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

C.1 Web Site Statistics

Internet Linkages

According to an exploratory search conducted in May 2023,

- more than 5000 sites link to O*NET OnLine,
- more than 600 sites link to the O*NET Code Connector,
- more than 1,500 sites link to the O*NET Resource Center,
- more than 2,000 sites link to My Next Move,
- more than 200 sites link to My Next Move for Veterans, and
- more than 600 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.

Web Service Users (see https://www.onetcenter.org/ws_users.html)

O*NET Web Services currently provides the latest O*NET data, search features, and career tools to 3,500+ users. The Five broad categories of users are provided in Exhibit C-1. Users link to the O*NET system to accomplish a variety of work including building applications, providing additional services to customers, conducting workforce development projects, building training programs, developing performance systems and performing occupational research.

Appendix Exhibit C-1. Main Categories of O*NET Web Services Users

Category	Number of Users
Assessment and Career Information	639
Commercial Products and Private Companies	1,018
Education and Research Institutions	1,015
Federal/State Government and Workforce Systems	274
Other and International	866

O*NET Product Downloads

From January 2002 through May 2023, downloads of O*NET products totaled 4,253,787 (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
Database	2,255,051
Career Exploration Tools	
Ability Profiler (Retired, 2021)	367,247
Interest Profiler	603,885
Work Importance Locator	361,334
Computerized Interest Profiler, Work Importance Profiler software (Retired)	266,412
Total Career Exploration Tools	1,598,878
Other (e.g., Toolkit for Business)	399,858
Total O*NET Products	4,253,787

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 https://www.ssa.gov/disabilityresearch/occupational_info_systems.html .
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 https://www.careeronestop.org/ .
California Career Resource Network	The network embeds O*NET Career Exploration Tools in its Career Zone exploration and decision tool. See https://www.cacareerzone.org/ .
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 https://pathfinder.mitalent.org/#/home .
Virginia Employment Commission	The State of Virginia links to the O*NET Resource Center (onetcenter.org) as part of resources for job seekers. The Commission also uses O*NET career exploration websites and assessment tools in providing assistance to job seekers. See https://www.vec.virginia.gov/find-a-job .

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 https://www.twc.texas.gov/partners/vocational-rehabilitation-standards-providers-manual .
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 https://www.in.gov/dwd/ .
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 https://www.workstats.dli.pa.gov/Products/Top-50-Job-Skills/Pages/default.aspx .
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 https://kystats.ky.gov/Latest/KFSR .

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.

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 https://www.nsf.gov/nsb/publications/2019/nsb201923.pdf .
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 https://www.vawizard.org/wizard/home .
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 https://www.towson.edu/careercenter/students/advice/assessment.html .
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 https://www.bls.gov/bls/congressional-reports/assessing-the-impact-of-new-technologies-on-the-labor-market.htm .
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 https://www.ssa.gov/policy/docs/ssb/v80n1/v80n1p19.html .
Princeton University	Working with O*NET abilities information, researchers assessed the impact of artificial intelligence language modeling on occupations and industries. See: https://arxiv.org/ftp/arxiv/papers/2303/2303.01157.pdf

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-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 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/ .
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 https://www.asvabprogram.com .
U.S. Department of Veteran Affairs	Links to O*NET products and tools are provided to help veterans transition to the civilian work of work. See https://www.va.gov/resources/onet-interest-profiler-career-assessment/
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 https://www.afpc.af.mil/Assignment/
U.S. Army	The RAND Corporation, working for the U.S. Army, used O*NET data to crosswalk military to civilian occupations to assist service members transition to civilian occupations. See https://www.rand.org/pubs/research_reports/RR1719.html

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 https://toolbox.google.com/datasetsearch .
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 http://www.trustmarkcompanies.com/ .
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 http://www.forsmarshgroup.com/ .
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 http://aai-assessment.com/ .
Lightcast	A provider of labor market analytics, Lightcast uses the O*NET-SOC taxonomy and O*NET data to help organize their system and provide updated information to users. https://lightcast.io/

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 https://www.workforceatlas.org/ .
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 https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-in-europe .
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 https://www.edcast.com/corp/blog/edcast-launches-ai-powered-open-skills-platform-to-drive-reskilling-in-the-future-of-work/ .
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 https://www.oxfordmartin.ox.ac.uk/downloads/academic/The_Future_of_Employment.pdf