HR OPEN STANDARDS

JDX Job Data Exchange

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The Problem

More dynamic, fast-paced labor market

Disconnect between employers, education partners, and job seekers

High costs of developing validated, competency-based job postings from scratch

Increasing demands on HR professionals' time

HR OPEN STANDARDS

The Solution

The JDX is a set of open data resources that support employers and their HR partners in signaling in-demand jobs and skills—and other hiring requirements—as structured, linked data on the open web.

Extend and improve the JobPosting Schema

Pilot test with employers and HR technology partners

Send better, faster, clearer signals through the JDX

Previous Attempts

Credentialing Standards

Job Data Standards

Smaller Data Exchanges

Analog and One-off attempts

What gave rise to the idea of the JDX

Talent Pipeline Management

T3 Innovation Network

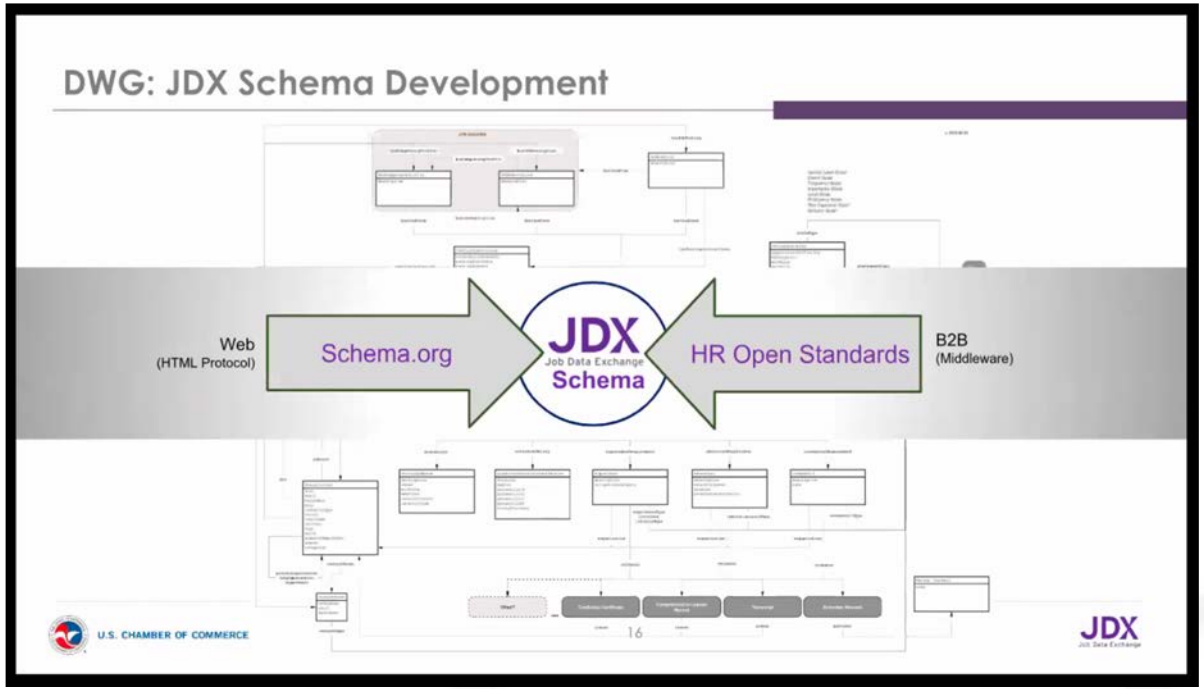
Realization:

The standards exist; the problem is connecting them.

JDX is a **Collaboration**

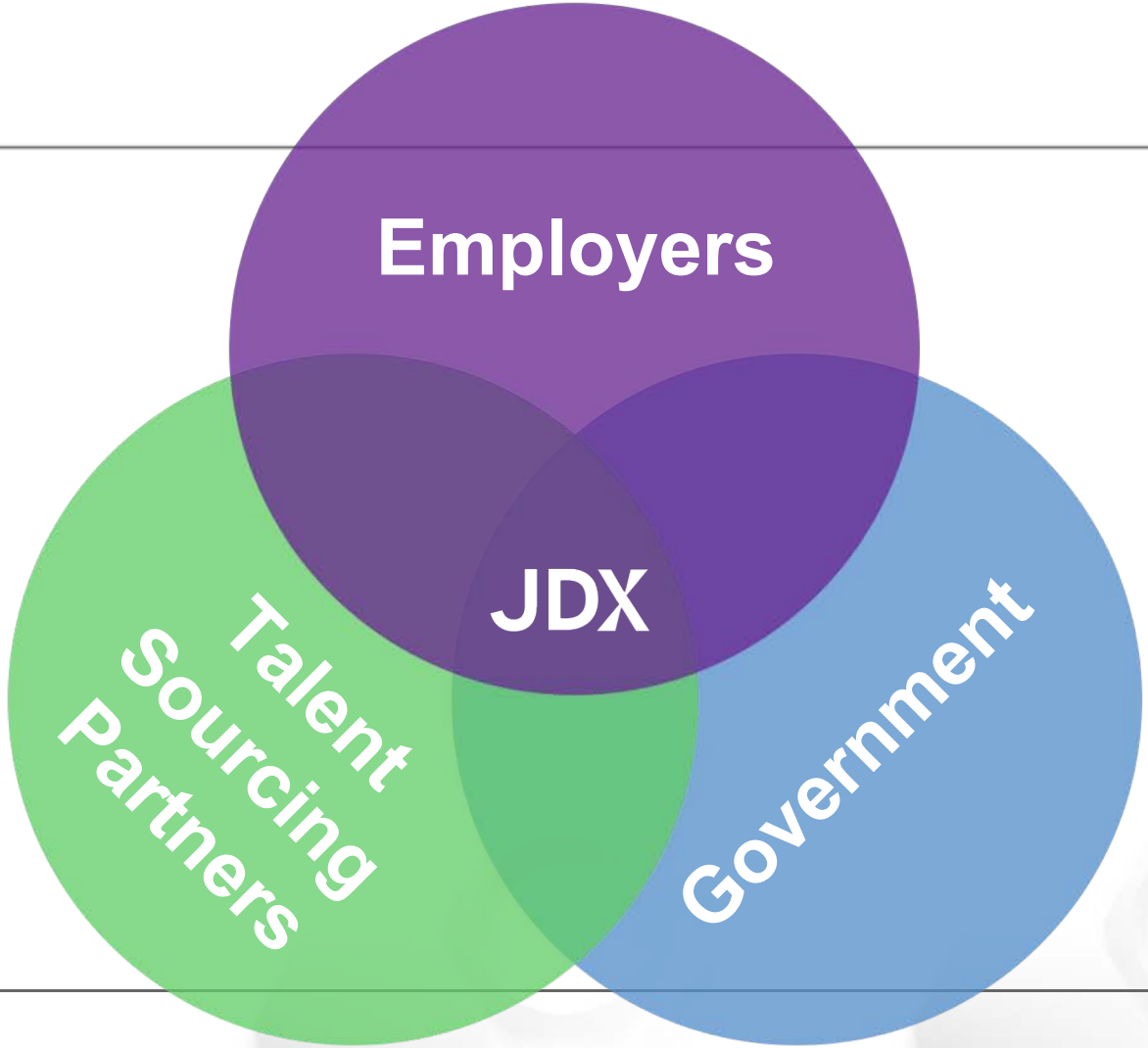
HR Open
Data transfer

Schema.org
Data Presentation



HR OPEN STANDARDS

Main Actors



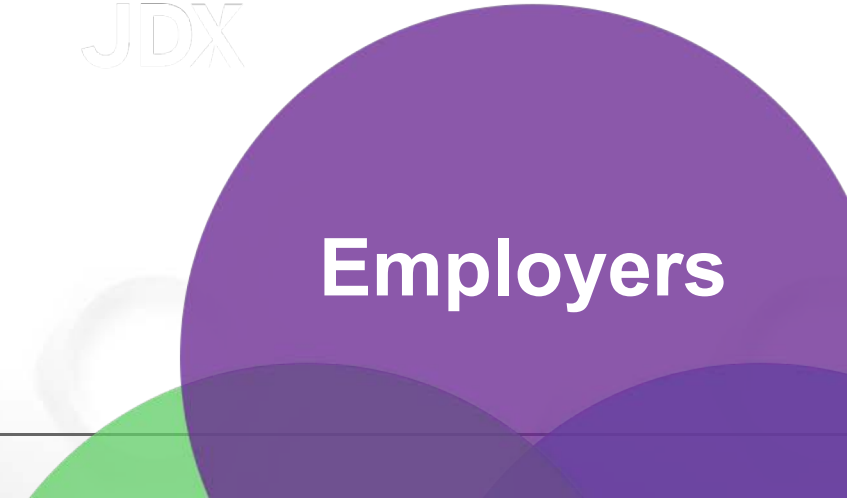
Private Industry

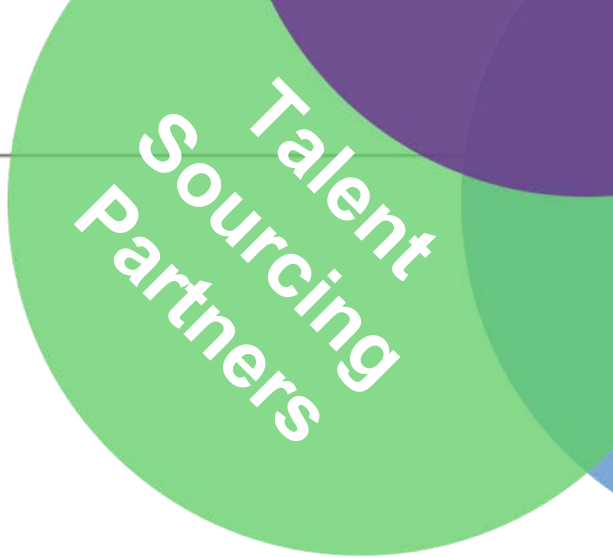
Has the job openings and the need

They are bearing the brunt of our problem statement

The need for machine readable and actionable data

For in-demand jobs and skills





Educational Institutions

Universities

Trade Schools

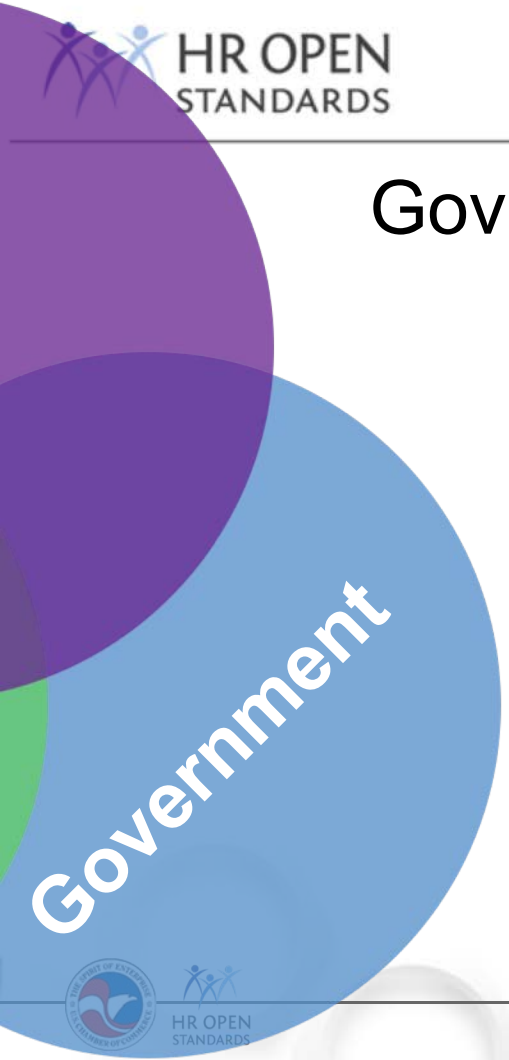
Non traditional education

K-12 partners

Job Placement and Staffing partners

Upskilling and reskilling incumbent workers

Government



Federal, State & Local

Pilot participant

JDX Advisory Committee participants

NASWA and the National Labor Exchange

Implications for the unemployed, Veterans, and others receiving government support or services

What the JDX will be

A method for data exchange and signaling

A new form of labor market information

A **collaboration** of **existing standards**

Bringing together a **talent ecosystem**

Example: Michigan Trade Schools + DTE Energy

What role does HR Open Standards play

HR Open will be the core standard used for the transfer of data between trading partners and JDX

HR Open is not designed for end user semantic description of content.

The data exchange backend.

What role does Schema.org play

Semantic descriptors when the information is displayed online and for discovery

Schema.org is not designed for precision and bulk transfer of information

The data presentation front end.

Where we are in the process

Determining what modifications will be needed to existing standards

Building the open data infrastructure and reference applications

Putting together a field test and new extension areas

Looking for volunteers for Workgroups

Continued meetings and collaboration to maintain direction

Starting the W3C Talent Signalling Workgroup

How you can get involved

Join HR Open Workgroups

Recruiting, Assessments, TSC

Join the W3C Talent Signal Workgroup

https://www.w3.org/community/talent-signal/

Learn more about JDX

https://www.uschamberfoundation.org/workforce-development/JDX

Q&A