

WAND Human Resources Taxonomy



The newly released WAND® HR Taxonomy v1.0 contains 2,737 standardized occupation terms that have been developed by WAND®'s indexing group, with the goal of describing all occupations. These occupations are currently assigned to one or more of the thirteen (13) "Industry Packages" in the database into which the occupation might fall. These groupings can be modified to better reflect the needs of an end user.

Certain WAND® Occupations are designated as "preferred occupation." These occupation codes are the "leaf nodes" in the poly-hierarchical tree of occupations. Other WAND® Occupations are designated as "non-preferred occupations." These types are identified as synonyms and point to an associated preferred occupation. This association between occupations is stored in a database described below as the "HR Occupation Relationship Network."

These occupations are contained in what is referred to as a "controlled vocabulary." This means that the occupations or "terms" used in the database are assigned by an indexing specialist as opposed to being defined by the people using the taxonomy. A controlled vocabulary produces more accurate search results because every person or job that fits any given occupation is linked to the same WAND® Occupation. The HR Occupation Relationship Network provides the ability to guide the user to that WAND® Occupation.

HR Occupation Relationship Network

WAND® HR Occupations are linked to other WAND® HR Occupations to create a network or "web" of interrelated terms. The goal is to create a standardized, controlled vocabulary that can be used to guide users quickly and efficiently to a desired occupation, even if they are not familiar with the content or design of the database. Each term may be associated to another term in a variety of ways:

1. Broader Term ("BT")	1,959
2. Narrower Term ("NT")	1,959
3. Related Term ("RT")	934*
4. Use Term (non-preferred type)	941
5. Used For Term (identifies preferred type)	941

* Related Term Relationships--note this number reflects duplicates because a->b as b->a

Certain terms in the WAND® HR Taxonomy also may be designated as Broad Level Access Terms or BLATs. This designation identifies a term that is not an occupation itself but is a general category of occupations, such as "Accounting and Auditing". There are 95 such terms in the WAND® HR Taxonomy.

Cross-references to other HR Classification Schema

The HR Occupation relationship network allows the storage of additional, "non-WAND®," HR classification schema. The terms contained in these alternate classification schemas can be mapped to WAND® HR Occupations using a "cross-reference" relationship. This facilitates use of the WAND® HR Taxonomy in environments where other taxonomies are already in use to ease integration and adoption. Also, the WAND® HR Taxonomy may be used as a crosswalk between systems which use different classification systems. WAND® HR Occupations may be mapped SOC, O*Net, or to other organizations' public or proprietary classification schema.

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Data Points:

- Total Product and Service Terms: 2,737

(As of June 10, 2008)

Below are the top level headings and a sampling of subheadings:

Agriculture, Forestry and Fishing

Beekeepers

Architecture and Engineering

Engineers

Arts and Design

Photographers

Business and Finance

Insurance

Community and Government Services

License Clerks

Education, Training and Library

Museum

Health Care

Dentists

Manufacturing and Production

Plasma Cutters

Media and Communications

Typographers

Science and Technology

Chemists

Service Occupations

Hospitality

Sports and Recreation

Lifeguards

Transportation

Public Transportation Inspectors

Example of the WAND Human Resources Taxonomy:

↑ Top Level Term(s)
<ul style="list-style-type: none">• (H) Arts and Design
↑ Broader Term(s)
<ul style="list-style-type: none">• Designers
○ Selected Term
Graphic Designers
Synonyms / Non-Preferred Terms:
<ul style="list-style-type: none">• Communications Designers• Interaction Designers
↓ Narrower Term(s)
◀ Related Term(s)
<ul style="list-style-type: none">• Jewelry Designers• Multimedia Specialists• Package Designers