The T3 Innovation Network

Building off of existing initiatives, the T3 Innovation Network is exploring the emerging technologies and standards in the talent marketplace to create more equitable and effective learning and career pathways.

Technology and data are disrupting nearly every industry for the better, except education and workforce. People often can’t communicate what they know and are able to do in ways that are meaningful to employers. Yet employers, trying to find the right talent to fit their needs, rely on a person’s ability to communicate the value of their skills and experience. Our talent marketplace is fragmented, preventing an individual’s record of learning from being transferable data. And any data that is collected, is siloed. The T3 Innovation Network is solving that. This network has grown to more than 400 organizations working together to change the way we provide, access, and use educational and workforce data by using advanced technologies like AI, blockchain, and others to create an open and decentralized public-private data ecosystem. As a result of this work, rather than hunting down data, job seekers will be able to display the breadth of their experience in a single, comprehensive learning record.

Contents

Vision ........................................................................................................................................................... 9
Mission ......................................................................................................................................................... 9
Values .......................................................................................................................................................... 9
1. Learner Records ..................................................................................................................................... 10
   1.1. Data Collaborative .......................................................................................................................... 10
   1.2. Competencies ................................................................................................................................. 10
2. Technology & Data Standards ................................................................................................................ 11
   2.1. Data Standards ................................................................................................................................ 11
   2.2. Employment & Earnings ................................................................................................................ 11
   2.3. Competencies ................................................................................................................................ 11
   2.4. Collaboration .................................................................................................................................. 11
3. Skills & Competencies ........................................................................................................................... 12
   3.1. Data ................................................................................................................................................ 12
   3.2. Protocols & Guidance ..................................................................................................................... 12
Administrative Information ........................................................................................................................ 12
**U.S. Chamber of Commerce Foundation (USCCF)**

**Description:**

The U.S. Chamber of Commerce Foundation is a nonprofit organization dedicated to strengthening America’s long-term competitiveness.

**U.S. Chamber of Commerce Foundation Governing Board**

Diana Cantor :
*Partner, Alternative Investment Management, LLC, New York, NY*

Suzanne Clark :
*President, U.S. Chamber of Commerce, Washington, DC*

Jennifer (Jenna) L. Dorn :
*Chief Executive Officer (Retired), American Academy of Physician Assistants (AAPA), Alexandria, VA*

Thomas R. Kuhn :
*President, Edison Electric Institute, Washington, DC*

William G. Little :
*(Chairman) Chairman, Quam-Nichols Company, Inc., Chicago, IL*

Michael S. Neal :
*President & CEO, Tulsa Regional Chamber, Tulsa, OK*

**U.S. Chamber of Commerce Foundation Leaders**

Carolyn Cawley :
*President, U.S. Chamber of Commerce Foundation; Senior Vice President, U.S. Chamber of Commerce*

Michael Carney :
*Senior Vice President, Emerging Issues*

Marc DeCourcey :
*Senior Vice President, U.S. Chamber of Commerce Foundation, Corporate Citizenship Center*

Eric Eversole :
*President, Hiring Our Heroes*

Cheryl Oldham :
*Senior Vice President, CEW; Vice President, Education Policy, U.S. Chamber of Commerce, Center for Education and Workforce*

Raymond P. Towle, IOM, CAE :
*Vice President, Federation Relations and Institute for Organization Management, Institute for Organization Management*

Kathryn Traver :
*Vice President, Operations*

**U.S. Chamber of Commerce Foundation Staff**

Essam Abozid :
*Senior Manager, Career Summits, Hiring Our Heroes*
Brian Alvarado: Senior Manager, Military Spouse Operations and Events, Hiring Our Heroes

Julia Barfield, MPH, MSW: Senior Manager, Policy & Programs, Center for Education and Workforce

Lawrence Bowdish: Senior Director, Research and Issue Networks, U.S. Chamber of Commerce Foundation, Corporate Citizenship Center

Lindsay Bradford: Senior Manager of Strategic Partnerships and Operations, Career Summits, Hiring Our Heroes

Kyle Butler: Senior Coordinator of Programs, Center for Education and Workforce

Ashley Cappo: Associate Manager, Center for Education and Workforce

Carolin Carson: Fellowship Program Manager, Fort Campbell, Hiring Our Heroes

Sarah Castro: Senior Director, Programs, Center for Education and Workforce

Allison Chamberlayne: Fellowship Program Manager, National Capital Region, and Senior Manager, Operations, Hiring Our Heroes

Anna Christen: Deputy Director, Military Spouse Program, Hiring Our Heroes

Jacqueline Claudy: Manager, Operations and Special Events, Hiring Our Heroes

Crystal Cochran: Deputy Director, Military Spouse Fellowship Program, Hiring Our Heroes

Caitlin Codella Low: Executive Director, Policy and Programs Center for Education and Workforce

Rob Comer: Senior Fellowship Program Manager, Joint Base Lewis-McChord, Hiring Our Heroes

Cara Cooke: Senior Manager, Career Summits, Hiring Our Heroes

Yagmur Cosar: Director, Communications, Corporate Citizenship Center

Katelynne Cox: Associate Manager, Institute for Organization Management, Institute for Organization Management

Hilary Crow: Executive Director, Programs, Emerging Issues

Joseph Davis: Senior Manager, Communications, Center for Education and Workforce

Irada Dolloff: Manager, Digital Content and Marketing, Emerging Issues

Melissa Edwards: Director, Operations, General Foundation

Peter Fadoul: Associate Manager, Sustainability and Circular Economy Program, Corporate Citizenship Center
Jaimie Francis: Executive Director, Policy & Programs, Center for Education and Workforce

Elizabeth Garcia: Fellowship Program Manager, Remote Locations, Hiring Our Heroes

Brett Gardner: Senior Manager, Career Summits, Hiring Our Heroes

David Gogats: Manager, Innovation and Data, Hiring Our Heroes

Libby Goodell: Senior Program Coordinator, Center for Education and Workforce

Marnie Holder: Director, Career Summits, Hiring Our Heroes

Karen Hrach: Fellowship Program Manager, Mid-Atlantic Region, Hiring Our Heroes

Megan Kastner: Program Coordinator, Institute for Organization Management, Institute for Organization Management

Karyn K. MacRae, IOM, CAE, CMP: Director, Institute for Organization Management

Sara Napolitano Matz: Manager, Marketing and Communications, Corporate Citizenship Center

Ursula McCarthy: Fellowship Program Manager, Fort Leavenworth & Fort Riley, Hiring Our Heroes

Carla Miller: Fellowship Program Manager, Fort Bliss & Joint Base San Antonio, Hiring Our Heroes

Alexa Miller: Associate Manager, Events and Programs; Managing Director, Digital Empowers, Corporate Citizenship Center

Lauren Monnelly: Fellowship Program Manager, Northern Virginia, Hiring Our Heroes

Rebecca Freyvogel Mousseau: Executive Director, Corporate Relations, Corporate Citizenship Center

Brooks Nelson: Senior Director, Global Resilience, Corporate Citizenship Center

Stephanie Potter: Executive Director, Sustainability and Circular Economy Program, U.S. Chamber of Commerce Foundation, Corporate Citizenship Center

Shanique Streete: Director of Corporate Relations and Strategic Partnerships, Corporate Citizenship Center

Will Powell: Senior Coordinator, Programs and Events, Corporate Citizenship Center

Brooke Prouty: Senior Manager, Digital Programs, Hiring Our Heroes

Frank Pulley: Advisor, Hiring Our Heroes

Bailey Rinella: Fellowship Program Manager, St. Louis, Hiring Our Heroes
Sierra Schafer:
*Fellowship Program Manager, Nellis AFB, Hiring Our Heroes*

Daniel Smith:
*Senior Manager, Military Spouse Program, Hiring Our Heroes*

Lindsay Teplesky:
*Director, Corporate Fellowship Program, Hiring Our Heroes*

Caitlin Thomas:
*Director, Partnerships, Emerging Issues*

Jason A. Tyszko:
*Vice President, Center for Education and Workforce, Center for Education and Workforce*

Kris Urbauer:
*Fellowship Program Manager, Chicago & Wisconsin, Hiring Our Heroes*

Maggie Voelzke:
*Senior Manager, Programs, Emerging Issues*

Michele Vogel:
*Senior Fellowship Program Manager, Maryland & Washington, D.C., Hiring Our Heroes*

Stephanie Walton:
*Manager, Marketing and Event Communications, Hiring Our Heroes*

Stefanie Watson:
*Senior Fellowship Program Manager, Fort Hood, Hiring Our Heroes*

Andrew Weller:
*Associate Manager, Marketing and Communications, Institute for Organization Management*

Pamela Wilson:
*Director, Emerging Issues, Emerging Issues*

Joshua Westfall:
*Director, Policy and Programs, Center for Education and Workforce*

Chief Etheridge:
*Center for Education and Workforce*

**U.S. Chamber of Commerce Foundation Advisory Board**

Steven C. Anderson:
*President & Chief Executive Officer, National Association of Chain Drug Stores (NACDS), Arlington, VA*

David A. Bell:
*President & CEO, ALPS, Missoula, MT*

Anton Bizzell, M.D.:
*President & CEO, The Bizzell Group, Lanham, MD*

Hermilio Blanco:
*President & CEO, Soluciones Estrategicas, San Luis, Mexico*

Stephen J. Caldeira:
*President & CEO, Household & Commercial Products Association, Washington, DC*

Casey Clark:
*Vice President, Strategic Communications, American Gaming Association, Washington, D.C.*

Harry W. Clark:
*Partner/Senior Counselor, Brunswick Group, New York, NY*

Laura Cox Kaplan:
*Adjunct Professor, American University, Washington, DC*
Mark C. Cramer:
Executive Director, Greater Gaston Development Corporation, Charlotte, NC

Thomas Donohue, Jr.:
President and Founder, Adelphi Capital, Washington, DC

Patrick Dowling:
Global Head – Investment Banking and Merchant Banking, President and CEO of Seabury, Corporate Finance; President and CEO of Seabury Securities, New York, NY

Al From:
Principal, The From Company, LLC, Annapolis, MD

Michael J. Hershman:
President, The Fairfax Group, McLean, VA

David Hirschmann:
Executive Vice President, U.S. Chamber of Commerce, Washington, DC

Scott Holman:
Chairman Emeritus, The Bay Cast Companies, Bay City, MI

Leslie Hortum:
Managing Partner, Spencer Stuart, Washington, DC

Kathy Jeavons:
Executive Vice President, Direct Impact, Washington, DC

James R. Jones:
Chairman, Monarch Global Strategies, Washington, DC

Sam Khashman:
President & CEO, Imagine Software, Charlotte, NC

Dan Kirby:
Chairman, Kirby Financial LLC, Sioux Falls, SD

Paul Klaassen:
Founder, Sunrise Senior Living, Inc., Arlington, VA

Pat LaVecchia:
Managing Partner, LaVecchia Capital, Darien, CT

Mary Pat Lawrence:
Senior Vice President, Government Affairs, Protective Life Corporation, Washington, DC

Greg Lebedev:
Senior Advisor, The Robertson Foundation, Arlington, VA

Toby Mack:
President and Chief Executive Officer, Energy, Equipment, and Infrastructure Alliance, Washington, DC

William Mauger:
Principal—Managing Partner, Capital Cities, LLC, Indianapolis, IN

Rick Merrill:
President & CEO, Cook Children’s Health Care System, Fort Worth, TX

Dan Moceri:
Co-Founder, Executive Chairman & Board Member, Convergint Technologies, Schaumburg, IL

Lance Moll:
Senior Vice President, Operations, FedEx Freight, Memphis, TN

Patrick O’Keefe:
Partner, Excellere Partners, Denver, CO
Joseph O’Neill:
President and Chief Executive Officer, Public Strategies Washington, Inc., Washington, DC

John Ruan III:
Chairman, Ruan Transportation Management Systems, Des Moines, IA

Nela Richardson, Ph.D.:
Investment Strategist, Edward Jones, St. Louis, MO

Larry Samuels:
Retired, Partner, McGuire Woods LLP, Chicago, IL

Leslie Sarasin:
President and Chief Executive Officer, Food Marketing Institute, Arlington, VA

Dr. Rajendra Singh:
Chairman and Chief Executive Officer, Telcom Ventures, L.L.C., Indian Creek Island, FL

Kelly N. Stanley:
President and CEO, Retired, Cardinal Health System, Inc, Muncie, IN

JT Taylor:
Managing Director, Macro Policy; Chief Political Strategist, Hedgeye Potomac Research, Washington, DC

Robert Thull:
President, Pacific Edge Capital, LLC, Tiburon, CA

Edward Wanandi:
Chairman, International Merchants, LLC, Lincolnshire, IL

Craig Weinewuth:
President & CEO, ENGS Commercial Finance Co., Lisle, IL

Todd Wincup:
Advisor, Morning Consult, Washington, DC

Joan Woodward:
Executive Vice President for Public Policy, The Travelers Company; President, Travelers Institute, The Travelers Company, Inc., Washington, DC

Ronald Weinberg:
Director & Principal, Weinberg Capital Group, Cleveland, OH

U.S. Chamber of Commerce Foundation Fellows

Anton C. Bizzell, M.D.:
Anton C. Bizzell, M.D., President and CEO of The Bizzell Group, is a U.S. Chamber Foundation Fellow, advising the Foundation’s Sharing Solutions initiative. He has more than 20 years of combined clinical, research, health services, policy and management experiences with various private and public organizations and agencies within Health and Human Services (HHS), including Substance Abuse and Mental Health Services Administration (SAMHSA) and National Institutes of Health (NIH). Most of his career has been spent on public health issues related to access and quality of medical, substance abuse and behavioral health services. He has extensive experience in collaborating and interacting with health professional and community organizations as well as expert knowledge in identifying and treating medical diseases in the fields of primary care, mental health and substance abuse.

John Raidt:
John Raidt is a fellow at the U.S. Chamber of Commerce Foundation and a non-resident senior fellow at the Atlantic Council. Raidt has over 30 years of public policy experience including national and homeland security, commerce, energy, the environment, and natural resource management. In 2008, Raidt served as deputy to Gen. James L. Jones (USMC-Ret.), Special Envoy for Middle East Regional Security, focusing on resolution of the Israeli-Palestinian dispute. He has served as a senior staff member in the U.S. Senate, including as the Legislative Director for U.S. Sen. John McCain and Chief of Staff of the U.S. Senate Committee on Commerce, Science, and Transportation. He is the author of the Chamber Foundation report American Competitiveness and numerous other published articles and papers on public policy, business, and government.

Bret Swanson:
Bret Swanson is president of Entropy Economics LLC, a strategic research firm specializing in technology, innovation, and the global economy. He advises investors and technology companies, focusing on the Internet ecosystem and the broadband networks and applications that drive it. Swanson is also a scholar at the U.S. Chamber of Commerce Foundation, where, since 2005, his research

Page 8
has centered on economic growth and policies that encourage it. For eight years Swanson advised technology investors as executive editor of the Gilder Technology Report and later was a senior fellow at The Progress & Freedom Foundation, where he directed the Center for Global Innovation.

T3 Partners
Bill & Melinda Gates Foundation
Educational Testing Service (ETS)
Lumina Foundation
Google.org
Microsoft
Walmart
Annie E. Casey Foundation

Vision
More equitable and effective learning and career pathways

Mission
To explore the emerging technologies and standards in the talent marketplace

Values
  Fairness
  Learning
  Talent
  Technology
  Standards
1. Learner Records

Define what a competency-based lifelong learner record should be so that all learning counts, no matter where it takes place.

**Stakeholder(s)**

**Lifelong Learners**

COMPETENCY-BASED LEARNING & HIRING — Using all available competency data to make all learning count.

1.1. Data Collaborative

*Connect and link machine-actionable data from competency frameworks and repositories*

Competency Data Collaborative — Develop an open-source infrastructure that can be used to better connect and link machine-actionable data from competency frameworks and repositories.

1.2. Competencies

*Analyze, compare, and translate competencies within and across industries*

Competency Translation & Analysis — Analyze, compare, and translate competencies within and across industries using artificial intelligence and machine learning.
2. Technology & Data Standards

Modernize technology and advance data standards to achieve seamless sharing of data throughout a person’s education and career pathway.

Building the foundation to seamlessly share data across stakeholder systems.

2.1. Data Standards

Map and harmonize data standards

Map and Harmonize Data Standards — Develop methods and tools for mapping and harmonizing existing data standards for improving interoperability and search and discovery on the web.

2.2. Employment & Earnings

Develop public-private standards for employment and earnings records

Employment and Earnings Record Standards — Develop public-private standards for employment and earnings records to improve data quality and utilization and reduce reporting costs.

2.3. Competencies

Enable individuals to manage and use competencies documented in their records to pursue career and educational opportunities

Comprehensive Learner/Worker/Military Record Standards — Align and pilot test the use of data standards to enable individuals to better manage and use competencies documented in their records to pursue career and educational opportunities.

2.4. Collaboration

Improve public and private collaboration in the development and use of data standards

Public-Private Adoption of Open Data Standards — Improve public and private collaboration in the development and use of data standards.
3. Skills & Competencies

Empower individuals with a validated record of their skills and competencies in a way that all employers can understand.

**Stakeholder(s)**

**Individuals**

**Employers**

**EMPOWERING LEARNERS & WORKERS** — Ensuring data access and privacy for all individuals.

### 3.1. Data

*Promote best practices for managing public and private data*

Data Collaboratives for Individual-Level Data — Promote best practices for managing public and private data, allowing for increased access while ensuring privacy and security.

### 3.2. Protocols & Guidance

*Develop open, self-sovereign protocols and data management guidance*

Management and Use of Individual-Level Data Records — Develop open, self-sovereign protocols and data management guidance for learner, worker, and military records.

**Stakeholder(s):**

- Learners
- Workers
- Military
- Veterans

---

**Administrative Information**

Start Date: 
End Date: 
Publication Date: 2020-11-19
Source: https://www.uschamberfoundation.org/t3-innovation

**Submitter:**

Given Name: Owen
Surname: Ambur
Email: Owen.Ambur@verizon.net
Phone: