When it comes to data and technology, the education and workforce space is ripe for major advancement and transformation. However, the current landscape is not poised to optimize the technology solutions available to it in large part because of data silos, fragmentation, and lack of standardization across key stakeholders in the talent marketplace.

In 2018, the T3 Innovation Network launched and has since grown to over 200 partner organizations. Last year, the T3 Network released a Phase 1 Report providing a roadmap for building an open, public-private data and technology infrastructure for a more equitable talent marketplace. In 2019, with funding support from Lumina Foundation and Walmart, the U.S. Chamber of Commerce Foundation is launching Phase 2 and seeding 10 infrastructure projects organized around four teams.

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### GUIDING PRINCIPLES

#### PRINCIPLE #1
**Focus on High-Impact Stakeholder Use Cases**
Stakeholders should focus on high-impact stakeholder use cases that strengthen connections and transform business processes between employers, universities and colleges, government, and learners. These high-impact use cases should have clear performance metrics that clearly define expected improvements in the talent marketplace.

#### PRINCIPLE #2
**Promote Web 3.0 Convergence**
Stakeholders should leverage the benefits of two or more advanced Web 3.0 technologies such that the value of the results are greater than either technology used alone.

#### PRINCIPLE #3
**Foster Open Collaboration**
Systems and applications should be developed through open collaboration among stakeholders and members of the technology ecosystem. This collaboration should start small with a focus on minimum viable demonstrations that could lead to breakthrough innovations.

#### PRINCIPLE #4
**Develop Open Technical Standards and Protocols**
Systems and applications are built on open data and technology standards that promote interoperability and the effective sharing of information throughout the talent marketplace. This includes metadata standards that enable the application of SW and AI applications.

#### PRINCIPLE #5
**Utilize Open Competency Frameworks, Taxonomies, and Ontologies**
Systems and applications utilize open competency resources that promote transparency and enable the application of SW and AI applications in improving the development and comparison of competencies in the talent marketplace.

#### PRINCIPLE #6
**Empower Individuals and Enable Self-Sovereign Identity and Data Management**
Systems and applications should be designed to empower individuals in the talent marketplace. Systems and applications that contain personal information enable self-sovereign management by the individuals whose data is stored in those applications. Users establish digital identities and have access and control of their identity attributes and other public and private information about them.

#### PRINCIPLE #7
**Facilitate Open Data Access in Public-Private Data Infrastructure**
Enable users to make their information publicly available through multiple channels on the open Web, provide permissioned access to private information to conduct transactions, and provide greater access to de-identified individual level information that can be used to improve guidance and transparency in the talent marketplace while protecting privacy and ensuring security.

#### PRINCIPLE #8
**Promote Ethical Practices and Equity Considerations**
Stakeholders should develop and promote ethical standards and codes of conduct in managing access and use of data in the talent marketplace, including equity considerations.

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For more information about this initiative
uschamberfoundation.org/T3-Innovation

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