



@USCCEducation  
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# Investing in America's Workforce

Transforming Employer Signaling and  
Partnerships in the Talent Marketplace



**U.S. CHAMBER OF COMMERCE FOUNDATION**  
Center for Education and Workforce

# Transforming Employer Signaling and Partnerships

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## *Solving the skills gap will require improved signaling from all stakeholders and authentic employer leadership*

- A disconnect between how employers signal their requirements and how individuals communicate what they know and are able to do
- Unclear signaling contributes toward a persistent and growing skills gap that hurts employers, workers, and students alike
- Existing tools and methods to engage employers are unable to provide the granular, dynamic signaling needed from employers in a dynamic economy
- Employers must be given the space, capacity, and tools to authentically lead



# Past Attempts at Predicting Employer Needs

## *Traditional Approaches and their Limitations*



Advisory boards



Grant making



Labor market  
information



# From “Demand-Driven” to “Employer-Led”

*New models and tools are improving signaling and partnerships resulting in greater alignment and better outcomes*



A supply-chain approach for building and sourcing talent



Job Data Exchange

Sending clearer signals for in-demand jobs, skills, and credentials



Syncing signals between employers, educators, and learners



A supply chain approach for talent development that is (1) authentically employer-led, (2) built on industry best practices, and (3) focused on employer-ROI



**Strategy 1:**  
Organize Employer Collaboratives



**Strategy 2:**  
Engage in Demand Planning



**Strategy 3:**  
Communicate Competency and  
Credential Requirements



**Strategy 4:**  
Analyze Talent Flows



**Strategy 5:**  
Build Talent Supply Chains



**Strategy 6:**  
Continuous Improvement

# The Job Data Exchange (JDX)

## 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

## Solution

Develop a data standard for job descriptions and postings, supported by open data tools, that improve how employers signal in-demand jobs, skills, and credentials.

Such a solution will improve labor market information for educators, training providers, and job seekers, while seamlessly integrating with HR workflows and products.



# What is “Structured Data”

NIMS document for exclusive use by - - Mon Jun 12 04:11:25 EDT 2017

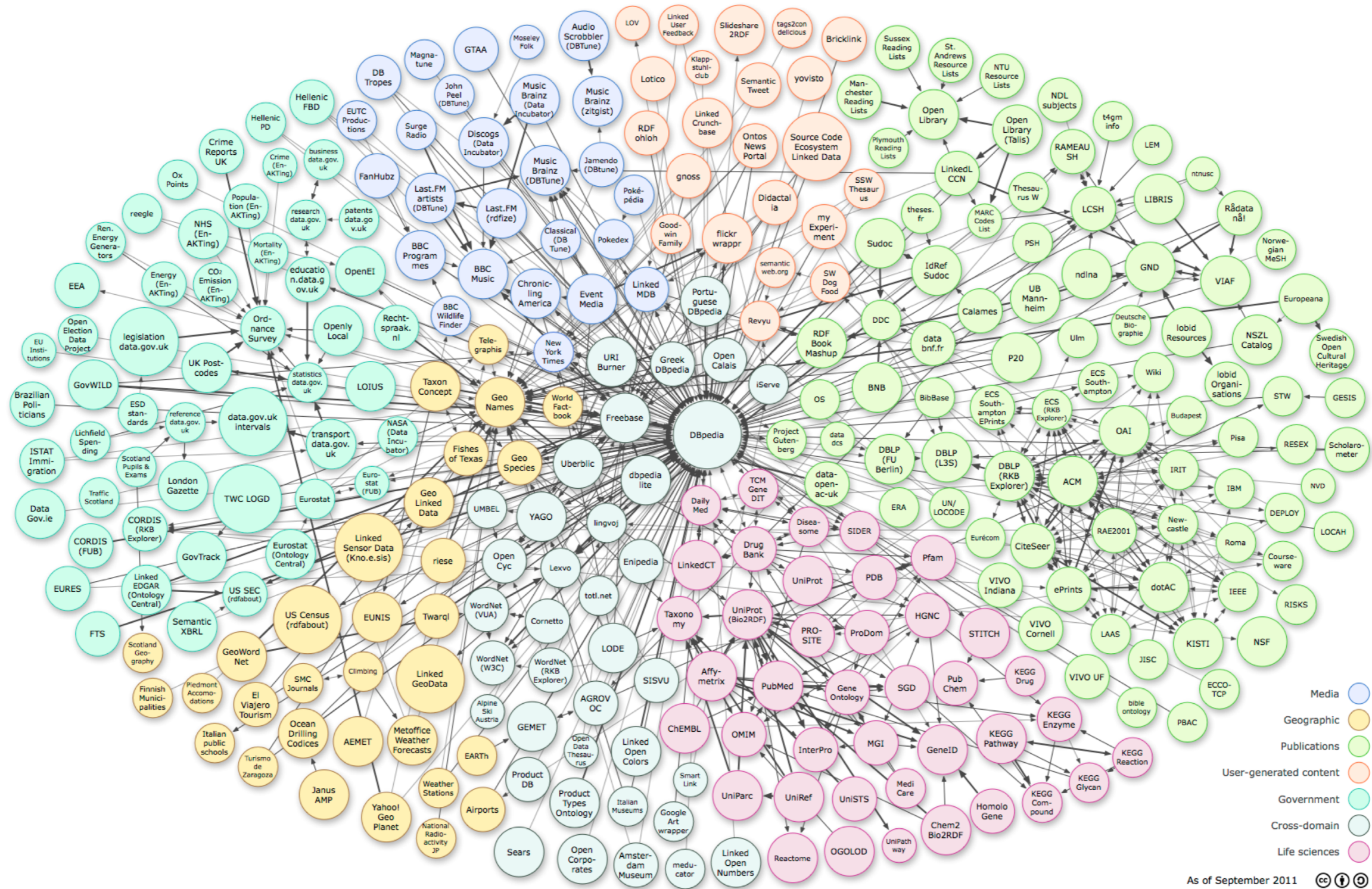
**CORE COMPETENCY  
REQUIREMENTS:  
NIMS CERTIFIED  
MACHINIST**

APPRENTICE CORE COMPETENCIES	NIMS CREDENTIALS
1. Identify and Demonstrate Use of Machine Safety and Personal Protective Equipment	Measurement, Materials, and Safety Level I
2. Demonstrate Compliance with Lock-out/Tag-out Procedures and OSHA Requirements and Guidelines	
3. Machine Operations and Material Handling, Hazardous Materials Handling and Storage, including EPA, Hazmat, and OSHA	
4. Part Inspection	
5. Process Control	
6. Process Adjustment – Single Part Production	
7. Participation in Processes Improvement	
8. Manual Operations: Layout	Job Planning, Benchwork, and Layout Level I
9. Manual Operations: Benchwork	
10. Sawing	
11. Job Process Planning	
12. Drilling Operations	Drill Press Skills Level I
13. Turning Operations: Turning Between Centers	Turning Between Centers Level I
14. Turning Operations: Turning Between Centers	Turning Between Centers Level II
15. Turning Operations: Chucking	Chucking Level I
16. Turning Operations: Chucking	Chucking Level II
17. Milling: Square Up a Block	Milling Level I
18. Manual Milling: Vertical and Horizontal	
19. Manual Milling: Vertical and Horizontal	Milling Level II
20. Surface Grinding, Grinding Wheel Safety (Optional)	Grinding Level I
21. Surface Grinding, Horizontal Spindle, Reciprocating Table (Optional)	
22. Surface Grinding, Horizontal Spindle, Reciprocating Table (Optional)	Grinding Level II
23. CNC Programming - Milling and / or CNC Programming - Turning	CNC Milling and / or CNC Turning Level I
24. CNC: Write a Simple CNC Milling and / or CNC Turning Program and Review Tool Path	

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# What is "Linked Data"





# The Employer Signaling Infrastructure of the Future



## Future State



### Platforms and Applications

Utilize data resources, the JobSchema+ package, and open data tools to develop and share high quality, linked, and dynamic job descriptions and postings that improve internal hiring practices and external labor market information.



### Translation, Recommendation, and Validation Tools

Enable platforms and applications to complete robust job descriptions and postings efficiently by translating skills and competencies, as well as validating the output.



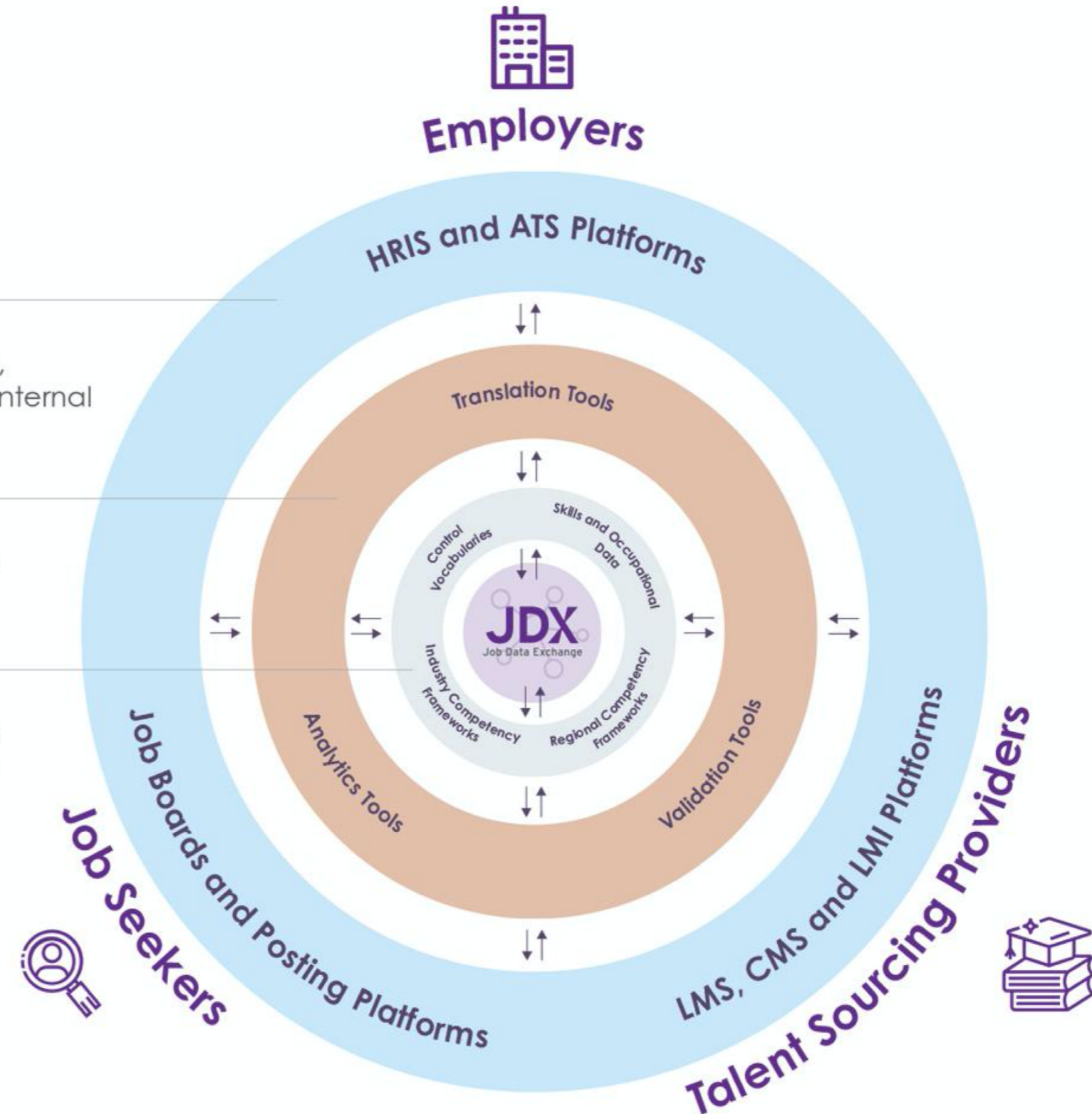
### Data Resources

Access data resources from diverse stakeholders (e.g., industry associations and government) to make skills and competency data available and usable for inclusion in job descriptions and postings.



### JDX Data Collaborative

Use improved jobs data provided by public/private data collaboratives to enable new talent analytics for today's talent marketplace.



# The T3 Innovation Network

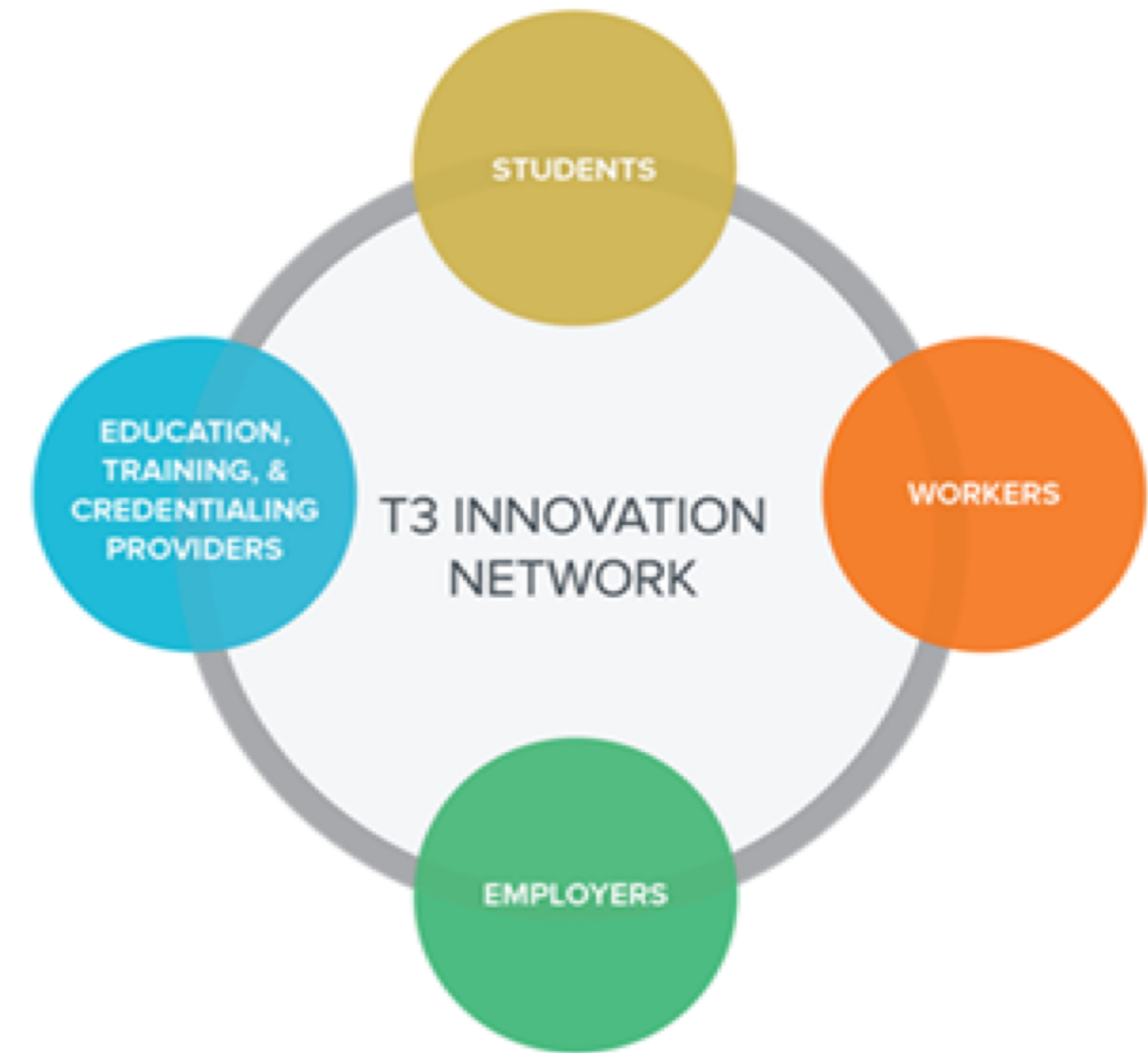
Launched in 2018 as an open innovation network and now in its second phase

Building the data and technology infrastructure of the future for the talent marketplace

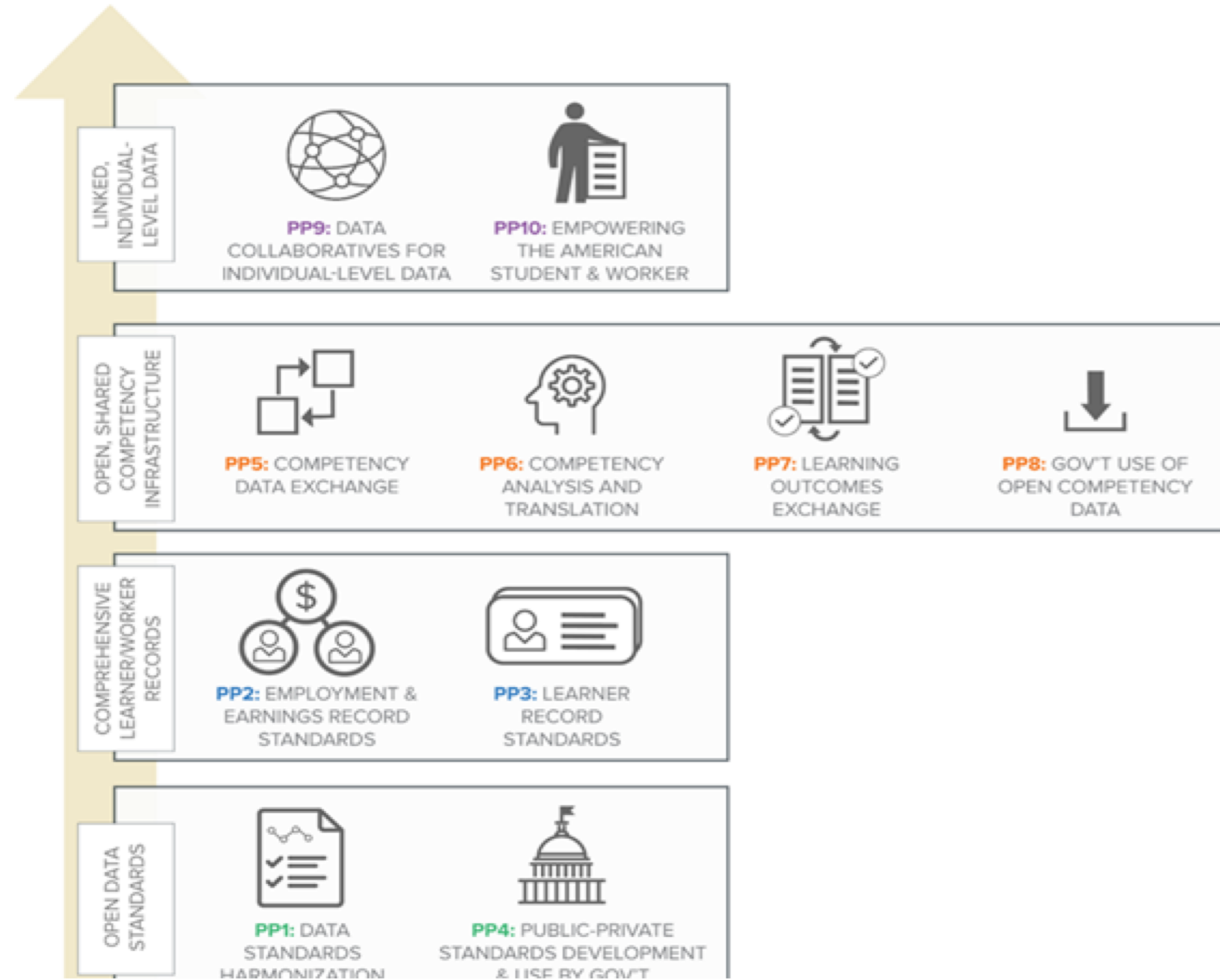
Made up of technology vendors and stakeholders, including business, education, government, nonprofits, etc.

Use case driven, standards-based, and vendor neutral

Promoting solutions that are open, ethical, and equitable



# Phase 1 Roadmap



## The Data and Technology Infrastructure to:

1. Make all learning count, regardless of where it takes place, and render that learning as data that is shareable
2. Make competencies the new currency of the talent marketplace and make them transactional and translatable across stakeholders
3. Empower learners, workers, and the military with their own data so they can access and manage education and employment opportunities



# 8 Active Projects in Phase 2

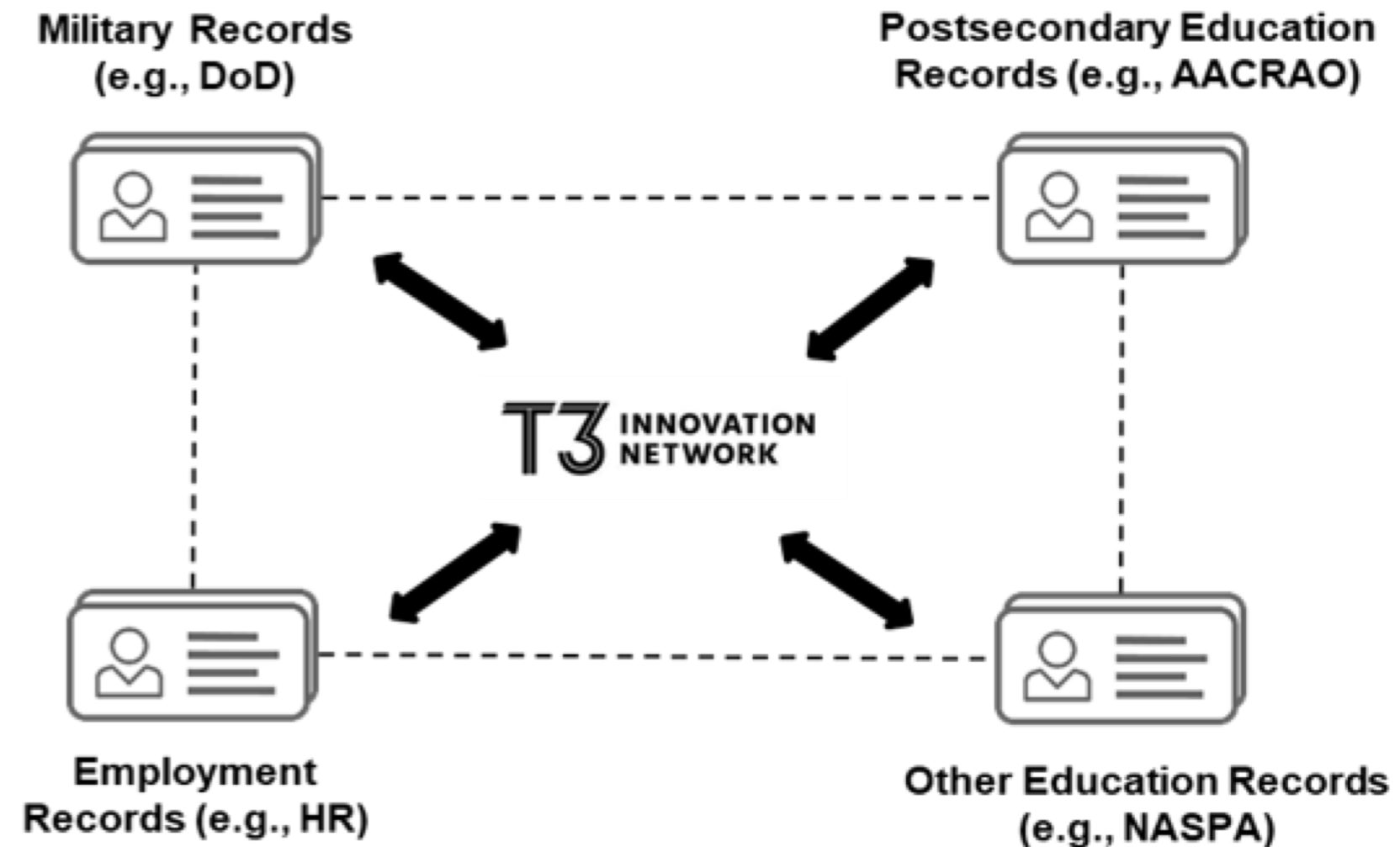
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- **Promoting the Development and Mapping of Open Data Standards**
  - Map and Harmonize Data Standards with Leading Data Standards Organizations
  - Enhance an Employment and Earnings Record Standard
  - Support Comprehensive Learner/Worker/Military Record Standards
  - Develop a Public-Private Adoption Process for Open Data Standards
- **Building an Open and Distributed Competency Data Infrastructure**
  - Linking Competency Frameworks and Registries through a Data Collaborative
  - Supporting Competency Translation and Analysis
- **Empowering Learners & Workers with their Data**
  - Supporting Data Collaboratives using Individual-Level Data
  - Providing Guidance and Technical Protocols to enable Self-Sovereignty



# Interoperable Learning Record (ILR) Pilot

- Scaling ILRs is mostly an infrastructure problem, not a product problem
- CLR can be produced, but to produce them at scale and share them is the issue
- T3 is use-case driven, data standards-based, and vendor neutral
- Scale and interoperability is possible through the T3 infrastructure and can support an ecosystem of pilots with educators, employers, and the military



# Joining an ILR Pilot

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- T3 Network ILR Website and FAQ: <https://www.uschamberfoundation.org/t3-innovation-network/ilr-pilot-program>
- ILR Interest Form - Pilot Partner: <https://www.uschamberfoundation.org/form/ilr-pilot-interest-form>
- ILR Interest Form - Resource Contributor:  
<https://www.uschamberfoundation.org/form/ilr-resource-hub-contribution-form>
- ILR Resource Hub RFP:  
[https://www.uschamberfoundation.org/sites/default/files/T3%20Network\\_ILR%20Resource%20Hub\\_2020%20RFP.pdf](https://www.uschamberfoundation.org/sites/default/files/T3%20Network_ILR%20Resource%20Hub_2020%20RFP.pdf)
- ILR Design Workshop: March 9<sup>th</sup>, Washington, D.C.
- ILR Community Manager: TBD



# Q&A

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