

Upskilling Modernization | 17 August

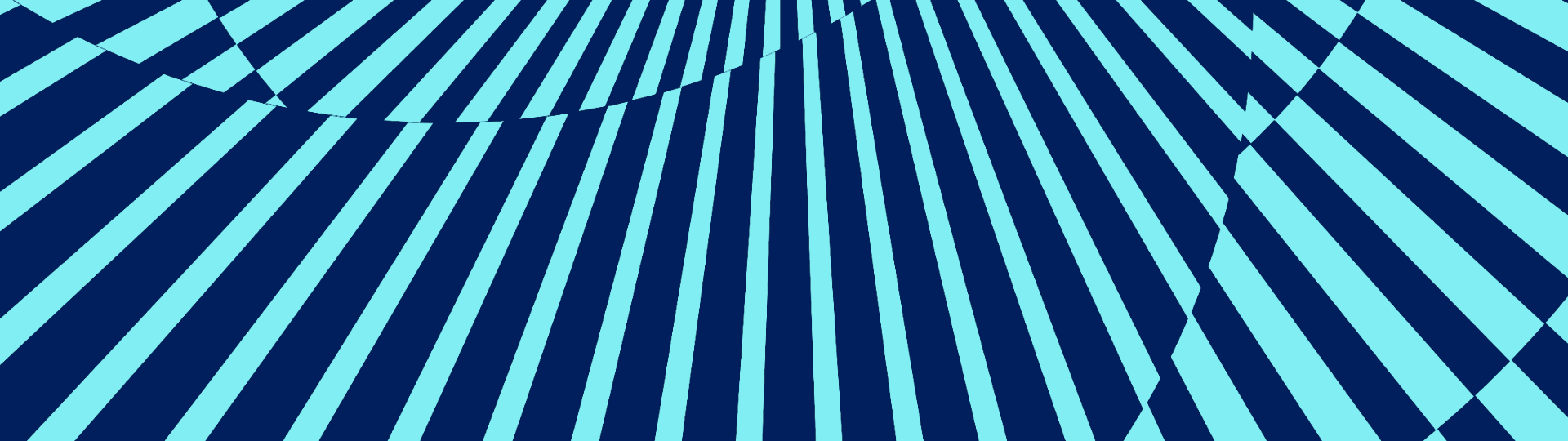
JobSIDE: Transforming how Employers Improve and Share Skills Data for their Most In-Demand Jobs

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U.S. Chamber of Commerce Foundation

iFEST
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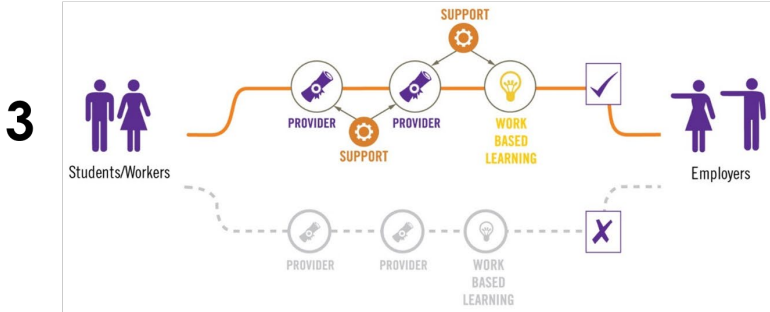
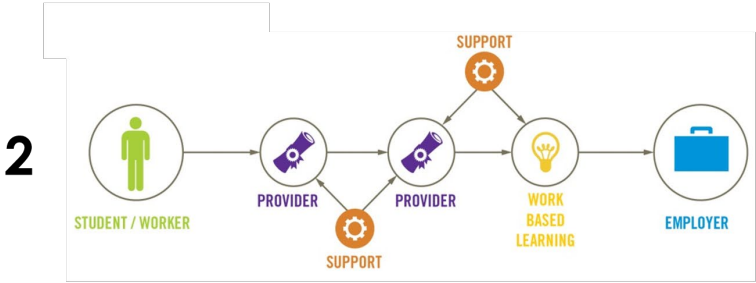
JobSIDE

August 17, 2022

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TPM: A Supply Chain Approach for Talent



What Makes TPM Different?

- Built on industry best practices
- Focused on employer ROI
- Authentically employer-led
- Provides a structured and agile process for collective action and decision making
- Generates more granular, employer validated, and actionable data on workforce demand
- Engages the full spectrum of talent sourcing partners
- Creates shared value, competitiveness, and accountability



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The TPM Framework



Strategy 1:
Organize for Employer Leadership
and Collaboration



Strategy 4:
Analyze Talent Supply



Strategy 2:
Project Critical Job Demand



Strategy 5:
Build Talent Supply Chains



Strategy 3:
Align and Communicate Job
Requirements



Strategy 6:
Engage in Continuous
Improvement and
Resiliency Planning



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Strategy 3 in TPM

- Purpose is to help employers refine and improve the hiring requirements for a critical job and communicate them using a shared language
- Many job postings or descriptions are in need of updating and either set the requirements too high or too low, and many do not make use of job analysis
- TPM provides methodologies to help employers benchmark where their hiring requirements are at, make them more competency or skill based, and then validate the requirements through jobs analysis
- Strategy 3, while successful, can be very labor intensive and incorporating frameworks or sharing with other employers can be difficult



The T3 Innovation Network

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.

This digital transformation will 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.



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A Network of Networks

Data and Technology Standards Network: Catalyzing for collaborative incubation and adoption of standards-based specifications and services that enable the learning and employment ecosystem.

Open Competency Frameworks Collaborative Network: Improving the discovery and use of skills and competencies to power the talent ecosystem at scale.

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.

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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Supporting the Skills Data Workflow

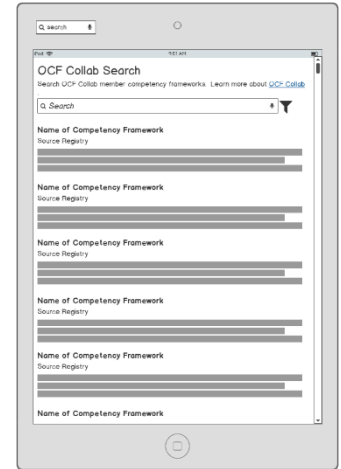
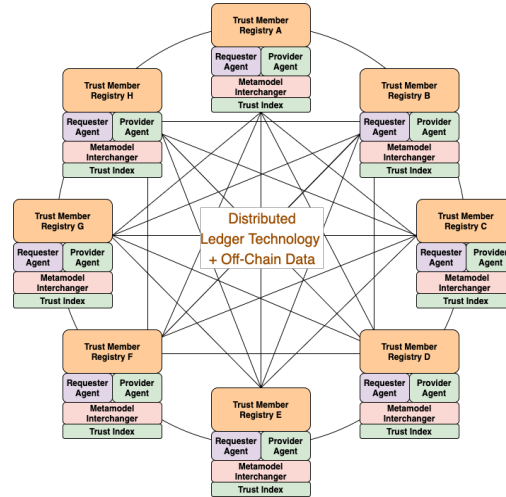
- **Standardization:** Enable the ability to create machine actionable skills data
- **Conversion:** Convert existing unstructured skills data to machine actionable data
- **Authoring:** Author new skills data as structured, machine actionable data
- **Curation (Host & Present):** Store and make available structured skills data
- **Search:** Make structured skills data searchable and discoverable
- **Use:** Access and put structured skills data to use (e.g., applications in learning, curriculum alignment, employment services, hiring, career advancement, etc.)
- **Translation:** Compare and translate between skill languages



Curation & Search: Library Examples and Networks (OCFC)



Open Competency Frameworks Collaborative (OCFC)



JobSIDE

- A collection of tools and applications that produce, share, and use data on employer-validated skills profiles for in-demand jobs
- Generated through TPM's Strategy 3 workflow or through a standalone application
- Enables the use of competencies and skills in job postings and in mapping employer-validated competencies and skills to curriculum, credentials, assessment, and records
- Provides provenance data to frameworks and profile owners based on actual employer validation and use



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Changing Employer Processes

- Conducting strategic workforce planning
- Engaging in jobs design and analysis
- Collaborating with employers to develop and use shared skills frameworks
- Improving job descriptions/postings and skill profiles
- Improving employer communication and outreach for recruitment
- Enhancing alignment of job needs with education and training provider programs
- Facilitating skills-based hiring and career advancement
- Providing feedback to applicants after hiring decisions



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The **T3 Innovation Network's OCFC** provides skill and competency frameworks to JobSIDE and accesses job skills profiles from it



3

The **Job Skills Library** curates and shares employer validated job skill profiles and improves labor market information on in-demand jobs and skills



5

Job Skills HRIS APIs pull employer validated job skill profiles to improve job descriptions and postings and for use in skills-based hiring



1

The **Job Skills Framework Generator** analyzes job descriptions and makes skill recommendations for use in employer validation



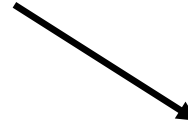
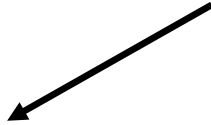
2

The **Job Skills Profile Publisher** authors and sends employer validated job skill profiles as structured data

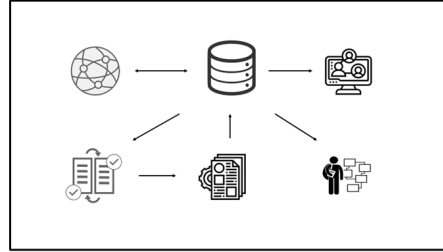


4

The **Job Skills Mapper** helps employers align in-demand jobs and skills with curriculum, credentials, and assessments as well as supports credit recommendations



JobSIDE Applications



Web Tool

The TPM logo consists of the letters 'T', 'P', and 'M' in a blue, sans-serif font. The 'P' has a vertical line through its stem. To the right of the logo is a black icon of a computer monitor displaying a webpage. Below these elements, the text 'Web Tool' is written in a bold, black, sans-serif font.

JobSIDE
Application



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Anticipated Impact: Short-Term

- 5 MVP applications tested with 3-6 ecosystem partners
- Integrated with TPM Web Tool
- 50+ improved and published job skills profiles
- 50+ curriculum and credit alignment maps
- Improved data on in-demand jobs and skills for workforce planning
- Improved credential, assessment, and curriculum mapping for 30+ programs reaching approximately 2,500 learners
- Improved skills-based hiring by employers through the use of job profiles when reviewing job applicant qualifications as part of their hiring workflow process



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Anticipated Impact: Long-Term

- Job descriptions significantly improved and used in skills-based hiring
- Improved credential, assessment, and curriculum alignment for career pathways that lead to in-demand, quality jobs
- Public and private competency and skill frameworks are more regularly updated based on actual employer use in job descriptions and postings
- Increased and improved skills-based hiring and career advancement, particular for opportunity populations, resulting in better, more equitable labor market outcomes



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My Ask of You

- Join or contribute frameworks to T3's OCFC
- Provide technical assistance and advice on the tools and applications
- Participate in the pilot and join the movement
- Learn more at uschamberfoundation.org



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Contact Information

Make no plans small and be bold, your future competitiveness depends on it



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