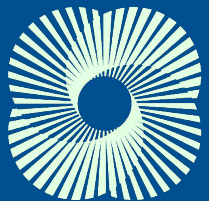


# Jobs and Employment Data Exchange

Jason A. Tyszko,  
Senior Vice President

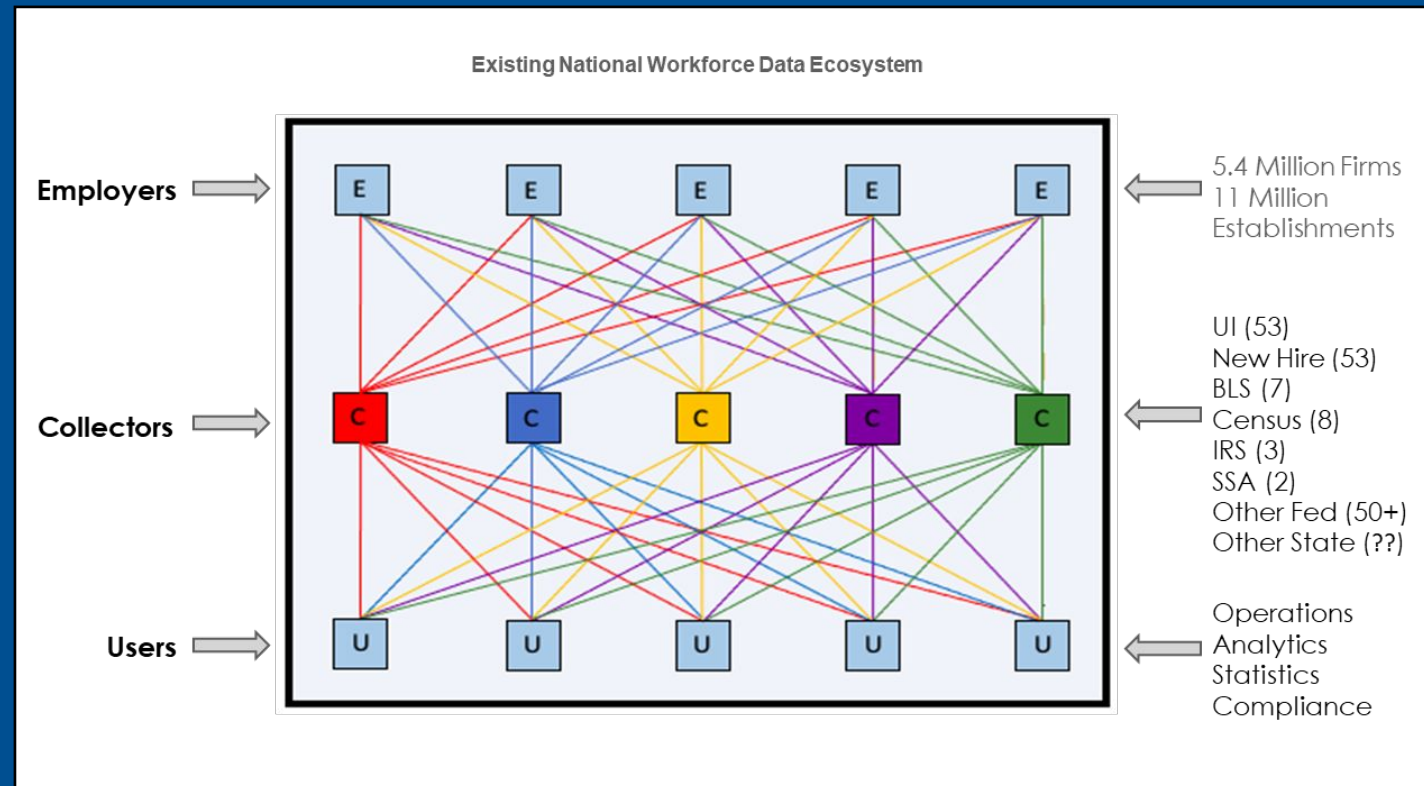
June 29, 2023



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# Demand for Workforce Data Grows

- We need better and more timely workforce data for a rapidly changing economy
- Employers already share job and employment data in a variety of ways, but it is incomplete, inconsistent, and not always up to date
- And the data that employers share with government is costly to produce and report, and difficult to access and use



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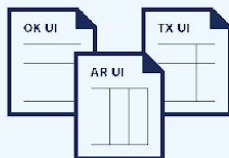
# High Effort, Redundant Collection & Missed Opportunities

## A single employer...



can be asked to submit **over 150** reports and surveys...

### State UI x 53



### State New Hire x 53



### Federal x 50+

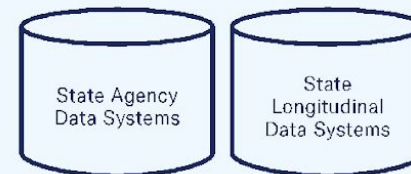


to **multiple State and Federal** agencies...

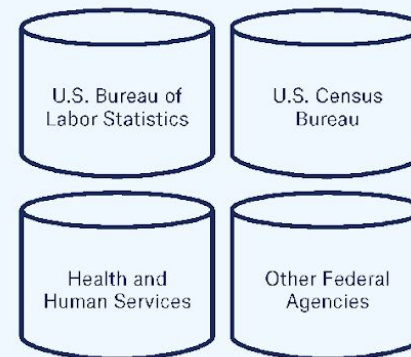


creating **numerous data silos** with limited information and access...

### State Data Silos



### Federal Data Silos



that meets some but **not most stakeholder needs.**

- Academic Researchers
- State Program Administrators
- State and Local Government Leaders
- Learners and Workers
- Businesses
- Education and Training Orgs

# A Public-Private Solution: JEDx

- JEDx provides a public-private approach for better workforce data, and it supports how employers, government, and other partners adopt data and technology standards that are consistent with how employers manage and share data through their own HR systems
- By helping employers, government, and others standardize workforce data, we can:
  - (1) Reduce the burden and cost of required reporting
  - (2) Improve job posting data
  - (3) Provide better job data to education and workforce development partners
  - (4) Analyze the changing labor market, including outcomes associated with investments
  - (5) Empower workers with their employment data (LERs), while safeguarding information



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# JEDx Background and Reports

- Clearer Signals report released (2017)
- JDX job data standard developed and pilot tested (2018 - 2019)
- T3 Innovation Network project on employment and earnings records standards (2019 - 2020)
- Data model and dictionary published (2021)
- Final report on employment and earnings record standards published (2021)
- JEDx Advisory Committee formed and Implementation Report published (2021)
- JEDx Research Enhancement Report (2022)
- JEDx Reducing Employer Burden Report (2023)



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# JEDx Phases

- Planning phase (2021) followed by a design phase (2022), which launched the JEDx Partnership (seven states, national partners), two workgroups, and the JEDx-REP
  - Data and Applications Priorities Workgroup
  - System Architecture Workgroup
  - JEDx Research Enrichment Project (JEDx-REP)
- In preparation for a pilot phase (2023) we engaged more employers, business associations, government partners, and other stakeholders on the value proposition while developing detailed pilot plans and new communication products



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# Recent Learnings

- States engaged with JEDx see the need for public-private, cross-state collaboration but vary in level of commitment and capacity
  - (1) More states are expressing interest in learning more about JEDx
  - (2) Most are interested in data standardization
  - (3) Some see the need to modernize how they collect data from employers and are interested in exploring public-private API standards and open APIs
  - (4) Some are ready now to develop state plans for pilot testing
  - (5) States are likely to expand their commitments over time to move from data standardization to open APIs and then become pilot states



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# SHRM JEDx Survey

- The Society for Human Resource Management (SHRM) was engaged to assess employer perceptions of the JEDx value proposition:
  - (1) Streamlining reporting and reducing cost
  - (2) Improving how data are used to address employer needs and priorities
  - (3) Safeguarding data and privacy
  - (4) Anticipated costs and barriers to implement



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# SHRM JEDx Survey: Key Findings

- About 69% of employers believe that this initiative will be highly valuable to their organization
- About 66% indicated they are 'extremely' or 'very' interested in learning more and 86% of those who are 'extremely familiar' with reporting requirements were 'highly' interested
- Improving the protection of employer and worker data was ranked as the most important benefit as well as greater transparency and reduced costs
- About 86% reported that the value proposition was clear with about 58% saying it was credible, likely because it has not been pilot-tested or implemented
- About 63% are not concerned with initial costs or not concerned provided longer-term benefits outweigh short-term costs
- For cost reduction, fewer reports ranked highest compared to modernizing government reporting and standardizing data requirements



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# Reducing Employer Burden Report

- The JEDx approach to standardization and consolidation of federal and state reporting could potentially offset the additional employer reporting costs of state UI wage record enhancements and any future expansion of federal reporting requirements
- Total estimated cost burden of 43 federal collection systems on employers: **\$30.1 billion**
- A two-stage approach could produce the following offsets in employer reporting costs to prove the potential benefits before exploring additional consolidation:

Stage 1: \$13,100,000 – Annual Refiling Survey, Multiple Worksite Report, and Occupational Employment and Wage Statistics (note: the three reports would be consolidated with State Unemployment Insurance)

Stage 2: \$122,300,000 – National Directory of New Hires, Hospital Wage Index Occupational Mix Survey, and Annual Survey of Public Employment and Payroll



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# Next Phase: Providing States Options

1. **Benchmark & Standardize:** Align with the JEDx data model and definitions for data standardization
2. **Organize & Share:** Implement JEDx data standards and adopt the open API for data sharing between employers and their HR technology partners (e.g., third party administrators) and government
3. **Link & Activate:** Pilot test the JEDx API, data pipelines (including privacy-protecting technology), and data trust; and participate in developing and testing data applications

Stages 1 & 2 of the pilot roadmap will use simulated data

Stages 3 & 4 will use employer data and is optional for now



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# Contact Information

**Make no plans small and be bold, your future competitiveness depends on it**



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# New JEDx Animation



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