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.

**Shared Success Metrics**

- Reduced Time & Lower Costs
- Quality of Matches Increases Satisfaction and Performance
- Improved Equity and Diversity of Matches

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