

# American Workforce Policy Advisory Board Data Transparency Working Group

**June 18, 2019**

*Charlotte, NC*



# Appendix

American Workforce Policy Advisory Board: Data Transparency Working Group



# Data Transparency Working Group Initiatives

## Executive Summary

### Data Transparency Working Group

#### 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

#### Focus

A skills-based ontology will improve communication between platforms and stakeholders to understand skills in demand and skills needed in the future.

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.

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

- Held briefings with stakeholders of existing skills-based ontologies -- O\*NET, Job Data Exchange (JDX) & National Initiative for Cybersecurity Education (NICE) Framework.
- Participated in the JobKit Developers Conference at the White House.
- Active role in the White House Workforce Data Interoperability Innovation Sprint.
- As Co-Leads we have been discussing with our Working Group colleagues the merits of developing a machine and human readable interoperable learning records.
- We plan to invite subject matter experts to meet with the Working Group to focus on this topic further.
- One aspiration may be to demo a learning record prototype at our next Board meeting.
- SAP Qualtrics pilot survey sent to state government data users to identify real and perceived barriers to workforce data sharing.
- 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



# Data Transparency Working Group Initiatives

## Next Steps

### Data Transparency Working Group

#### 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

#### Next Steps

- 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
- 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
- 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**



# Data Transparency Working Group

## Discussion Points

### Data Transparency Working Group

#### 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?

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

