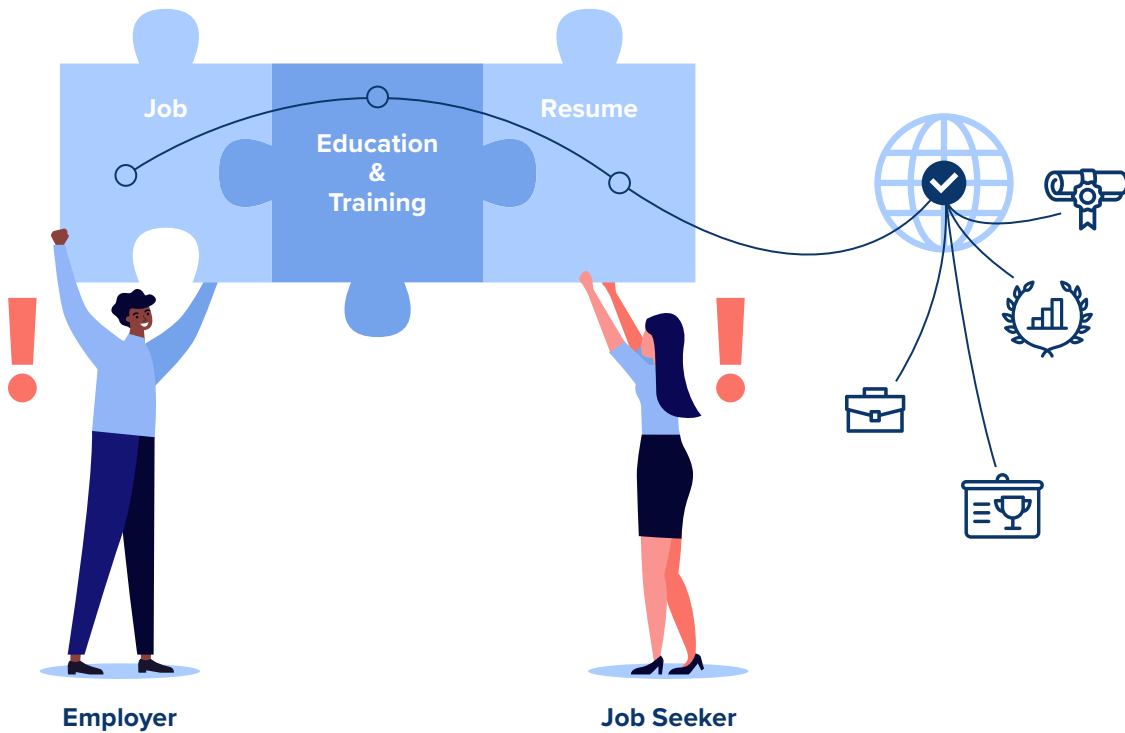


SHARED INFRASTRUCTURE For Skills-Based Hiring and Advancement

The future of work is changing fast. As technology brings innovations and transforms jobs, a skills gap widens between employers' needs and candidates' qualifications. Employers who use skills-based hiring and advancement will improve their talent pipelines and secure more diverse talent. Education providers will get more accurate signals about what skills are in demand.



Skills-based hiring and advancement can prevent mismatched supply and demand by connecting employers with qualified candidates and encouraging competency acquisition. The U.S. Chamber of Commerce Foundation has created a broad set of public use cases, including common points of failure and success metrics that build on open standards and infrastructure that any organization can use.

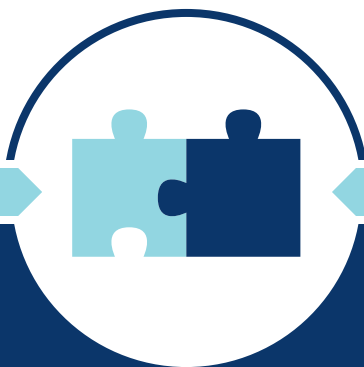
Planning the future of job descriptions, resumes, and records together means they will be able to talk to each other over the web and compare apples to apples by matching definitions of skills and competencies.

Employers will be able to compare job descriptions to new kinds of resumes that contain secure proof of their claims and links to better explain achievements and education. Career coaches and software will be able to verify candidate information instantly and match it with opportunities based on what people can do, as opposed to relying on where they've learned and worked. Digital wallets will hold records from all sources for job seekers to organize and share jobs and opportunities.



Employer Job Descriptions Will Contain:

- Relevant skills, education, credentials, & experience
- Physical, legal, location, & permit requirements
- Links to skills that enable easy comparison
- Distinctions between preferences and requirements



Digital and Human Intermediaries Connect the Pieces:

- Job boards
- Employer career sites
- Staffing firms
- Social networks
- Internal referrals
- Search engines
- Gig platforms
- Job and career centers
- Community-based organizations



Resumes Will Contain:

- Contents like a narrative/objective, work and other experience, credentials including degrees, badges, certificates, and certifications
- All of which can be precisely linked to records, evidence, skills, and competencies



Digital Wallets Will Contain:

- Resumes/CVs
- Records issued by employers and education/training providers
- Assessment results
- Other evidence of achievements like work samples
- Identity and immunization records
- Licenses and permits
- All can be stored with proof of authenticity

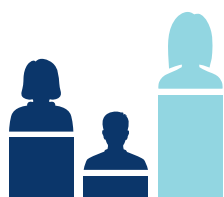
Shared Success Metrics



Reduced Time & Lower Costs



Quality of Matches Increases Satisfaction and Performance



Improved Equity and Diversity of Matches

Learn More

For more resources in this series, visit t3networkhub.org

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