of the recent efforts of the National Center for O*NET Development, including how the O*NET-SOC coding system works for each linkage type and the OCRs, and provide examples of each situation. A detailed crosswalk is available that contains the mapping of SOC codes and titles to OU codes and titles and provides the new O*NET-SOC codes and titles for each.

Current Efforts

In addition to the new O*NET-SOC coding system, the following efforts have been undertaken to support the O*NET-SOC Conversion Project:

- Where possible, O*NET titles and definitions were converted entirely to SOC titles and definitions.
- To further facilitate the transition to a SOC-based system, current and future data collection efforts will employ SOC titles and definitions where possible.
- In order to make the SOC conversion viable for O*NET’s customer base, a new O*NET 3.0 database containing a SOC-based coding structure was created. The O*NET 3.0 database will serve as the foundation for current and future efforts, such as O*NET OnLine.

The O*NET-SOC Coding System

This section presents the overarching principles of the coding system, as well as a description of the coding system within four different linkage situations listed below:

- One SOC to one OU
- One SOC to many OUs
- Many SOCs to one OU (i.e., the same OU data will be displayed for multiple SOCs)
- Detailed SOC does not link to an OU

**Overarching Principles**

1. **The extension “.00” denotes a specific SOC occupation**
   A .00 has been added to the six-digit SOC code for a given occupation to allow users to know which O*NET-SOC occupations are the same as SOC occupations. In most cases, data is available for these occupations.

2. **The extensions “.01, .02,... .50” denote occupations derived from O*NET**
   These extensions are used (a) when the system must retain the O*NET title and definition and (b) when there is a greater level of detail in O*NET than in the SOC. Sometimes the extension .01 is used when only one O*NET OU is linked to an SOC, but is more detailed than the SOC. In most cases, however, these extensions are used when there is more than one OU linked to a single SOC. Currently, data are available for occupations having these extensions.

3. **The entire SOC structure has been incorporated into the O*NET 3.0 database**
   The SOC structure, including occupational families, will be included in the soon-to-be-released O*NET 3.0 database. This will facilitate the use of the entire SOC system.

4. **“All Other” (residual) SOC categories will not be displayed in O*NET OnLine**
   Since the goal of the O*NET-SOC system is to adhere to the SOC and collect data on SOC occupations in the future, O*NET occupations linked to residual SOC categories will not be displayed in O*NET OnLine. Data will not be collected on such occupations. However, the residual occupations (codes and titles) are retained in the O*NET 3.0 database.

5. **Special cases**
   Two O*NET occupations initially linked to “All Other” SOCs were selected to be retained in O*NET-SOC: Human Resource (HR) Managers and Biologists. These occupations were assigned the appropriate broad SOC code and are now O*NET-SOC occupations. The linkages for these two exceptions are as follows:

<table>
<thead>
<tr>
<th>SOC Occupations</th>
<th>O*NET 98 Occupational Units</th>
<th>O*NET 3.0 Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-3040 HR Managers</td>
<td>13005A HR Managers</td>
<td>11-3040.00 HR Managers</td>
</tr>
<tr>
<td>19-1020 Biological Scientists</td>
<td>24308B Biologists</td>
<td>19-1020.01 Biologists</td>
</tr>
</tbody>
</table>
Description of Coding System Situations

1. **One SOC to One OU (482 cases)**
   In a one-to-one relationship, there is simply one OU linked to the SOC occupation. Below is an example.

<table>
<thead>
<tr>
<th>SOC Occupation</th>
<th>O*NET 98 Occupational Unit</th>
<th>O*NET 3.0 Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>13-2053 Insurance Underwriters</td>
<td>22102 Underwriters</td>
<td>13-2053.00 Insurance Underwriters</td>
</tr>
</tbody>
</table>

In this example, the OU title (and definition) was determined to be similar enough to the SOC title (and definition) that the SOC could replace the OU. Therefore, the two digit extension .00 was added to the SOC code. However, if titles and/or definitions were determined not to be “replaceable,” then the OU title and definition were kept and a .01 extension was assigned to the SOC code.

2. **One SOC to Many OUs (120 occupations with added detail, leading to 343 cases)**
   In this situation, O*NET occupations are at a finer level of detail than the SOC occupation. Therefore, the extensions, .01, .02, etc., are used to denote this greater level of detail in O*NET. Two types of one-to-many relationships are presented:

**Example A.**

<table>
<thead>
<tr>
<th>SOC Occupation</th>
<th>O*NET 98 Occupational Units</th>
<th>O*NET 3.0 Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>19-1031 Conservation Scientists</td>
<td>24302B Soil Conservationists</td>
<td>19-1031.00 Conservation Scientists</td>
</tr>
<tr>
<td></td>
<td>24302D Range Managers</td>
<td>19-1031.01 Soil Conservationists</td>
</tr>
<tr>
<td></td>
<td>24302E Park Naturalists</td>
<td>19-1031.02 Range Managers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>19-1031.03 Park Naturalists</td>
</tr>
</tbody>
</table>

In this example, the extensions .01, .02, and .03 have been assigned to the more detailed OUs linked to this SOC occupation. In addition, the extension .00 has been assigned to the SOC occupation, Conservation Scientists, to show that it will be retained in our system at the SOC level. Data will be collected on the three, more detailed occupations, Soil Conservationists, Range Managers, and Park Naturalists.

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2 In these cases, detailed OUs are linked to an SOC, but as a group may not necessarily describe the entire SOC occupation.
Example B.

<table>
<thead>
<tr>
<th>SOC Occupation</th>
<th>O*NET 98 Occupational Units</th>
<th>O*NET 3.0 Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>19-1013 Soil and Plant Scientists</td>
<td>24305B Plant Scientists</td>
<td>19-1013.00 Soil and Plant Scientists</td>
</tr>
<tr>
<td></td>
<td>24305D Soil Scientists</td>
<td>19-1013.01 Plant Scientists</td>
</tr>
<tr>
<td></td>
<td></td>
<td>19-1013.02 Soil Scientists</td>
</tr>
</tbody>
</table>

In this example, the SOC occupation is a “roll-up” of the two more detailed OUs. Therefore, a .00 was assigned to the SOC occupation to show that it will be retained in the O*NET-SOC system at the SOC level. The extensions .01 and .02 have been assigned to show that the OUs, Plant Scientists and Soil Scientists are more detailed than the SOC occupation. Data are available for these more detailed occupations.

3. Many SOCs to One OU (30 broader OUs, leading to 75 cases)
In this situation, the SOC has a greater level of detail than O*NET. Therefore, the same OU data will be displayed for all relevant SOCs. The OU title is not part of the new O*NET-SOC system.

<table>
<thead>
<tr>
<th>SOC Occupations</th>
<th>O*NET 98 Occupational Unit(s)</th>
<th>O*NET 3.0 Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>13-2071 Loan Counselors</td>
<td>21108 Loan Officers and Counselors</td>
<td>13-2071.00 Loan Counselors</td>
</tr>
<tr>
<td>13-2072 Loan Officers</td>
<td></td>
<td>13-2072.00 Loan Officers</td>
</tr>
</tbody>
</table>

In this particular example, the SOC occupations are more detailed than the OU. First, the extension .00 has been assigned to the two detailed SOC occupations to show that they will be retained in the O*NET-SOC system at the SOC level. In addition, the same OU data will be displayed for both SOCs linked to this O*NET OU. A column will be provided in the O*NET 3.0 database that describes the data and from which O*NET occupation it came. Note that in the future, data will be collected separately for the two detailed SOCs, Loan Counselors and Loan Officers.

4. Detailed SOC does not match to an OU (74 cases)
Sometimes there are no OUs linked to a particular SOC. These occupations have been assigned an SOC code with a .00 extension. There will be a column (status field) within the database that will indicate data are not currently available for the detailed SOC.

<table>
<thead>
<tr>
<th>SOC Occupation</th>
<th>O*NET 98 Occupational Unit(s)</th>
<th>O*NET 3.0 Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-1031 Legislators</td>
<td>None</td>
<td>11-1031.00 Legislators</td>
</tr>
</tbody>
</table>

3 The 74 cases include 18 military occupations.
The extension .00 has been assigned to the SOC code for Legislators to show that this occupation will be retained in the O*NET-SOC system at the SOC level. In addition, it will serve as a place holder in the soon-to-be-released O*NET 3.0 database in the event data will be collected on the specific SOC occupation, Legislators, in the future.

5. **Temporary Codes for Occupational Code Requests (OCR)**

OCRs are instances where certain occupations that are not currently part of the O*NET-SOC system are given a temporary code and title and may one day become permanent. Extensions .51-.99 will be reserved for such requests and assigned accordingly.

Code assignment will be a three stage process, and coordination with the Bureau of Labor Statistics will be necessary. First, the new OCR will be examined and linked to the best matching O*NET-SOC occupation that already exists in the system. For example, if a request is made to add the occupation, Auto Detailer, it may be determined that the best link is to the current O*NET-SOC occupation, 53-7061.00 Cleaner of Vehicles and Equipment. Second, once the link has been determined, assuming no other OCRs have already been assigned to this O*NET-SOC occupation, Auto Detailer will be assigned the code 53-7061.51. Third, once permanently added to the O*NET-SOC system, the extension will become either .00, .01, .02, etc., as appropriate. For example, if two detailed occupations are already linked to 53-7061.00 (codes 53-7061.01 and 53-7061.02), then the code for the newly added occupation, Auto Detailer, will become 53-7061.03. Note, if an OCR cannot be linked to an existing O*NET-SOC occupation, it will be linked to an “All Other” category and assigned the corresponding code and extension following the procedures above.
Summary

This document described the important O*NET to SOC transition initiative, including its overarching principles, action steps taken, and examples of the O*NET-SOC system. The new O*NET-SOC system includes 1094 occupational titles of which 974 will include data. See Figure 1 on Page 11 for a visual overview of the transition to the new system. The system used the 749 specific, detailed occupations of the revised SOC as its foundation. O*NET identified 120 of these occupations to include an additional level of detailed occupations. In other words, multiple O*NET occupations (a total of 343) were linked to these 120 SOC occupations. The total number of titles included within the database, therefore, is the 749 SOC occupational titles plus the 343 detailed O*NET occupational titles, along with two exceptional cases (total = 1094). Currently, for those 120 occupations with added detailed O*NET occupations, data will be presented and collected at the detailed level and not at the SOC level. The number of occupations at the “data level,” therefore, is the 1094 occupational titles, less the 120 identified occupations (total = 974).

A new O*NET-SOC coding system has been implemented throughout new and existing O*NET products. Coding system situations have been described that present the new codes and linkage types between the revised SOC and O*NET 98 systems. The four different linkage types are: (a) one SOC to one OU, (b) one SOC to many OUs, (c) many SOCs to one OU, and (d) detailed SOC does not match to an OU.

Finally, a crosswalk is available and provided in Attachment 1 of this document that includes the links between the detailed SOC occupations, the O*NET 98 occupations, and the new O*NET-SOC (O*NET 3.0) occupations.

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4 The 73 “All Other” SOC titles are not included.

5 The exceptional cases are two O*NET occupations, Human Resources Managers and Biologists, which are both linked to broader SOC occupations. Therefore, these occupations do not have a detailed SOC code assigned to them. Refer to Page 6 for a detailed description of these two cases.

6 Currently, 900 of these occupations have data, while the remaining 74 occupations are slotted for the next cycle of the O*NET incumbent data collection.
Figure 1. SOC & O*NET Information Included in the O*NET 3.0 Database

O*NET-SOC Data Level = 974 Occupations
(629 Original SOC + 343 Detailed O*NET + 2 Exceptional Cases)
Reference

ATTACHMENT 1

SOC to O*NET OU to O*NET-SOC Crosswalk
(also available in an Excel file)

KEYS

Data Available
1 = data available
2 = data currently available and linked to multiple SOCs
3 = no data currently available

Link (these correspond to Coding System Situations 1-4)
1 = one SOC to one OU
2 = one SOC to many OUs
3 = many SOCs to one OU
4 = detailed SOC does not match to an OU
<table>
<thead>
<tr>
<th>SOC CODE</th>
<th>SOC TITLE</th>
<th>O*NET 98 (OU) CODE</th>
<th>O*NET 98 (OU) TITLE</th>
<th>O<em>NET 3.0 (O</em>NET-SOC) CODE</th>
<th>O<em>NET 3.0 (O</em>NET-SOC) TITLE</th>
<th>DATA AVAIL.</th>
<th>Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-1011</td>
<td>Chief Executives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>11-1011</td>
<td>Chief Executives</td>
<td>19005A</td>
<td>Government Service Executives</td>
<td>11-1011.01</td>
<td>Government Service Executives</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>11-1011</td>
<td>Chief Executives</td>
<td>19005B</td>
<td>Private Sector Executives</td>
<td>11-1011.02</td>
<td>Private Sector Executives</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>11-1021</td>
<td>General and Operations Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>11-1031</td>
<td>Legislators</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>11-2011</td>
<td>Advertising and Promotions Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>11-2021</td>
<td>Marketing Managers</td>
<td>13011C</td>
<td>Marketing Managers</td>
<td>11-2021.00</td>
<td>Marketing Managers</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>11-2022</td>
<td>Sales Managers</td>
<td>13011B</td>
<td>Sales Managers</td>
<td>11-2022.00</td>
<td>Sales Managers</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>11-2031</td>
<td>Public Relations Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>11-3011</td>
<td>Administrative Services Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>11-3021</td>
<td>Computer and Information Systems Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>11-3031</td>
<td>Financial Managers</td>
<td>13002A</td>
<td>Treasurers, Controllers, and Chief Financial Officers</td>
<td>11-3031.01</td>
<td>Treasurers, Controllers, and Chief Financial Officers</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>11-3031</td>
<td>Financial Managers</td>
<td>13002B</td>
<td>Financial Managers, Branch or Department</td>
<td>11-3031.02</td>
<td>Financial Managers, Branch or Department</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>11-3040</td>
<td>Human Resources Managers</td>
<td>13005A</td>
<td>Human Resources Managers</td>
<td>11-3040.00</td>
<td>Human Resources Managers</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>11-3041</td>
<td>Compensation and Benefits Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>11-3042</td>
<td>Training and Development Managers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>11-3051</td>
<td>Industrial Production Managers</td>
<td>15014</td>
<td>Industrial Production Managers</td>
<td>11-3051.00</td>
<td>Industrial Production Managers</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>SOC CODE</td>
<td>SOC TITLE</td>
<td>O*NET 98 (OU) CODE</td>
<td>O*NET 98 (OU) TITLE</td>
<td>O<em>NET 3.0 (O</em>NET-SOC) CODE</td>
<td>O<em>NET 3.0 (O</em>NET-SOC) TITLE</td>
<td>DATA AVAIL.</td>
<td>Link</td>
</tr>
<tr>
<td>----------</td>
<td>--------------------------------------------------</td>
<td>--------------------</td>
<td>-----------------------------------</td>
<td>-----------------------------</td>
<td>------------------------------------------------------------------</td>
<td>------------</td>
<td>------</td>
</tr>
<tr>
<td>11-3061</td>
<td>Purchasing Managers</td>
<td>13008</td>
<td>Purchasing Managers</td>
<td>11-3061.00</td>
<td>Purchasing Managers</td>
<td>1</td>
<td>1</td>
</tr>
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