

Jobs and Employment Data Exchange (JEDX) Update

The U.S. Chamber of Commerce Foundation launched the Jobs and Employment Data Exchange (JEDx) initiative to develop a public-private approach for collecting and using standards-based jobs and employment data. This initiative builds on the Chamber Foundation's Job Data Exchange (JDX) initiative, to promote public-private standards for job descriptions and postings, and the T3 Innovation Network's Employment and Earnings Records Standards Project, to develop and use public-private standards for comprehensive employment and earnings records.

This initiative is based on a vision and roadmap for improving the collection and use of standards-based jobs and employment data for public and private applications including:

- **Employer Reporting to Federal and State Governments.** Reducing costs and improving data quality in employer reporting to federal and state governments for program administration and economic statistics.
- **Public and Private Workforce Analytics.** Improving access and use of more comprehensive workforce analytics services for employers, learners/workers, and government agencies, including government labor market information and evidence-based policy and research.
- **Learner/Worker Empowerment and Trusted Records.** Empowering people to use their own verifiable employment and earnings records to apply for career and educational opportunities and government programs and benefits—building on the T3 Network's work in support of Learning and Employment Records (LERs).

The first step in the JEDx roadmap is to conduct a series of demonstration projects. The first demonstration project will focus on improving federal and state reporting starting with state Unemployment Insurance (UI) records, including wage records.

Improving Federal and State Reporting Starting with State UI Records

This demonstration project will include 3-5 pilot states and a national steering group consisting of federal agencies and other public and private stakeholders. The initiative will be carried out in three phases over approximately 15 months:

- **Phase 1: Stakeholder Engagement and State Teams.** The first phase starting in October 2021 will conduct outreach to major public and private stakeholders at the national and state levels and will organize state teams to carry out the demonstration project. State teams will include employers, employer associations, HR technology providers, government agencies and other stakeholders.
- **Phase 2: Determining Data and System Requirements.** The second phase starting in February 2022 will engage these state teams and the national steering group to:
 - Identify the standards-based jobs and employment data needed for enhanced administrative records (e.g., UI wage records) for the most critical workforce

analytics applications. This will build on previous proposals for enhancing state UI wage records such as job title/occupation, work hours, job location, and employment start and end dates.

- Design a system for collecting and sharing these enhanced administrative records for workforce analytics applications, including labor market information and evidence-based policy applications, all while protecting privacy. This will include the initial design of a prototype API for collecting data and exploring state implementation options ranging between state and multi-state solutions.
- **Phase 3: System Development and Testing.** Starting in June 2022, the third and final phase will further design, develop, and pilot-test this system. This will include an evaluation of employer and government data reporting costs and how enhanced records can be used for workforce analytics applications.

Based on this demonstration project, the Chamber Foundation will work with states and a national steering group to explore options in fully implementing and scaling this approach.

Implications for WIAC and UI Modernization

This project can inform WIAC recommendations on enhancing UI wage records as well as federal proposals for UI modernization. In particular, the project can provide insights on:

- Employer and HR technology service provider costs in changing their HR systems to include additional data in enhanced UI wage records, including job title/occupation, work hours, job location and other data required for the most important workforce analytics applications.
- State costs in changing their employer reporting systems to include the enhanced data and working with employers and HR technology service providers in submitting high quality and complete data.
- Federal and state issues in sharing data for reducing overall reporting burden and improving workforce analytics, including labor market information and evidence-based policy applications.
- Federal approaches for promoting the development of modular technology solutions that states may adopt for their UI modernization initiatives, in particular, their employer-facing modules.

Next Steps

A planning meeting was held on July 27, 2021 for those interested in participating in the project. States and those interested in serving on the national steering committee are encouraged to indicate interest in participating in Phases 1 and 2 of the project by September 2021.

Contact

For more information please contact Jason A. Tyszko, vice president, U.S. Chamber of Commerce Foundation, at jtyszko@uschamber.com.