Digitally Transforming the Talent Marketplace

U.S. Chamber of Commerce Foundation
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.
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 (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.
New SHBA extension report coming soon!
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

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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
Visit the T3 Hub!

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.

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.

Wiki | Docs | Charter

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.