# Data Transparency Working Group Initiatives

## Executive Summary

### Priorities

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### Focus

- **1. Improve Skills-Based Ontologies**
  - A skills-based ontology will improve communication between platforms and stakeholders to understand skills in demand and skills needed in the future.

- **2. Explore Developing an Interoperable Record of Individual’s Learning History, Experience, and Skills**
  - Consider the potential of building an interoperable, verifiable record of learning history, experience and skills to share with employers in order to help job seekers attain the best jobs.

- **3. Break Down Workforce Data Sharing Barriers**
  - Break down data sharing barriers to view problems in real-time, allocate resources effectively, analyze gaps, improve resource allocation, and target programs with a holistic view of the issue.

### Outcomes to Date

- **1. Held briefings with stakeholders of existing skills-based ontologies -- O*NET, Job Data Exchange (JDX) & National Initiative for Cybersecurity Education (NICE) Framework.**
- **2. Participated in the JobKit Developers Conference at the White House.**
- **3. Active role in the White House Workforce Data Interoperability Innovation Sprint.**

- **2. As Co-Leads we have been discussing with our Working Group colleagues the merits of developing a machine and human readable interoperable learning records.**
- **3. We plan to invite subject matter experts to meet with the Working Group to focus on this topic further.**
- **4. One aspiration may be to demo a learning record prototype at our next Board meeting.**

- **3. SAP Qualtrics pilot survey sent to state government data users to identify real and perceived barriers to workforce data sharing.**
- **4. Survey feedback will improve our ability to assess and address policy or technology issues in a specific, action-oriented way.**

### Goal:

*increase data transparency to better match American workers with American jobs*
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Next Steps

Priorities

1. Improve Skills-Based Ontologies
   - Along with stakeholders from the US Chamber, federal agencies, non-profits and leading HR organizations, explore developing a proposal for public-private partnership to provide continuous feedback to skills-based ontologies
   - Promote memberships and private-sector support in building upon existing skills and competency-related standards for web-based data structures
   - Use the results of the White House Workforce Data Interoperability Innovation Sprint to formulate a cohesive plan for a skills-based ontology that can work for public and private hiring needs

2. Explore Developing an Interoperable Record of Individual’s Learning History, Experience, and Skills
   - Assess the potential of creating an interoperable learning record, designed to be machine and human readable to demonstrate at the next quarterly meeting
   - Examine how to structure data to support portability across systems
   - During upcoming working group meeting discuss how to leverage skills-based ontology and terminology in a learning record
   - Explore necessary resources to equip source systems with pluggable features to provide interoperable learning record on demand

3. Break Down Workforce Data Sharing Barriers
   - Utilize findings from state workforce survey to dig into specific regulations and barriers facing local and state governments
   - Consolidate findings into a white paper to define data sharing issues to identify actionable specific policy recommendations and proposed changes

Goal: increase data transparency to better match American workers with American jobs
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Discussion Points

**Priorities**

1. **Improve Skills-Based Ontologies**

2. **Explore developing an Interoperable Record of Individual’s Learning History, Experience, and Skills**

3. **Break Down Workforce Data Sharing Barriers**

**Questions**

- What is a realistic level of involvement from the private sector to ensure skills-mappings are relevant and up-to-date?
- How can small businesses have a seat at the table in improving skills-based ontologies?
- What information does a skills-mapping need to capture in order to not only be informative, but also actionable for businesses in workforce planning and hiring decisions?
- How can we empower individuals to take active ownership of a learning record?
- When making hiring decisions, how do businesses value informal learning pathways like online learning platforms that issue certificates?
- How can broadly applicable skills gained through experience but are not reflected by credentials be effectively recorded?
- What are the biggest regulatory barriers to sharing data? Is there a lack of clarity in statutes and laws addressing data sharing?
- How have businesses addressed challenges to data sharing within their own organizations?
- Are there technical solutions (e.g., synthetic data) that can be used today to address data privacy and protection concerns relating to data sharing?

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