



Digitally Transforming the Talent Marketplace



U.S. Chamber of Commerce
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Agenda

1. Introduction
2. T3 Innovation Network
3. Skills-Based Hiring & Advancement
4. LERs
5. T3 Projects and Data Standards Organizations
6. Get Involved!
7. Questions

The T3 Innovation Network's mission is to enable the digital transformation of the talent marketplace by promoting data interoperability and harmonization across diverse stakeholders, including; employers; education, training, and credentialing providers; government agencies; and technology partners so learners and workers can better pursue education and employment opportunities.



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The T3 Innovation Network

In 2018 (Phase 1) identified data interoperability challenges and developed a roadmap to address them; from 2019-2022 (Phase 2) implemented the roadmap through eight projects

The T3 “Network of Networks” was launched in 2021 to convene, align, and support stakeholders working on core data infrastructure components required for the digital transformation of the talent marketplace; its four founding networks include:

- Data and Technology Standards (DTS) Network
- Open Competencies (OC) Network
- Learning and Employment Records Network (LERN)
- Jobs and Workforce Data (JWD) Network

We are working to ensure that (1) all learning counts; (2) skills are used like currency; and (3) learners and workers are empowered with data to pursue education and employment opportunities

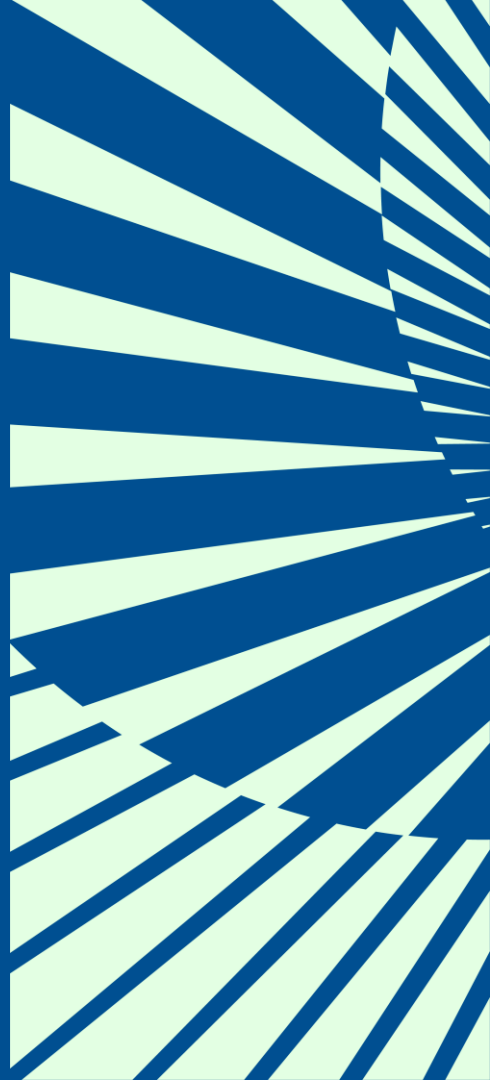
Skills-Based Hiring

Skills-Based Hiring and Advancement (SBHA) is the process by which employers and their HR service providers identify, recruit, hire, and advance candidates based on the match between a work opportunity's skill requirements and a candidate's skills.

SBHA processes produce well-crafted and debiased job requirements and trustworthy candidate information backed by evidence.

This candidate information is communicated through new types of resumes and learning and employment records (LERs) that embed proof of their accuracy to accelerate verification.

Skills-Based Hiring and Advancement reduces reliance on indirect indicators of skills that traditionally do not provide evidence of specific skills and can create barriers for candidates qualified through alternative means.



SBHA Resources

Skills-Based Hiring and Advancement: LERs, Resumes, and Related Data Standards



HR SYSTEMS

Learning Content and Metadata

- [U.S. Career, Training & Credential Database](#)
- [U.S. Learning Content Metadata \(LUM\) Metadata](#)
- [U.S. Learning Resource Metadata Initiative \(LRMI\)](#)
- [U.S. Skills and Proficiency](#)
- [AOL/IEE eXP/PS2/4/6](#)
- [Mozilla Knowledge Learning Object Metadata](#)
- [U.S. Open Learning Tools Interoperability \(LTI\)](#)
- [U.S. Open Content Package](#)
- [U.S. Open Learning Resources Exchange \(LRE\)](#)
- [U.S. Open Content Package](#)
- [U.S. Open Learning Resources Exchange \(LRE\)](#)
- [U.S. Open Content Package](#)
- [U.S. Open Learning Resources Exchange \(LRE\)](#)
- [U.S. Open Content Package](#)

Assessment

- [U.S. Open Assessment Framework](#)
- [U.S. Open Assessment Framework](#)
- [U.S. Open Assessment Framework](#)
- [U.S. Open Assessment Framework](#)
- [U.S. Open Assessment Framework](#)
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HR SYSTEMS

WORK OFFER

RESUME OR PROFILE

LERs

DIGITAL WALLET

INFRASTRUCTURE STANDARDS

All of the above relies on a foundation of standards which can support any application. Some categories of these are listed below:

RESUME OR PROFILE

Resumes which are compatible with LERs will communicate authenticated and more detailed information. This resume or profile standard is the friction for connecting machine-actionable data about learning and employment to employer job opportunities.

- [U.S. Open Resume/Profile](#)
- [U.S. Open Resume/Profile](#)

WORK OFFER

Job Posting Standards

- [U.S. Open Job Posting \(OJP\) & Position Description \(PD\)](#)
- [U.S. Open Job Posting \(OJP\) & Position Description \(PD\)](#)

Job Posting Feedback Standards

- [U.S. Open Job Posting Feedback \(OJPFB\)](#)
- [U.S. Open Job Posting Feedback \(OJPFB\)](#)

IDENTITY STANDARDS

- [U.S. Open Identity Standard \(UIS\)](#)
- [U.S. Open Identity Standard \(UIS\)](#)

CREDENTIAL DESCRIPTION STANDARDS

- [U.S. Open Credential Description Standard \(UCDS\)](#)
- [U.S. Open Credential Description Standard \(UCDS\)](#)

COMPETENCY (SKILLS) DEFINITIONS AND COMPETENCY STANDARDS

- [U.S. Open Competency Definition Standard \(UCDS\)](#)
- [U.S. Open Competency Definition Standard \(UCDS\)](#)



SHARED INFRASTRUCTURE For Skills-Based Hiring and Advancement



The future of work is changing fast. As technology brings innovations and new jobs, a skills gap widens between employees' needs and employers' requirements. Employees who use skills-based hiring and advancement will explore the career options and secure their future. Education providers will get more and create programs about soft skills and on-demand.

Generating Learning and E and using them in skills-based hiring and advancement requires the use of data. T3 Network is supporting the standards and related tools and workers with data about abilities. This digital transfer learners and workers to help bring about a more...



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SKILLS-BASED HIRING AND ADVANCEMENT PROJECT REPORT

New SHBA extension report coming soon!

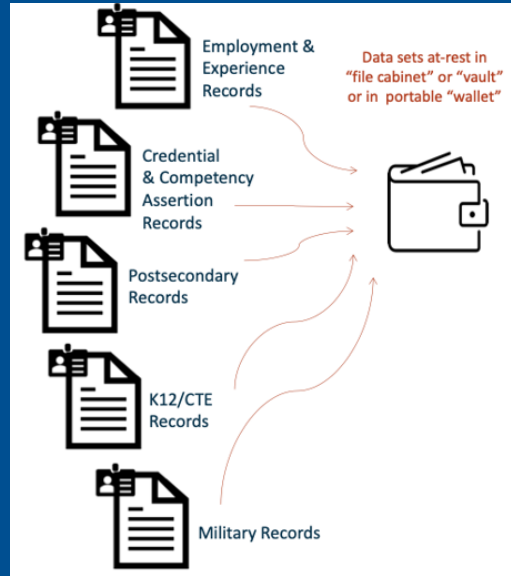
Learn More

For more resources on this topic, visit [t3network.org](#).

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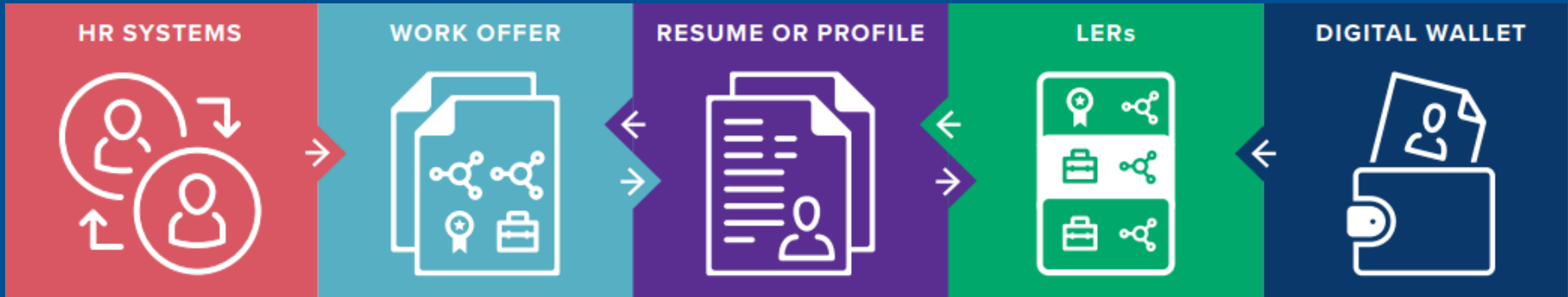
LER Use Cases

- Publish selected elements of professional profile for search and discovery on the web
- Explore career opportunities
- Apply for, enroll in, and completed education, training, and credentialing opportunities
- Apply for and accept employment opportunities
- Manage career advancement and transition



LERs are digital records of learning and employment that can be grouped together in a digital wallet.

Resume LER



Competency Explorer

The Open Competency Network (OCN) is one of the four core networks in T3 and it functions as the governance entity for the Competency Explorer

The Competency Explorer is a protocol that will help people and organizations:

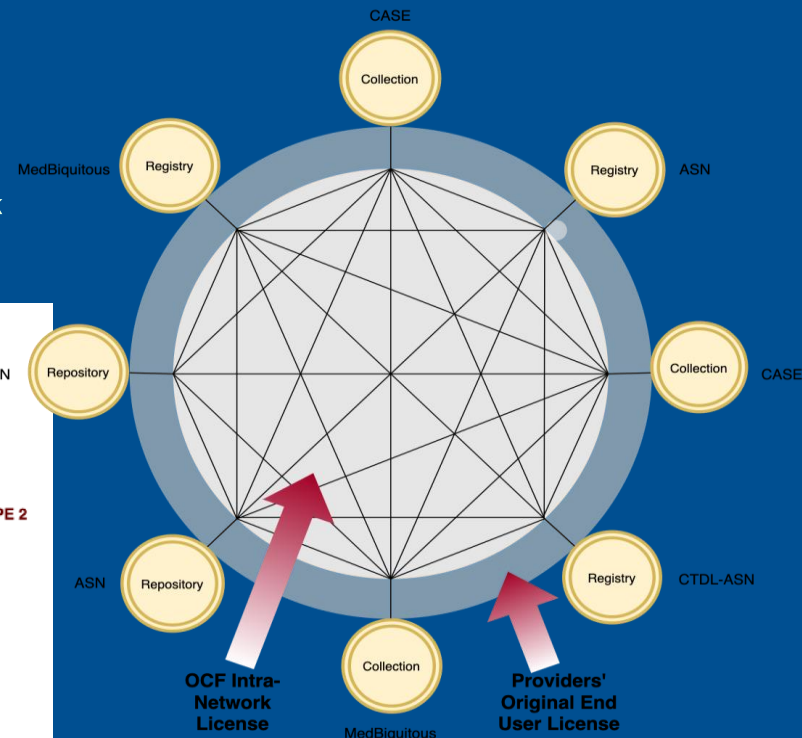
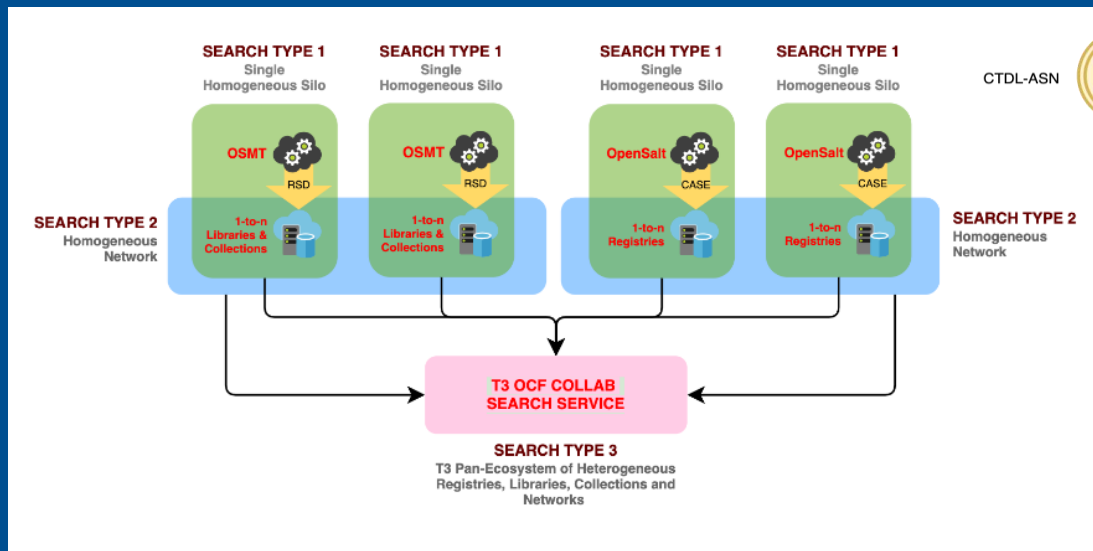
- (1) find and reference existing skill/competency descriptions; and
- (2) search and discover skills and competencies and their frameworks

i.e., the Competency Explorer will solve for search in a larger skills data workflow

OCN uses "competency" broadly, to include assertions of academic, professional, occupational, vocational and life goals, outcomes, and standards, however labeled such as knowledge, skills and abilities, capabilities, habits of mind, or habits of practice (Wiki: OCN Competency Explainer)

Competency Explorer

- Largely decentralized
- Network of nodes which link to libraries of competencies
- Central part is request broker and search index, hosted on AWS
- Provider and Request Nodes are hosted by participants in the network
- Users discover competency descriptions via nodes



DESM Pilot

The Data Ecosystem Schema Mapper (DESM) Tool provides a simple schema upload, mapping interface, and outputs, however, there are dependencies and agreements outside the functionality of the DESM Tool that must be factored in to ensure quality mapping output. Further, usability and accessibility issues that can be addressed to improve the user experience have been identified.

From October 2022 – February 2023 the OCN conducted the DESM pilot

Nine Participating DSOs	
1EdTech	A4L
ASN	CEDS
Credential Engine	HR Open Standards
IEEE	PESC
Schema.org	

DESM Pilot

Pilot Recommendations – a detailed list of recommendation categories in report:

- Develop guidance for engaging a team of mappers to ensure accuracy
- Formation of a cadre of schema experts
- DESM Tool documentation
- DESM Tool functionality
- Usability enhancements
- Utility of outputs
- Sustainability and building support

Data Ecosystem Schema Mapper Tool Pilot Report

April 6, 2023



Visit the T3 Hub!

T3 INNOVATION NETWORK HOME RESOURCES FAQ JOIN THE NETWORK

Modernizing the data and technology that power the talent marketplace

The T3 Innovation Network is exploring emerging technologies and standards in the talent marketplace to create more equitable and effective learning and career pathways.

[JOIN THE NETWORK](#) [CONTACT US](#)

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Discovering and Using Skill Data

Open Competency Framework Collaborative

Improving the discovery and use of skills and competencies to power the talent ecosystem at scale.

[Wiki](#) | [Docs](#) | [Charter](#)

Empowering Learners and Workers with Data

Learning and Employment Records Network

Piloting and establishing equitable and inclusive best practices for the creation and sharing of secure and standards-based records containing education, training, work, and individually acquired skills and knowledge.

Standards

Data and Technology Standards Network

Catalyzing for collaborative incubation and adoption of standards-based specifications and services that enable the learning and employment ecosystem.

[Wiki](#) | [Docs](#) | [Charter](#)

Data

Jobs and Workforce Data Network

Improving how employers and their HR technology service providers develop, organize, and share standards-based jobs and workforce (workers in jobs) data to create value for public and private stakeholders.



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