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# ***Appendix C: O\*NET Web Site Statistics and Data and Products in Use***

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## **C.1 Web Site Statistics**

### ***Internet Linkages***

According to an exploratory search conducted in June 2020,

- more than 11,000 sites link to O\*NET OnLine,
- more than 400 sites link to the O\*NET Code Connector,
- more than 4,000 sites link to the O\*NET Resource Center,
- more than 7,000 sites link to My Next Move,
- more than 600 sites link to My Next Move for Veterans, and
- more than 300 sites link to Mi Próximo Paso.

Many different types of organizations and professionals are linked to the O\*NET Web sites, including

- libraries and career centers based in higher education;
- higher education institutions' schools of business, labor and industrial relations, psychology, education, and counseling;
- federal, state, and local government agencies;
- public libraries (especially those offering career and job search assistance programs);
- career counselors, coaches, and recruiters (mostly private-sector vendors);
- providers of career exploration or job search assistance (both private and public sectors);
- public school systems, educational associations, and secondary schools (often recommending the O\*NET database as a resource for faculty, parents, and high school juniors and seniors);
- human resources management organizations;
- law firms specializing in immigration law;
- vocational rehabilitation or occupational medicine and health centers; and
- international sites in Turkey, Canada, the United Kingdom, Australia, New Zealand, the Netherlands, Japan, Bangladesh, and elsewhere.

### ***User Certifications***

When individuals or organizations download the O\*NET Database or intend to use all, some, or even part of one of the O\*NET Career Exploration Tools to develop value-added products, they are asked to voluntarily register their use by completing a certification form. As of June 2020, the certification database holds over 4,800 O\*NET Database developer certifications, and over 107,000 Career Exploration Tools user registrations. Because registration is voluntary, this number likely reflects only a portion of those actually using O\*NET products for their own applications. An overview of those user groups that have submitted certification forms for their use of O\*NET products appears as Appendix Exhibit C-1.

#### **Appendix Exhibit C-1. Main Organization Types Submitting O\*NET Certifications**

<b>Organization Type</b>	<b>Percentage of Registrations</b>
Education services	32
Government/public administration	8
Vocational rehabilitation services	5
Health care	5
Employment services	5
Individual and family services	4
Military	3
Computer systems design; programming services	2
Employment placement agencies	1
Research and development, social services, and the humanities	1
Human resources and executive search consulting	1
Legal services	1
Other	32
<b>Total</b>	<b>100</b>

### ***O\*NET Product Downloads***

From January 2002 through May 2020, downloads of O\*NET products totaled 2,563,369 (Appendix Exhibit C-2). The use of O\*NET products and tools continues to increase. The O\*NET Program, through continuous improvement efforts based on user needs and advancing technology, works to efficiently develop products that meet customer demands in both the public and private sectors.

**Appendix Exhibit C-2. O\*NET Product Downloads**

Product	Number of Downloads
<b>Database</b>	<b>928,571</b>
<b>Career Exploration Tools</b>	
Ability Profiler	323,914
Interest Profiler	503,754
Work Importance Locator	281,561
Computerized Interest Profiler, Work Importance Profiler software	266,412
<b>Total Career Exploration Tools</b>	<b>1,375,641</b>
<b>Other (e.g., Toolkit for Business)</b>	<b>259,157</b>
<b>Total O*NET Products</b>	<b>2,563,369</b>

## C.2 Examples of O\*NET Data and Products in Use

### *Federal and State Government Agencies*

Federal and state agencies use O\*NET products to achieve their goals of service to employers and the public. Business development specialists, human resources personnel, and others rely on O\*NET descriptor data, career exploration tools, and Web sites to build connections required for a strong workforce. Appendix Exhibit C-3 lists examples of O\*NET product use by federal and state agencies.

**Appendix Exhibit C-3. Federal and State Government Users**

Organization	Description and URL
Social Security Administration	A new Occupational Information System will aid in disability determination. The system will incorporate O*NET tasks and other data in its vocational information tool. See <a href="https://www.ssa.gov/disabilityresearch/occupational_info_systems.html">https://www.ssa.gov/disabilityresearch/occupational_info_systems.html</a> .
U.S. Census Bureau	The Opportunities Project includes O*NET Web Services to help link data on worker and job characteristics and requirements to jobs in local communities. See <a href="https://opportunity.census.gov/">https://opportunity.census.gov/</a> .
U.S. Department of Labor, Employment and Training Administration	CareerOneStop, an online resource for a wide variety of career exploration and preparation, job placement, and disaster recovery needs, uses the O*NET occupational taxonomy, data, and career assessment tools to match individuals to jobs. See <a href="https://www.careeronestop.org/">https://www.careeronestop.org/</a> .
California Career Resource Network	The network embeds O*NET Career Exploration Tools in its Career Zone exploration and decision tool. See <a href="https://www.cacareerzone.org/">https://www.cacareerzone.org/</a> .
Michigan Department of Labor and Economic Opportunity	The department links to O*NET's My Next Move site in its Michigan Education & Career Pathfinder. See <a href="https://pathfinder.mitalent.org/#/home">https://pathfinder.mitalent.org/#/home</a> .
U.S. Department of Labor, Veterans' Employment and Training Service	The Transition Assistance Program curriculum includes the O*NET program's crosswalk between the military occupation code system and the O*NET-SOC taxonomy to aid in the transition to civilian employment. See <a href="https://www.dodtap.mil/core_curriculum.html">https://www.dodtap.mil/core_curriculum.html</a> .

**Public Workforce Investment Systems and Workforce Investment Boards**

State workforce investment systems have always been among the primary users of O\*NET products. Serving employers and the public through state-sponsored online career information systems and American Job Centers, O\*NET products are responding to the demand for information about high-growth demand industry sectors and occupations, and they are helping to build the connections needed for a strong workforce. Appendix Exhibit C-4 lists examples of workforce investment systems using O\*NET products.

**Appendix Exhibit C-4. Public Workforce Investment Systems and Workforce Investment Boards**

Organization	Description and URL
Texas Workforce Commission	The commission has integrated O*NET Career Exploration Tools and Job Zones in its Vocational Rehabilitation Standards for Providers. See <a href="https://www.twc.texas.gov/partners/vocational-rehabilitation-standards-providers-manual">https://www.twc.texas.gov/partners/vocational-rehabilitation-standards-providers-manual</a> .
Indiana Workforce Development	This agency uses the O*NET database to determine the skills, knowledge areas, and abilities common to a variety of occupations to facilitate worker mobility from declining industries to those in higher demand for workers. See <a href="https://www.in.gov/dwd/">https://www.in.gov/dwd/</a> .
Pennsylvania Center for Workforce Information & Analysis	The agency has used O*NET Detailed Work Activities and Technology Skills to identify the top skill areas of projected need through the year 2026. See <a href="https://www.workstats.dli.pa.gov/Products/Top-50-Job-Skills/Pages/default.aspx">https://www.workstats.dli.pa.gov/Products/Top-50-Job-Skills/Pages/default.aspx</a> .
Kentucky Center for Statistics	KYStats has integrated O*NET Knowledge, Skills, and Abilities data in projects such as Kentucky Future Skills Report and Career Explorer to build and maintain a skilled workforce in the Commonwealth. See <a href="https://kystats.ky.gov/Latest/KFSR">https://kystats.ky.gov/Latest/KFSR</a> .

**Educational and Research Institutions**

With the help of O\*NET data and products, colleges are developing occupational exploration tools, and research organizations are conducting an array of research projects. Examples are presented in Appendix Exhibit C-5.

**U.S. Armed Forces**

The U.S. military has recognized the value of O\*NET data and career tools in its various transition programs, recruiting activities, and human systems development projects. Presented in Appendix Exhibit C-6 are a few examples O\*NET products used in the armed forces.

**Appendix Exhibit C-5. Educational and Research Institutions**

Organization	Description and URL
National Science Foundation	NSF has used O*NET data on 13 technical and scientific knowledge descriptors to identify skilled technical occupations. See <a href="https://www.nsf.gov/nsb/publications/2019/nsb201923.pdf">https://www.nsf.gov/nsb/publications/2019/nsb201923.pdf</a> .
Virginia Community College System	The Virginia Education Wizard incorporates the O*NET Interest Profiler Short Form, Work Importance Locator, and O*NET OnLine Skills Search. See <a href="https://www.vawizard.org/wizard/home">https://www.vawizard.org/wizard/home</a> .
Towson University	The TU Career Center connects students with the O*NET Interest Profiler and My Next Move to aid in selection of undergraduate majors. See <a href="https://www.towson.edu/careercenter/students/advice/assessment.html">https://www.towson.edu/careercenter/students/advice/assessment.html</a> .
Gallup	A study using O*NET skills and work activities data identified the skill areas most likely required to perform work in the 20 occupations with highest projected growth in the United States. See <a href="https://www.bls.gov/bls/congressional-reports/assessing-the-impact-of-new-technologies-on-the-labor-market.htm">https://www.bls.gov/bls/congressional-reports/assessing-the-impact-of-new-technologies-on-the-labor-market.htm</a> .
University of Michigan	The Michigan Retirement and Disability Research Center has used the O*NET occupational taxonomy to study the relationship between job characteristics and older workers' willingness to stay on the job. See <a href="https://www.ssa.gov/policy/docs/ssb/v80n1/v80n1p19.html">https://www.ssa.gov/policy/docs/ssb/v80n1/v80n1p19.html</a> .

**Appendix Exhibit C-6. U.S. Armed Forces**

Organization	Description and URL
U.S. Coast Guard	The Coast Guard's Transition Assistance Program lists O*NET OnLine as a job exploration and search resource. See <a href="https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Health-Safety-and-Work-Life-CG-11/Office-of-Work-Life-CG-111/Transition-Assistance-Program/TAP-Resources/">https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Health-Safety-and-Work-Life-CG-11/Office-of-Work-Life-CG-111/Transition-Assistance-Program/TAP-Resources/</a> .
U.S. Department of Defense	The Armed Services Vocational Aptitude Battery (ASVAB) Career Exploration Program uses O*NET data to broaden occupational choices for nearly 600,000 ASVAB participants annually at more than 17,000 American high schools. See <a href="https://www.asvabprogram.com">https://www.asvabprogram.com</a> .
U.S. Department of Veteran Affairs	The Veterans Benefits Administration uses the O*NET Database to confirm course outlines for on-the-job programs. See <a href="https://www.va.gov/FOM-5-Final-July-2019.pdf">https://www.va.gov/FOM-5-Final-July-2019.pdf</a> .
Air Force Personnel Center	O*NET is used in a program that identifies those most likely to succeed as operators of remotely piloted aircraft or sensors. O*NET's Content Model is part of the framework for selection batteries for these two positions. See <a href="http://www.dtic.mil/dtic/tr/fulltext/u2/a554209.pdf">http://www.dtic.mil/dtic/tr/fulltext/u2/a554209.pdf</a> .

**Private Companies and Commercial Products**

Private companies are using O\*NET information both for in-house human resources functions, such as job description writing and employee development, and for commercial product development. The number of products with “O\*NET in-it” continues to grow. Specific examples are presented in Appendix Exhibit C-7.

**Appendix Exhibit C-7. Private Companies and Commercial Products**

Organization	Description and URL
Google	The search engine's Dataset Search incorporates the O*NET database as a search result on prominent occupation-related keywords and phrases, such as "job-related skills," "work activities," and "job training." See <a href="https://toolbox.google.com/datasetsearch">https://toolbox.google.com/datasetsearch</a> .
Trustmark Companies	Trustmark uses O*NET OnLine to collect information on job titles, tasks, and skills and to access salary data. This information is used to compare occupational requirements across jobs and industries, as well as to help develop compensation benchmarks. See <a href="http://www.trustmarkcompanies.com/">http://www.trustmarkcompanies.com/</a> .
Fors Marsh Group, LLC	FMG used O*NET data as the foundation of a career mapping program for the Department of Veterans Affairs (Mycareer@VA). By using O*NET job analytic data, this new system—used throughout the VA—was developed in a timely fashion and presents valid information to its users. See <a href="http://www.forsmarshgroup.com/">http://www.forsmarshgroup.com/</a> .
Assessment Associates International	AAI used O*NET data to develop the Work Behavior Inventory (WBI), an assessment measuring employee work styles. The WBI assesses Work Styles as defined in the O*NET system and provides users with information that can be used to guide their leadership development, identify strengths that can lead to career advancement, identify training needs, and help guide career choice and transition decisions. See <a href="http://aai-assessment.com/">http://aai-assessment.com/</a> .

**International Users**

O\*NET data and career tools have quickly gained prominence in government and private industry products around the globe. Appendix Exhibit C-8 lists examples.

**Appendix Exhibit C-8. International Users**

Organization	Description and URL
Pearson	Pearson and the nonprofit organization ProLiteracy Worldwide have developed Workforce Atlas, a free online career pathways platform that uses O*NET interests and skills in its bank of assessments. See <a href="https://www.workforceatlas.org/">https://www.workforceatlas.org/</a> .
McKinsey & Company	The McKinsey Global Institute has used the O*NET occupational taxonomy in its investigation of the relation between job growth and skill level. See <a href="https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-in-europe">https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-in-europe</a> .
edcast	Skills Cloud, an artificial intelligence-driven, open library, incorporates O*NET Skills descriptors and data. Inclusion of O*NET hard and soft skills in this cloud-based application makes these data accessible to human resources systems used by G2000 companies. See <a href="https://www.edcast.com/corp/blog/edcast-launches-ai-powered-open-skills-platform-to-drive-reskilling-in-the-future-of-work/">https://www.edcast.com/corp/blog/edcast-launches-ai-powered-open-skills-platform-to-drive-reskilling-in-the-future-of-work/</a> .
University of Oxford	In a study of the susceptibility of jobs to computerization, the Oxford Martin School used the O*NET Content Model and taxonomy to map occupations and their associated job and worker characteristics to wage and employment data. For these researchers, "an important feature of O*NET is that it defines the key features of an occupation as a standardised and measurable set of variables, but also provides open-ended descriptions of specific tasks to each occupation. This allows us to... objectively rank occupations according to the mix of knowledge, skills, and abilities they require." See <a href="https://www.oxfordmartin.ox.ac.uk/downloads/academic/The_Future_of_Employment.pdf">https://www.oxfordmartin.ox.ac.uk/downloads/academic/The_Future_of_Employment.pdf</a> (Frey & Osborne, 2013).