



Date:
Author: Gabor Kismihok
Type of document:
Dissemination Level:

Version:
Workpackage: 2
Task:
Delivarable: D4d

Identification of target jobs for the ONTO-HR pilot project

Workpackage: 2

Task: 2.5

Authors: Gabor Kismihok & Stefan Mol

Date: November 19th 2009

Version No: 1

Applying the criteria: The job role selection procedure should be guided by the three main criteria, and their sub-criteria that are listed below. This first entails issues pertaining to definition. The second step is to examine whether the job in question is potentially linkable to a nationally recognized vocational education programme. The third step is to evaluate whether the job is researchable in terms of the core objectives of the ONTO-HR Project.

Definition?

Rationale: In order for the pilot and the ONTO-HR project to succeed a job needs to be targeted that is relatively well defined and in which knowledge is the primary determinant of whether someone performs well.

1. Is the job performance domain clearly delineated?
 - a. Job title: Is the job title well known and agreed upon?
 - b. Role ambiguity: Is it clear which tasks the employee is expected to perform and which not?
 - c. Knowledge component: Does the job include a significant knowledge component as opposed to soft skills?
 - d. Documentation: Is there abundant documentation (technical manuals, internal training documents, web materials, etc) about the knowledge required to perform in this job?
 - e. Generalizability:
 - i. Is the performance domain the same between the Netherlands and Italy?
 - ii. Are all employees in this job performing the same tasks?
2. Comparability: Can the job be found in the O*NET (a classification system for most occupations in the United States). See <http://online.onetcenter.org/find/>
3. Defensibility: Can we defend the importance of this job in the greater European context

Linkeage?

Rationale: In order for the pilot and the ONTO-HR project to succeed the previously defined job role needs to linked to a certain vocational educational program. Furthermore, potential complicating factors such as previous work experience requirements need to be ruled out.

1. Entry level: Is this an entry level job in the Netherlands and Italy (i.e. is previous work experience required for this job in the Netherlands)?
2. Vocational education: Is there a vocational education training program offered by a national educational institution that targets this specific job in the Netherlands and Italy? If so, what is it?

3. Dropouts: What percentage of students drop out from the vocational education program in the Netherlands and Italy?
4. Attractiveness: Is the job considered to be sufficiently attractive in the eyes of students in the selected vocational educational training programs.

Feasibility?

Rationale: In order for the pilot and the ONTO-HR project to succeed a job needs to be targeted that is sufficiently researchable

5. Tenure: How long does an employee typically stay in this job before moving on
6. Population: Is there a sizeable number of employees performing this job in Italy ($N > 5000$) and the Netherlands ($N > 5000$)?
7. Sample size: Are there sizeable numbers of applicants applying for this job in the Netherlands who would agree to participate in our pilot ($n > 50$) and Italy ($n > 50$)?
8. Selection ratio:
 - a. What percentage of applicants get hired?
 - b. Is there sufficient variability in qualifications?
9. Structured selection:
 - c. To what extent to applicants undergo a structured selection process and are data from this process available?
 - d. Is this data dichotomous (hired vs not hired) or are more specific scores available?
10. Knowledge focus: Does the current selection system focus on knowledge?