

Department of Labor
Employment and Training Administration
OCCUPATIONAL INFORMATION NETWORK (O*NET) DATA COLLECTION PROGRAM

DOL requests a change to the approved data collection: O*NET Data Collection Program (OMB No. 1205-0421, Exp. Date: 11/30/2027). On November 14, 2024, O*NET was approved to collect data for three years — 2025, 2026, and 2027. In this non-substantive change memo, OMB approval is sought for the following:

- Deletion of phrase in introductory text
- Deletion of survey question

1.1 Deletion of phrase in introductory text

It is requested that introductory language on four survey instruments be shortened accordingly:

“The goal of this project is to get accurate, up-to-date information on the/your occupation from a ~~diverse and~~ representative set of experts in the field. Please answer the following questions to help us achieve this goal.”

This language appears on four O*NET survey instruments: the Background, Establishment Knowledge, Establishment Work Activities, and Establishment Work Context instruments.

1.2 Deletion of survey question

It is requested that a question asking for the respondent’s gender identify be removed from four survey instruments: the Background, Establishment Knowledge, Establishment Work Activities, and Establishment Work Context instruments.

- “How do you currently describe currently describe yourself? (select all that apply)
 - o Female
 - o Male
 - o Transgender
 - o I use a different term: _____

2. Purpose and Use of Information Collection

The purpose of this non-substantive change memo is to ensure that the O*NET Data Collection Program is in compliance with (1) the Executive Order 14151 on DEI and (2) Executive Order 14168, which states: “Agency forms that require an individual’s sex shall list male or female, and shall not request gender identity”.

3. Estimates of Annualized Burden Hours and Costs

The requested changes (1) shorten a paragraph on the survey instruments and (2) reduce the number of questions asked of participants. It is estimated that these changes will reduce burden hours and costs minimally and no change to burden hours is requested.