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T3 Innovation Network

PESC Fall Data Summit 2018

October 17, 2018



Agenda

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1. Overview of T3 Innovation Network
2. T3 Network Phase One: Work Groups
3. Final Report and Pilot Project Summaries
4. Future of the T3 Network (Phase Two)
5. Q&A

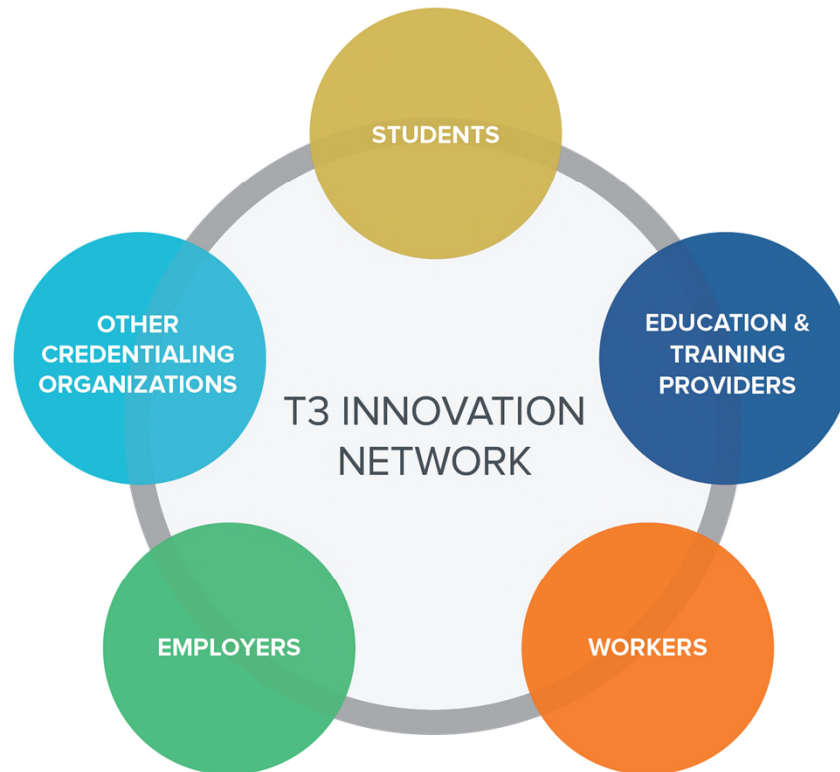


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T3 Innovation Network

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Analytics
Artificial Intelligence,
Machine Learning,
Big Data Analytics



**Interoperability/
Harmonization**
Technical Standards



Transparency
Semantic Web
Technologies



Trust
Distributed Ledger
Technologies,
Smart Contracts



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T3 Network Guiding Principles

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Principle 1: Focus on High-Impact Stakeholder Use Cases

Principle 2: Promote Web 3.0 Convergence

Principle 3: Foster Open Collaboration

Principle 4: Develop Open Technical Standards and Protocols

Principle 5: Utilize Open Competency Frameworks, Taxonomies, and Ontologies

Principle 6: Empower Individuals and Enable Self-Sovereign Identity and Data Management

Principle 7: Facilitate Open Data Access in Public-Private Data Infrastructure

Principle 8: Promote Ethical Practices as well as Equity Considerations



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Work Groups

Work Group 1: Stakeholder Use Cases for Achieving Breakthrough Innovations

Work Group 2: Exploring Sustainable Data Standards Convergence

Work Group 3: Developing and Analyzing Competencies

Work Group 4: New Architectures and Uses of Linked Individual-Level Data



Work Group 1

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STAKEHOLDER USE CASES

Employers must be able to:	Learners (student/worker) must be able to:	Education and Training Providers must be able to:
<ul style="list-style-type: none">• Signal hiring requirements• Recruit qualified candidates• Improve application submissions through screening and verification• Address onboarding and development concerns• Implement performance analytics to recognize top talent	<ul style="list-style-type: none">• Signal obtained competencies, credentials, and skills• Search and discover career and education opportunities• Manage application submissions, screening, and verification• Streamline participation and transitions by managing personal information• Analyze performance measures for future hiring and promotions	<ul style="list-style-type: none">• Use employer signals to improve alignment with workforce and learner needs• Search and discover changing hiring requirements and gaps• Improve learner services to career readiness• Align programs, credentials, and learner records• Analyze performance metrics to update programs and credentials

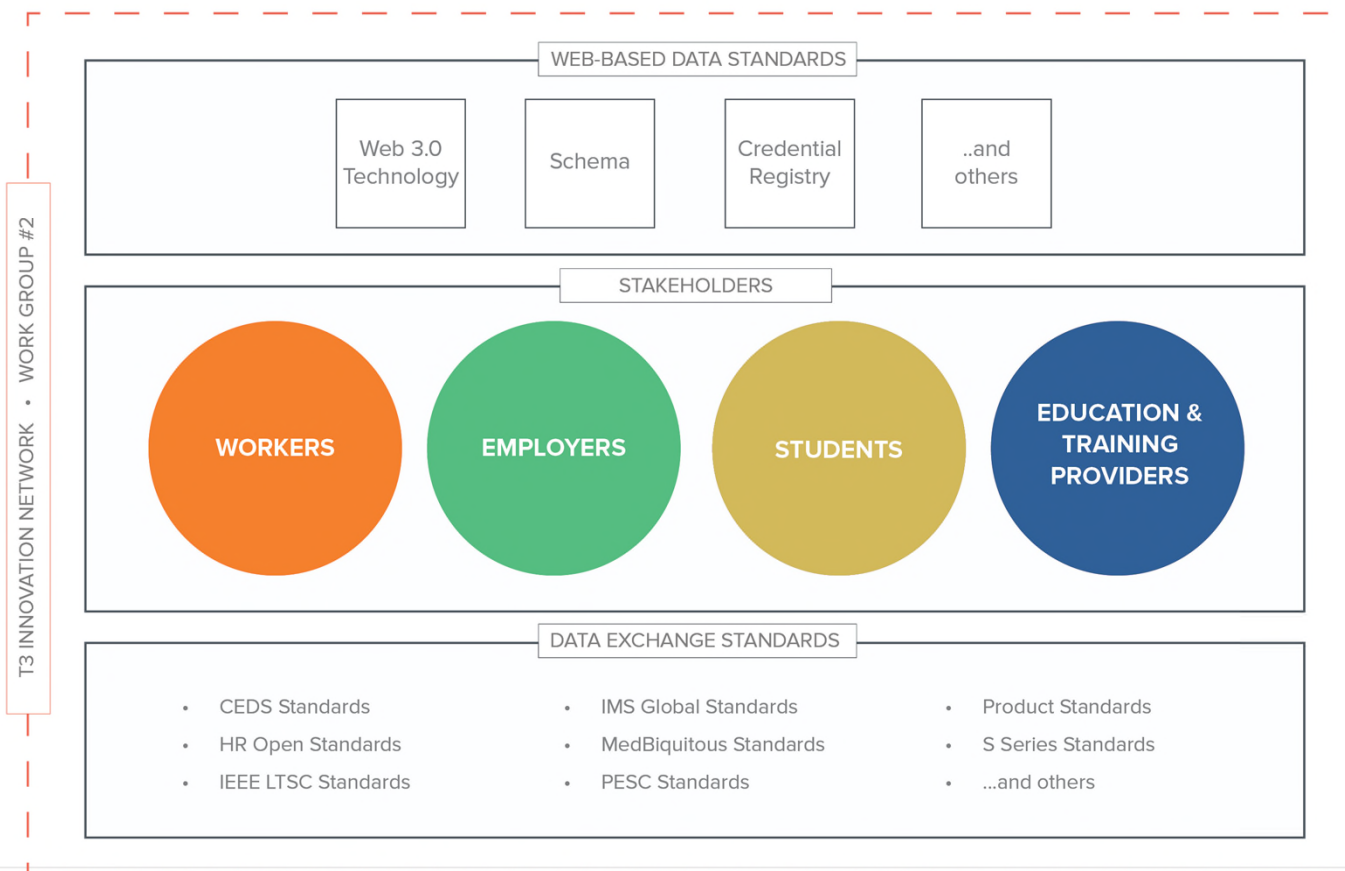


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Work Group 2

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Work Group 2

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SCHEMA CROSSWALKS

Advance the current talent marketplace description language (schema) beyond credential and competency framework description languages to include: job descriptions, job openings, transcripts, résumés, profiles, portfolios, comprehensive student records, etc.

PATHWAYS TO HARMONIZATION

Develop a pathway for applications across the talent marketplace to exchange data with full data harmonization.

SCHEMA DEVELOPMENT

Identify description languages (schema) that are necessary to the talent marketplace which are underdeveloped or not developed, including assessment.

ENABLE ONGOING SUPPORT & EXPANSION

Provide support for staffing, hosting, online mapping, harmonization tools, and convenings.

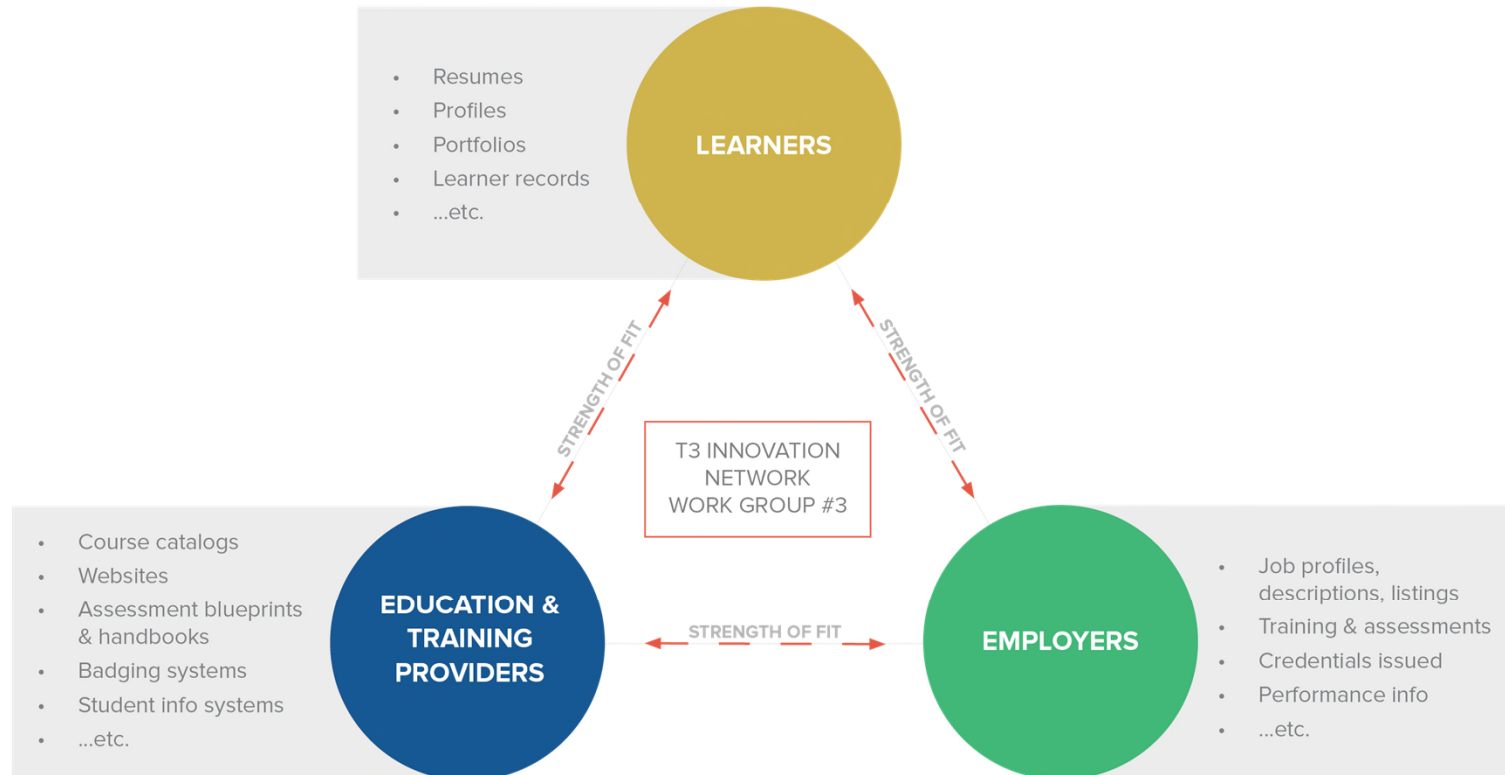


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Work Group 3

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Work Group 3

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Context Engineering	Socialization & Incentives	Training Data & AI Algorithms
Characteristics of the competency framework environment complicate the task of creating, interpreting, translating, and comparing competencies by both humans and machines.	A number of challenges exist in both the public and private sectors (e.g. proprietary concerns, value proposition, lack of training) that under-incentivize talent marketplace collaboration to develop a more cohesive, contextualized, and linked competency framework ecosystem.	There is opportunity and potential for a globally linked ecosystem of competency frameworks. Any progress, will require a significant amount of time and expertise to interpret, align, and translate the unstructured or semi-structured data that exists to be machine readable for the talent marketplace.



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Work Group 4

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HIGH SCHOOL

FIRST JOB:
Retail

UNIVERSITY

SECOND JOB:
Sales Manager

UNEMPLOYED:
Workforce
Counseling

TECHNICAL
TRAINING:
Coding
Bootcamp

THIRD JOB:
Product Manager

WHAT DATA IS
COLLECTED?

Student
Educational
Record (grades,
attendance, etc.)

Employment
and Wage
Record
Resume

Student
Transcript
Comprehensive
Learner Record

Employment
and Wage
Record
Skills and
Competencies

State Department
for UI Claims
and Case
Management
System

Student
Record

Employment and
Wage Record
Skills and
Competencies

WHERE IS THE
DATA STORED/
MANAGED?

Student
Information
System (SIS)

Human
Resources
Information
System (HRIS)
Online

Student
Information
System (SIS)

HRIS System
Payroll System
Online Profile

State UI Database
and Case
Management
System

SIS System
Online Profile

HRIS System
Payroll System
Online Profile

WHO
CONTROLS
THE DATA?

School District

Employer

Institution
of Higher
Education

Employer

State Department
for UI
Local Workforce
Agency

Training
Program

Employer



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Work Group 4

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Employer HR Technology	Explore how HR technology vendors use distributed ledger technology to provide more complete and trusted verification of job histories provided by applicants.
Education and Training Providers	Explore how multiple credential and transcript vendors could publish complete information about an individual to a network that can be accessed and verified from HR systems.
Learner (Student/Worker)	Explore how skills and competencies can be submitted by applicants and verified by educational institutions or potential employers.
Large-Scale Data Analytics	Explore how HR technology vendors use distributed ledger technology to provide more complete and trusted verification of job histories provided by applicants.
Employer and Government	Explore how HR technology vendors could provide more current and verified employment and earnings information for government programs.



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Final Report

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- The report will be available to the public on October 24, 2018
- Ten pilot project summaries
- Phase 2 will begin in 2019
- View all T3 Network reports at: uschamberfoundation.org/t3-innovation



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Pilot Project Criteria

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1. High-Impact

The project has the potential to have high impacts in directly addressing the most critical stakeholder use cases or providing the necessary foundations for other projects to be successful in addressing these use cases.

2. Feasible

The project is technically feasible given existing Web 3.0 and related technologies.

3. Stakeholder Commitment

The project has sufficient stakeholder commitments for the project to be successfully undertaken by one or more T3 network participants.

4. T3 Guiding Principles

The project is consistent with T3 Network Guiding Principles.



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Ten Pilot Projects

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Pilot Project 1:
Data Standards Harmonization



Pilot Project 2:
Employment and Earnings Record Standards



Pilot Project 3:
Learner Record Standards



Pilot Project 4:
Public-Private Standards Development and Use by Government



Pilot Project 5:
Competency Data Exchange



Pilot Project 6:
Competency Analysis and Translation



Pilot Project 7:
Learning Outcomes Exchange



Pilot Project 8:
Government Use of Open Competency Data



Pilot Project 9:
Data Collaboratives for Individual-Level Data



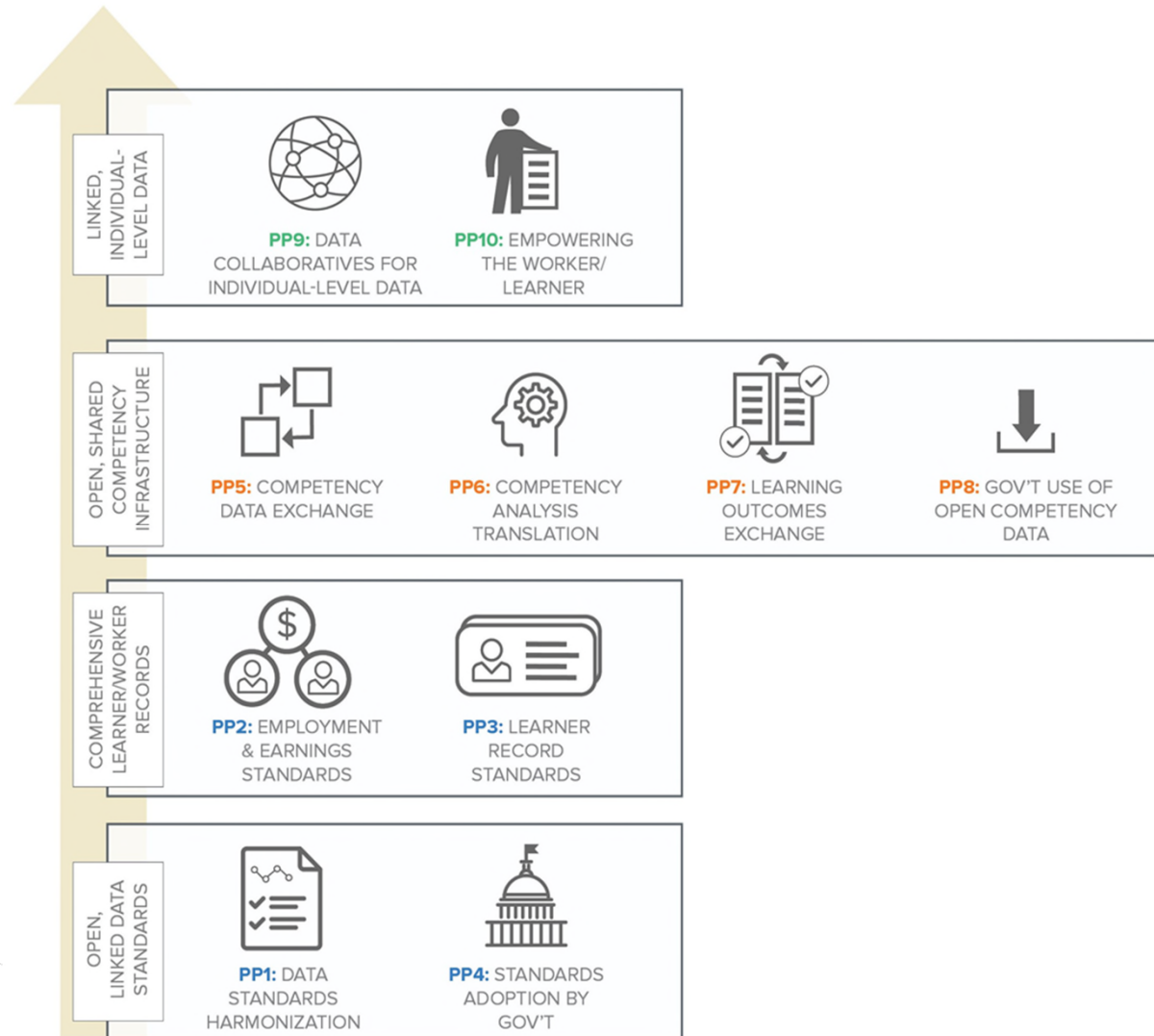
Pilot Project 10:
Empowering the American Learner/Worker



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How the ten pilot projects will create an open, public-private data and technology infrastructure of the future



Future of the T3 Innovation Network

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Phase Two of the T3 Innovation Network

- Promote and gain widespread acceptance of the T3 Innovation Network Guiding Principles
- Fund and implement some or all of the ten pilot projects
- Increase the diversity of expertise and stakeholders that make up the T3 Network and expand the network to grow the initiative globally
- Continue to convene T3 Innovation Network meetings both in-person and via webinar to review the progress of pilot projects, share information, and develop new initiatives



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Next Steps

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Join the T3 Innovation Network Today

<https://goo.gl/xaJ5MY>






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T3 Innovation Network Q&A



MORE INFORMATION

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