

American Workforce Policy Advisory Board

December 5, 2019

Indianapolis, Indiana



Measure and Encourage Employer-led Training Investments

Co-chairs

Barbara Humpton, CEO, Siemens USA

Mike Piwowar, Executive Director, Milken Institute

Members

Jim Clark, President & CEO, Boys & Girls Clubs of America

Elizabeth Goettl, President & CEO, Cristo Rey Network

Marillyn Hewson, Chairman, President & CEO, Lockheed Martin

Al Kelly, Chairman & CEO, Visa

Jennifer Morgan, Co-CEO, SAP

Sean McGarvey, President, North America's Building Trades Unions

Johnny C. Taylor, Jr., President & CEO, Society for Human Resource Management

Jay Timmons, President & CEO, National Association of Manufacturers

Marianne Wanamaker, Professor, University of Tennessee



Better prepare the American workforce to meet 21st century challenges

Measure and Encourage Employer-led Training Investments



Our working group has focused on building upon the recommendations we made during the AWPAB meeting in September.

- Scope and functionality of the Pledge to America's Workers
- Creation of an award to recognize companies that demonstrate excellence in workplace education and training
- Data collection – specifically measuring training investments through federal surveys

Measure and Encourage Employer-led Training Investments

Award

- Preliminary proposal
- Criteria discussion

Data
Collection

- Federal survey research
- White paper

Modernize Candidate Recruitment and Training Practices

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Kim Reynolds, Governor, State of Iowa

Craig Menear, Chairman, President, & CEO, The Home Depot

Ginni Rometty, Chairman, President, & CEO, IBM

Scott Sanders, Executive Director, National Association of State Workforce Agencies

Thomas J. Donohue, CEO, U.S. Chamber of Commerce

Sheree Utash, President, Wichita State Technical University



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Modernize Candidate Recruitment and Training Practices

VISION STATEMENT

The American Workforce Policy Advisory Board's vision is that employers promote skills-based recruitment and hiring to better match potential employees with in-demand jobs.

The Advisory Board encourages all employers to examine the skills and competencies needed in their workforce, broadly seek talent that possess these skills, and promote workers' lifelong skills development.

This approach will make it possible for all employees and job candidates to gain the skills needed to be successful in the workplace.

Increase Data Transparency to Better Match American Workers with American Jobs

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Increase Data Transparency to Better Match American Workers with American Jobs

Data Sharing Updates

1. **Federal Regulation Clarifications** around differing definitions of “disclosure” and “suppression” – SNAP, TANF, HIPAA, FERPA, Unemployment Insurance – that inhibit innovation in areas of high need and high cost to government
2. **Federal Data Sharing “Clearing House”** to streamline clarifications and guidance around federal data sharing laws especially when invoking several federal laws across multiple agencies
3. **Data Sharing Guidance Document** to help states work through data sharing barriers by looking at best practices around priority use cases

Formal and detailed recommendations to be provided at next American Workforce Policy Advisory Board Meeting

ILR Overview

What are ILRs?

- A system that contains and can manages communication of credentials that verifiably describe an individual's skills, achievements, and experience.
- The potential audience in the United States is enormous — 160+ million earners, more than six million employers, 700,000+ unique credentials offered, 23,000+ apprenticeship programs, and 7,000+ institutions of higher education.
- ILRs can provide a common approach to creating, maintaining and sharing skill-related credentials, validation of learning, and work experience.

The ILR White Paper Roadmap

- Create and maintain an ILR inventory
- Convene a working group to create and submit ILR project plan for an MVP
- Champion partnership to bring an ILR MVP to market

Q3 2019

White House Next Generation Workforce Senior Executive Meeting

White Paper on Interoperable Learning Records

Q4 2019

Data Standards Convening

ILR Design Prototype Wireframes

Q1 2020

Design Prototype Click-Through Demo

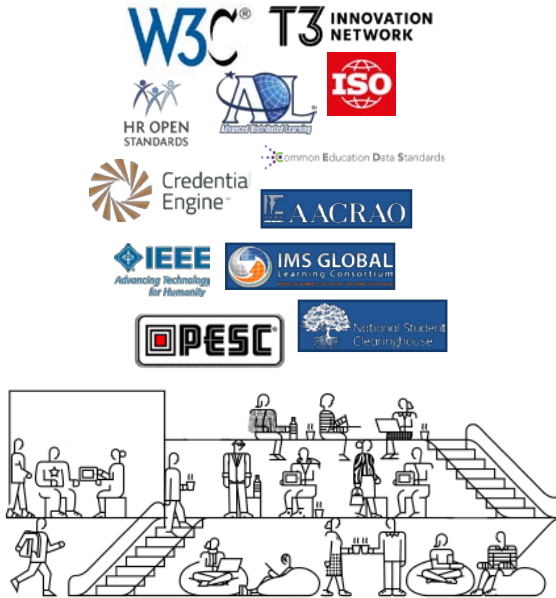
Championing HRIS Vendor Partnerships with Standards-Setting Organizations

Technical Feasibility Testing

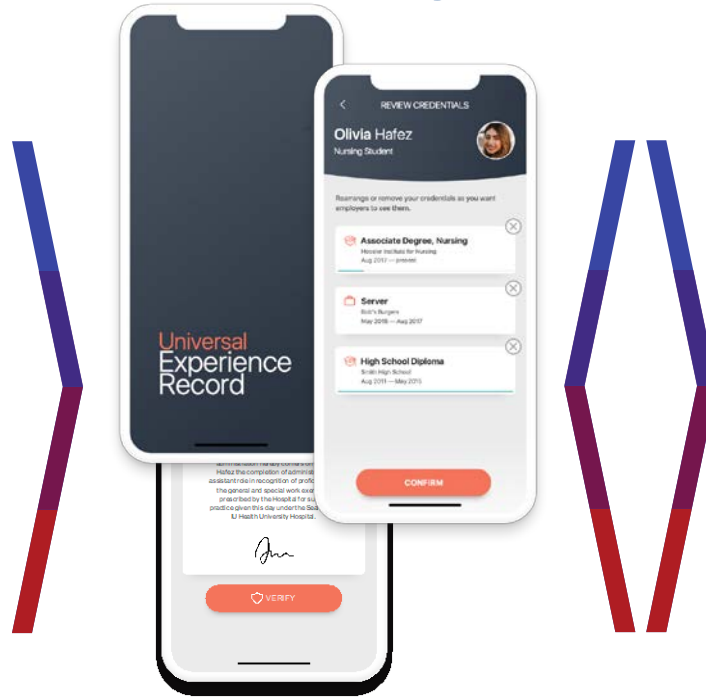
Q2 2020

Employment History Pilot

Enabling an ILR Ecosystem



ILR ecosystem stakeholders work alongside standards stakeholders



Developers create applications for many different ILR use cases

LEARNERS and EARNERS

Own a verified and shareable record of credentials and experience

EDUCATORS

Issue simple, trusted, and portable credentials that reflect the skills that are in-demand

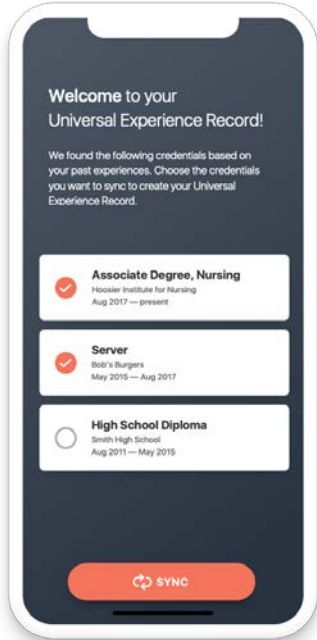
EMPLOYERS

Easily and quickly find and screen job candidates

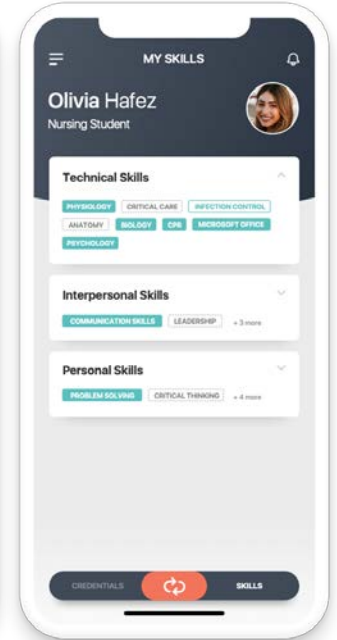
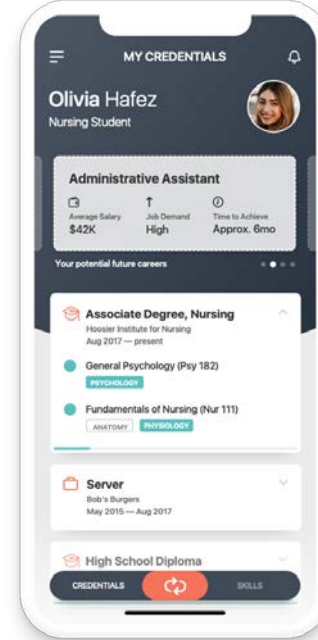
POLICY MAKERS

Access to real-time, evidence-based insights on the American workforce

Envisioning ILRs

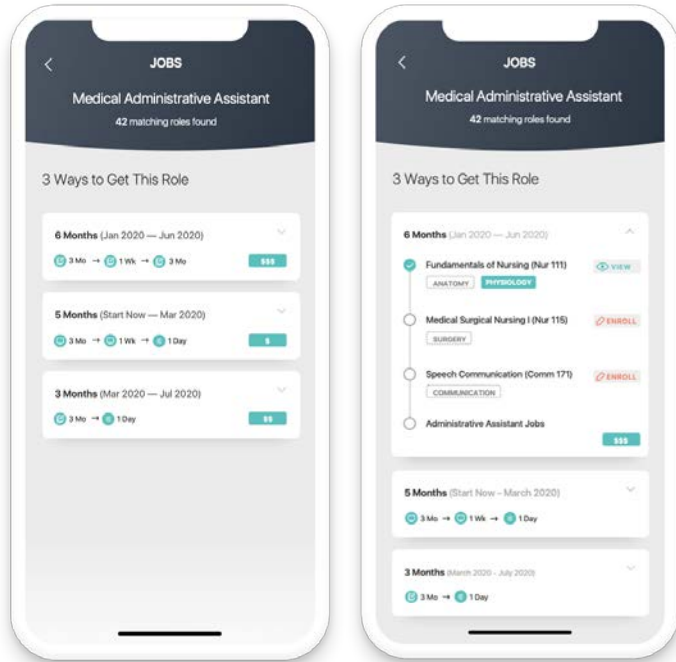


A future where digital credentials like degrees, certificates, and work experience are issued using open data standards and verifiable against a widely-used registry.

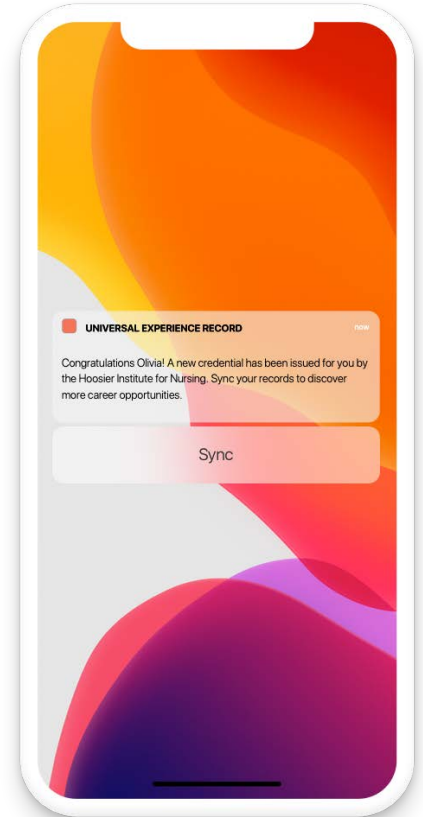


Ownership of the verifiable record of achievements...and everything between the lines of a resume's bullet points

Envisioning ILRs

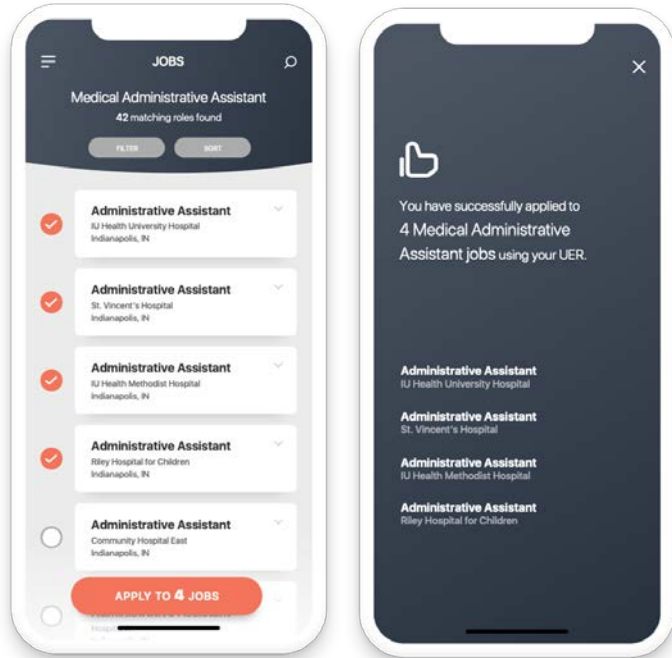


A future where navigating the stepping stones between skills, credentials and opportunity is as seamless of a user experience as mapping your morning commute.

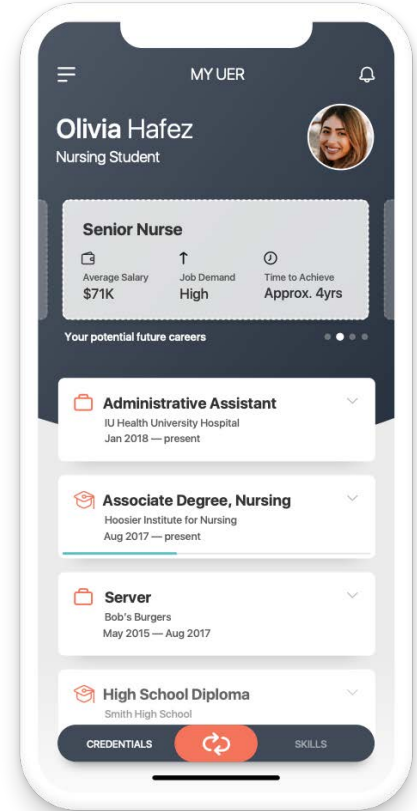


Explore and enroll: multiple pathways to skills, credentials, and opportunities with real-time cost, scheduling, and ROI insights

Envisioning ILRs



A future where career-compassing guides American workers toward their north star before they get the job and while they are on it.



Apply to employment opportunities using verifiable credentials and connect to a development path while on the

From Wireframes to Real World

Objective

Drive material adoption of ILRs in 1 calendar year by unlocking siloed data that represents value for ILR ecosystem stakeholders.

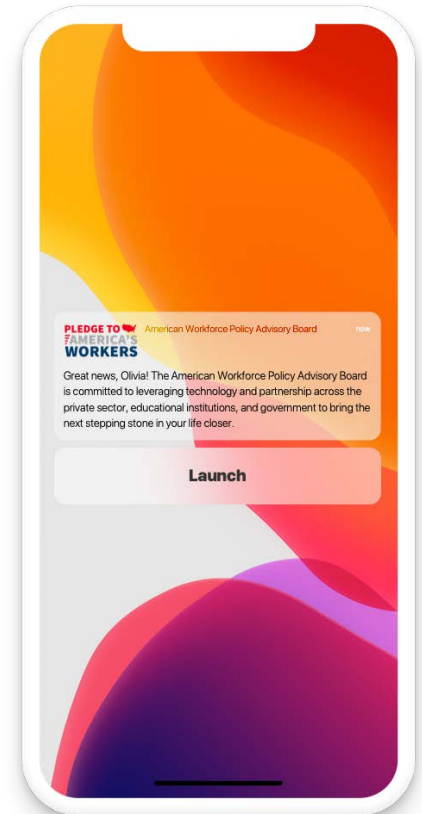
Proposal

Q1 2020: AWPAB members ask their HRIS vendors to convene with standards-setting organizations and the T3 Innovation Network to drive alignment around key technical hurdles

Q2 2020: launch a verified employment history record pilot in a target geography with target employers

Hurdles to Address with the Open Standards Community:

- **Digital ID Management** – digital credentials need a destination easily accessed and managed by all
- **Open Data Standard** – digital credentials should adhere to open data standards
- **Verification** – digital credentials should be verifiable against a registry



Develop a Campaign to Promote Multiple Pathways to Career Success

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