Annotated Bibliography Entry Assignment

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Source Type

☐ Reference book   ✅ Website   ☐ Popular magazine article   ☐ Dissertation

☐ Book   ☐ Interview   ☐ Scholarly journal article   ☐ Gov't document

☐ Other: _____

Full APA Citation:

National Center for O*NET Development. (n.d.) *O*NET OnLine*. https://www.onetonline.org/

Brief Summary & Critical Analysis of Content

　　For this assignment my fictional patron, an American high school junior, inquired about a credible source to explore potential career paths.

How My Source (O*Net Online) Helps Answer the Patron's Reference Inquiry

　　O*Net Online is a great source for career exploration. It's packed with reliable info on over 900+ jobs (National Center for O*NET Development, n.d., g, para. 3). It includes job descriptions, required skills, education requirements, salary information, trends for each career, and more (National Center for O*NET Development, n.d., f).

　　For a junior in high school exploring career options, O*Net Online is extremely helpful. They can look for careers based on their interests, skills, and values. There's also self-assessment tools like an interest profiler that helps match strengths to careers (National Center for O*NET Development, n.d., d). It also breaks jobs down to industry and skill level, making it easier to

discover career paths they might not have considered. Another plus is that this resource stays up to date with labor market data from the U.S. Department of Labor, so they get current and accurate info (National Center for O*NET Development, n.d., a). Using this O*Net Online can help people make good decisions about their future, which career paths to go for, what education they'll need, and what the job market looks like for those careers.

Evaluation of Source Using Criteria & Rationale for Selection

O*Net Online checks all the boxes for a credible and useful career exploration tool. It's authoritative, accurate, and objective while also being comprehensive, and user friendly. Compared to career blogs, commercial job sites, or outdated government reports, O*Net Online stands out because it offers an easy way to find verified, recent, and relevant career information for free. It's an awesome resource for any high school junior exploring potential career paths. Specifically, when evaluating career exploration tools, I kept the patron in mind, and focused on these key factors:

Authority

O*Net Online is run by the U.S. Department of Labor and the National Center for ONET Development (U.S. Department of Labor, n.d.). Both are credible in labor market research and career development. Making them more trustworthy than non-governmental career advice sites that lack verifiable data sources.

Accuracy

O*Net Online collects data from extensive surveys of workers and employers across various industries, it provides detailed job descriptions, skill requirements, and salary

information and is backed by labor statistics (National Center for O*NET Development, n.d., a). The data is much more reliable than anecdotal career advice found on blogs or forums.

Currency

O*Net Online updates its database frequently using data from the BLS and employer surveys (National Center for O*NET Development, n.d., e). Each career page transparently includes a date that shows the year the data was taken from. Although the data is a few years old for many of the careers listed (2023), it is still relevant enough for the majority of career outlooks.

Objectivity

O*Net Online is government-funded, and doesn't profit from promoting specific schools, training programs, or job opportunities (National Center for O*NET Development, n.d., a). It presents both the pros and cons of each career without bias. There is little to no chance that the site is swayed by financial incentive to steer users into certain careers.

Coverage

O*Net Online provides extensive details on over 900+ Jobs and includes job tasks, required skills, educational paths, work environments, and salary information (National Center for O*NET Development, n.d., g, para. 3). However, it is mainly focused on U.S. jobs, so if they were looking for something overseas, it may not be as useful.

Usability

O*Net Online is easy to navigate and offers multiple ways to search for careers like by keyword, industry, or skills. The site is professional and user-friendly, though some job descriptions can be dense. However, the career clusters feature similar occupations for easier exploration (National Center for O*NET Development, n.d., b). I also chose a website because I believe it is the most helpful and easy to navigate for an American high school student.

Reflection

When evaluating O*Net Online as a resource for career exploration, I gained some good insights that will help guide me in my own career when checking out and recommending resources. One big takeaway was the importance of finding an authoritative source while keeping the patron in mind. For a high school junior seeking reliable career info, I needed to verify that O*Net Online was credible, and discovering that the site is managed by the U.S. Department of Labor made me confident that it is. Sometimes, when referring sources in the past, I wouldn't take a moment to ensure the credibility of a site, but going forward I plan to change that.

Similarly, I've cut corners and recommended sources without checking the recency of the source, and this assignment was a good reminder to do that as well. Moreover, I realized that providing transparent information on when a site was last updated actually makes the source more credible. And all of this is particularly important when patrons are making big decisions about their future.

I also was reminded that even the best sources have their limitations. Although relatively up to date, O*Net's information is a few years old and certain industries have seen significant changes in the past two years. Specifically in the tech industry. It's also not going to be a great source if the student wanted to move to somewhere outside of the U.S. Like Canada. By

understanding the limitations of a source, I can tailor my recommendation to the user. But more than that, by being transparent about the limitations of the resource I can improve my own reputation as an accurate and credible source.

Lastly, I was reminded to keep the patron in mind. If my patron had been a bit more averse to technology, I might recommend something like the Occupational Outlook Handbook. So, in the future, I'll be sure to consider not only the patron, but how easily the patron will use and navigate the source I recommend.

As I continue in my career, I'll apply these lessons by carefully evaluating the authority, accuracy, currency, objectivity, and usability of all resources I recommend, and ensure that I provide patrons with the most helpful and credible information for their information needs.

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