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The DOL/ETA developed the O\*NET Career Exploration Tools as career counseling, career planning, and exploration tools. In order for each tool to provide an objective assessment, extensive research and development was conducted to ensure that the directions, format, items, and score reports lead to valid assessment. DOL/ETA adhered to the high standards of the American Psychological Association, the American Education Research Association, and the National Council on Measurement in Education in developing the O\*NET Career Exploration Tools. In developing the tools, fairness analyses were conducted to ensure that score results were equally valid both from a statistical and a usability perspective.

Results provided from the O\*NET Career Exploration Tools are part of a whole-person approach to the assessment process. They provide useful information that individuals can use to identify their strengths, the parts of work they like to do, and the parts of work that they may find important. Individuals can use results to identify training needs and occupations that they may wish to explore further. Individuals are strongly encouraged to use additional information about themselves with O\*NET Career Exploration results when making career decisions.

As such, the use of the O\*NET Career Exploration Tools is authorized for career exploration, career planning, and career counseling purposes only. Each O\*NET Career Exploration Tool must be used consistent with its own "User's Guide." No other use of these tools or any part of the tools is valid or authorized.

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Recipients of federal assistance from the U.S. Department of Labor must ensure that individuals with disabilities are afforded an equal opportunity to use services based on the O\*NET Career Exploration Tools. For further discussion of

these obligations, see the Department of Labor's Equal Opportunity Guidance Letter No. 4. This document currently is being reissued and will be found at the National O\*NET Consortium web site in the near future at <http://www.onetcenter.org>.

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