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

Jason Tyszko
U.S. Chamber of Commerce Foundation
TPM: A Supply Chain Approach for Talent

1. Raw Materials > Supplier > Manufacturer > Distributor > Retailer > Customer

2. Student/Worker > Provider > Support > Work Based Learning > Employer

3. Students/Workers > Provider > Support > Work Based Learning > Employers
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
The TPM Framework

**Strategy 1:** Organize for Employer Leadership and Collaboration

**Strategy 2:** Project Critical Job Demand

**Strategy 3:** Align and Communicate Job Requirements

**Strategy 4:** Analyze Talent Supply

**Strategy 5:** Build Talent Supply Chains

**Strategy 6:** Engage in Continuous Improvement and Resiliency Planning
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.
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.
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)
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
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
The T3 Innovation Network’s OCFC provides skill and competency frameworks to JobSIDE and accesses job skills profiles from it.

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.

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

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

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

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

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

@USCCFeduction
@jason_tyszko

@USCCFeduction

jtyaszko@uschamber.com

Jason A. Tyszko
Vice President, CEW
U.S. Chamber of Commerce
Foundation

U.S. Chamber of Commerce Foundation