

What is the Job Data Exchange™ (JDX)?

The JDX™ is a set of open data resources, algorithms, and reference applications for employers and their HR technology partners to use in improving how employers communicate competency and credentialing requirements for in-demand jobs.

Is JDX the same as the Job Registry?

Yes. The Job Registry Project was the name used to reference the idea behind what we knew needed to be built. JDX is the name that has been established for what we are building.

Will the JDX be similar to a job board?

No. Job boards aggregate and display jobs posted by employers for the purposes of connecting to available job seekers.

The JDX will be a resource for employers and their HR technology partners to more clearly define competency and credential requirements for jobs distributed to talent sourcing partners such as job boards and preferred education, training, and credentialing partners. It will improve the data that HR applications like job boards rely on to deliver services.

Why is the JDX needed?

Today, 50% of open, available positions in this country go unfilled, because employers can't find the right talent for their critical positions. At the same time, education, training, and credentialing providers are in need of better, faster, clearer signaling from employers on what skills are most in demand in a changing economy.

What services will the JDX provide?

The JDX will be developed and pilot tested with participating employers and their HR technology partners. Its open data resources and algorithms will support two prototype applications:

Open JDX-Powered Reference Applications

- Job analysis and competency profiling application
- Job description creation application
- Job information distribution of competency profiles, job descriptions, and job postings
- Supporting code and documentation for developing JDX-powered applications

Open Data Resources and Algorithms

- Structured competency frameworks, taxonomies, related resources
- Data specifications
- Validated job description and competency labeling repositories
- Connections to other open resources from data partners
- Competency extraction, translation, ontology normalization algorithms
- Job description profiling and validation algorithms
- Developer portal with technical documentation and software development kit

Will the JDX share proprietary information?

No. The JDX open data resources, algorithms, and reference applications can be used by employers and their vendors to create competency profiles and job descriptions for their own use without sharing any proprietary information. Employers can choose to share all or parts of this information with other employers and/or talent sourcing partners. They also can choose to publish their identified or de-identified job descriptions to the job repository for use by other employers and talent sourcing partners. In addition, they can choose to work with industry associations and employer collaboratives to provide aggregated data from multiple employers to talent sourcing partners.

How will it be accessed and by who?

Access will be via the web or integration of JDX applications with HR technology vendor tools. For now, access to JDX open data resources, algorithms, and reference applications is only available for JDX pilot partner teams and will be brought to scale based on successful pilot testing.

What is a JDX pilot partner team and how do I get involved with one?

Teams consist of at least one employer, HR technology vendor (if applicable), talent sourcing partner(s), and in some cases a pilot partner team coordinator.

What are the responsibilities of a JDX pilot partner team?

Pilot partner teams have been asked to:

- Decide as a group if they plan to test JDX open data resources, algorithms, and reference applications via the web or integrate JDX applications with their HR technology vendor's tools.
- Co-design the JDX open-source reference applications and related open JDX data and algorithm infrastructure with the JDX project team.
- Use the associated JDX applications and resources to improve at least one job description and share it with their talent sourcing partner(s).
- Work with an independent evaluator to respond to surveys and interviews with employers, HR technology partners, talent sourcing partners, and students and job-seekers to evaluate and compare the impact of improved employer signaling—using JDX open data resources, algorithms, and reference applications—with workforce hiring needs.
- Participate in national advisory group meetings, project webinars, and national and regional forums showcasing JDX.

How much will the JDX cost to use?

It will be free to all users.

Will the JDX contain individual-level data?

No, it will only include data related to job descriptions and hiring requirements.

Why use data standards for describing jobs?

Data standards improve the ability of talent marketplace stakeholders to share, search, and discover clear, comparable information on the open web. Structured data on competencies, skills, and credentials will help employers better signal what their hiring needs are in ways that improve the alignment of curriculum and credentials resulting in more qualified candidates.

Why should job postings exist as Linked Data on the web?

Employer hiring needs are changing constantly in a dynamic economy. Signaling these changes faster and more accurately is paramount if education, training, and credentialing providers are to keep pace with these changes. By making job descriptions Linked Data on the web, employers can signal changes in hiring requirements in real time to their talent sourcing partners.

Who is supporting this initiative?

This initiative was created and developed by the U.S. Chamber of Commerce Foundation with support from Google.org, JPMorgan Chase & Co., Lumina Foundation, Schmidt Futures, and Walmart.

When will the JDX be available and fully implemented?

The prototype will be co-designed and piloted from fall 2018–2019.

How can I learn more about this project?

To learn more about this project, visit www.uschamberfoundation.org/workforce-development and select “Learn More About JDX”

To participate in this project, email workforce@uschamber.com.