Modernizing America's Workforce Data Through A Public-Private Approach

March 23, 2021

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Presentation Objectives

- Provide overview of the U.S. Chamber of Commerce Foundation's Initiatives and Partnership with HR Open Standards Consortium
- Background on T3 Innovation Network, Job Data Exchange, and Employment and Earnings Records Standards Projects
- Provide overview of the upcoming work
    - Jobs and Employment Data Exchange (JEDx)
    - T3 Network of Networks

Job Data Exchange (JDX)

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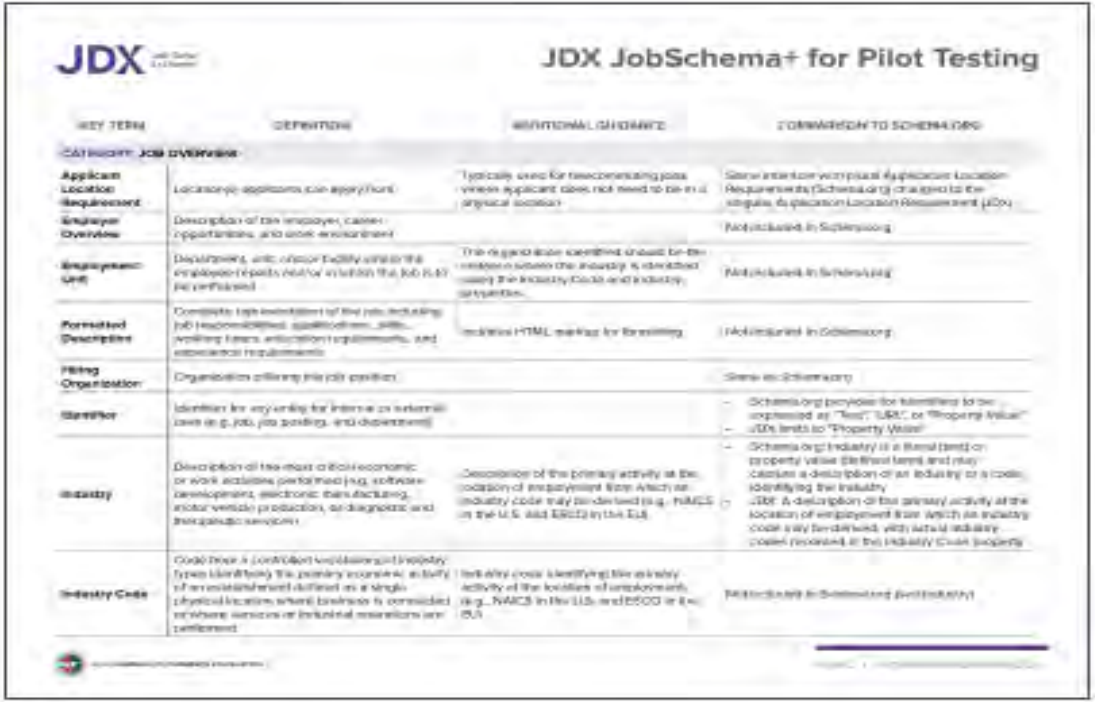
Timeline: March 2018 – Present

Objective: Promote public-private standards for job descriptions and postings



JDX

JDX JobSchema+ for Pilot Testing

KEY TERM	DEFINITION	ADDITIONAL GUIDANCE	COMPARISON TO SCHEMA.ORG
CATEGORY: JOB OVERVIEW			
Applicant Location Requirement	Location(s) applicants can apply from	Typically used for telecommuting jobs where applicant does not need to be in a physical location	Same intention with plural Applicant Location Requirements (Schema.org) changed to the singular Application Location Requirement (JDX)
Employer Overview	Description of the employer, career opportunities, and work environment		Not included in Schema.org
Employment Unit	Department, unit, or other facility within the employer reports and/or in which the job is to be performed	The organization identified should be the entity to where the industry is identified using the Industry Code and Industry properties.	Not included in Schema.org
Formatted Description	Complete job description of the job, including job responsibilities, qualifications, skills, working hours, education requirements, and experience requirements	Includes HTML markup for formatting	Not included in Schema.org
Filing Organization	Organization offering this job position		Same as Schema.org
Identifier	Identifier for any entity for internal or external uses (e.g. job, job posting, and department)		– Schema.org provides for identifiers to be expressed as "Text", "URL", or "Property Value" – JDX limits to "Property Value"
Industry	Description of the most critical economic or work activities performed (e.g. software development, electronic manufacturing, motor vehicle production, air diagnostic and therapeutic services)	Description of the primary activity at the location of employment from which an industry code may be derived (e.g. NAICS in the U.S. and ESCO in the EU)	– Schema.org Industry is a literal (text) or property value (defined term) and may contain a description of an industry or a code identifying the industry – JDX: A description of the primary activity at the location of employment from which an industry code may be derived, with actual industry codes recorded in the Industry Code (property)
Industry Code	Code from a controlled vocabulary of industry types identifying the primary economic activity of an establishment defined as a single physical location where business is conducted or where services or industrial operations are performed	Industry code identifying the primary activity of the location of employment (e.g., NAICS in the U.S. and ESCO in the EU)	Not included in Schema.org (not industry)

The T3 Innovation Network

Launched in 2018 as an open innovation network to support the digital transformation of the talent marketplace

Made up of over 500 organizations, including business, education, government, nonprofits, technology vendors, etc.

Working together to make (1) all learning count; (2) competencies and skills the new currency; and (3) empower workers and learners with data

Focused on projects that are use case driven, standards-based, and vendor neutral

Promotes solutions that are open, ethical, and equitable

T3 Project Background

Data Ecosystem Schema Mapper (DESM)

Timeline: April 2019 – Present

Objective: The DESM provides semantic mapping of data standard schema properties and classes to support LERs

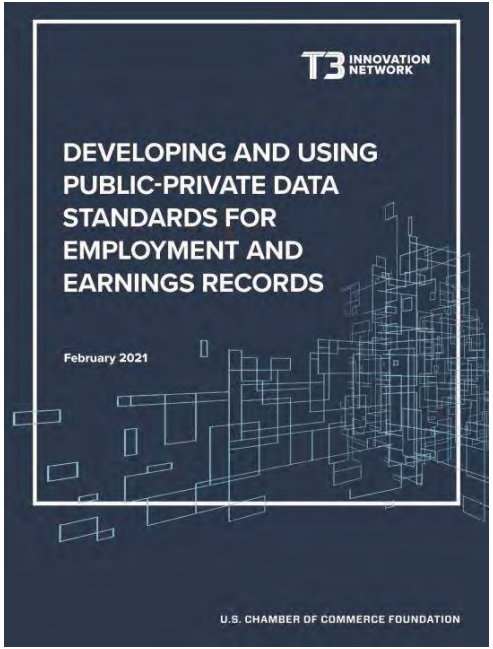
T3 Project Background

Employment and Earnings Records Standards Project

Timeline: June 2019 – December 2020 (Phase 1)

Objectives: Develop records standards (including data elements, definitions, and formats) for use in the public and private sectors. Explore the use of these standards in:

- Improving employer HR systems
- Enhancing state Unemployment Insurance (UI) wage records
- Improving federal and state data collection



EERS Phase 1 Findings

Created an HR Open Work Group

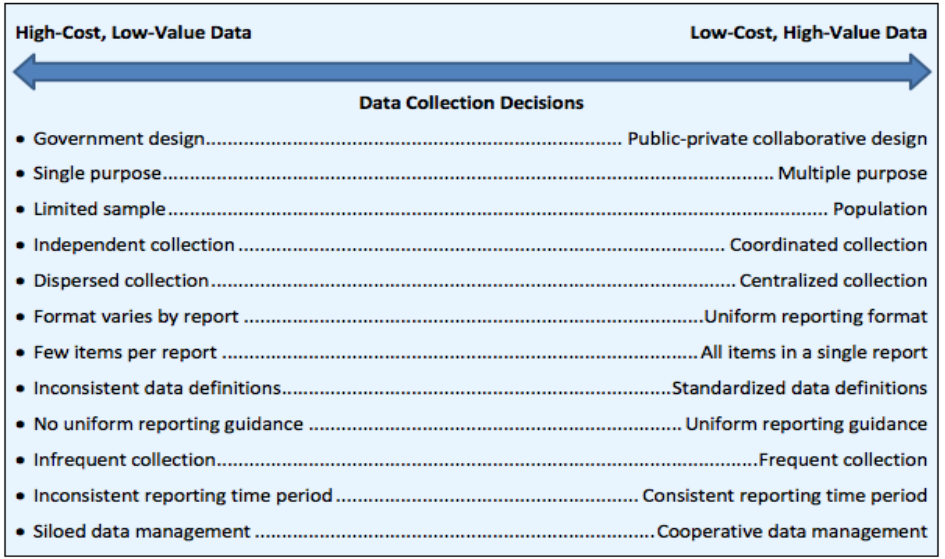
- Developed use cases for employers and government
- Developed candidate standards including Data Dictionary

Held Stakeholder Forums and Interviews

- Reviewed draft HR Open standards
- Discussed stakeholder benefits and costs and implementation issues

Finalized cost and benefit analysis of alternative implementation approaches

Hosted a Capstone Event



What Comes Next: JEDx

Two-month planning phase to develop a vision and roadmap for a public-private data collaborative that can improve the collection and use of standards-based jobs and employment data for public and private use cases that provide value to employers, workers/learners, government agencies, and others.

- Employer Reporting to Federal and State Governments
- Public and Private Workforce Analytics
- Learner/Worker Empowerment and Trusted Records

Learn More

- Learn more and join the T3 Innovation Network and the upcoming launch of the T3 Network of Networks at: uschamberfoundation.org/t3-innovation

- Learn more about the Jobs and Employment Data Exchange (JEDx) at: uschamberfoundation.org/JEDx

Thank You

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T3 INNOVATION NETWORK