Who We Are

The Open Skills Network (OSN) is a coalition dedicated to advancing a much-needed paradigm shift toward skills-based education and hiring that ensures all learners, workers, and employers have the skills and talent necessary to thrive in a fast-moving and ever-evolving workforce.

The OSN seeks to establish a national network of open skills libraries and skills data to accelerate skills-based education and hiring across industry sectors at scale. Our purpose is to promote a more equitable, skills-driven labor market that matches learners and workers with skills-based education and career opportunities to the benefit of the individual, employer, and economy at large. The OSN envisions a world where learners and workers are empowered to use their skills as currency—with the ability to understand the value of their achievements—within the employment and education marketplace.

Our Goals

Much of the data needed to support skills-based education and hiring already exists; however, this skills data is siloed, not easily accessible nor machine-actionable, making the switch to skills-based practices for most employers and education institutions a manual and expensive endeavor. This problem contributes to the ongoing skills gap and the inability to effectively and efficiently keep up with the needs of an ever-changing and dynamic labor market. The OSN seeks to solve this problem as a collective advocate and innovation engine for creating a decentralized national network of open, accessible, machine-actionable skills libraries.

By breaking down skill silos, we enable a nimble work-and-learn ecosystem where individuals, employers, and educators are able to keep up with the speed of skilling, reskilling, and upskilling that the future of work requires by:

- Accelerate development of open, actionable skills and skills libraries.
- Reduce barriers (i.e., technology, financial, and accessibility) to implementing skill-based education and hiring practices.
- Improve the overall quality of skills data transparency, translation, sharing, analysis, and publication by education providers and employers.
- Enable clearer transparency into skills-based education and career pathway opportunities for learner-workers.
- Create the foundation for a more equitable labor market.
- Empower learner-workers to understand and communicate the value of their own skills, talent, and experiences.
- Establish skills as the fundamental currency of talent.

Why Now?

A national open skills infrastructure is critical to support the future of work and the development of agile and robust talent pipelines where all individuals have the opportunity to achieve their career goals. The scale and urgency needed for this transformation necessitates a significant commitment to the democratization of skills as a sharable, interoperable currency through the creation of a national network of open, accessible, machine-actionable skills.

In sum, the OSN helps solve talent pipeline challenges across key employment sectors and the dynamic demands of the future economy - a mission that is even more potent to solve for post-COVID as we face workforce challenges that will require urgent solutions to get individuals back to work. OSN is the independent advocate for open skills and the skills-based practices they unlock.

The OSN will enable workers and learners to more rapidly and seamlessly move between education and work along skills-based pathways, and historical inequities in hiring will be reduced as more people will be hired for what they can

do and not for where they got their degree. This enables a work-and-learn ecosystem responsive to a fast-moving and ever-evolving workplace, where individuals, employers, and educators are able to keep up with the speed of skilling, reskilling, and upskilling. Individuals will be empowered to understand and communicate the value of their own skills and talent, and employers are able to see that talent and make informed, skills-based hiring decisions.

Ready to Join the Conversation?

The OSN will work to improve the overall quality of skills data transparency, translation, analysis, and publication by education providers and employers through the use of open skills, open standards and tools, shared best practices, and active collaboration with allied organizations. The OSN welcomes any organizations and its members to join in the conversation.

Engagement Opportunities

The OSN is currently building a broad coalition of stakeholders interested in forming an alliance around open skills. For those who would like to receive periodic updates, becoming a general Network Member will subscribe them to communications and Network-wide webinars and allow them to join a working group. For member organizations and individuals who would like to contribute, there are four working groups (subcommittees).

General Network Members

Network members will explore the OSN's core vision and desire to scale the adoption of open skills and enhance interoperability between enterprise data systems in both industry and academic sectors (e.g., student information systems, human resource information systems, etc.).

Work Groups

Governance Work Group

The Governance Work Group will establish and manage the inaugural OSN charter. The charter should solve for the governance of the OSN broadly, as well as the governance and management of 1) the Open Skills Management Toolset (OSMT) open code; 2) the OSMT hosted open toolsets; and the future tool sets developed by the OSN; and 3) hosted associated open libraries.

Policy Work Group

The Policy Work Group will guide OSN policy direction by identifying public policy gaps and barriers for skills-based practices to flourish in the future learning and earning ecosystem. The Policy Working Group will surface concrete, innovative, and actionable public policy solutions to better enable and support skills-based practices.

Market Leadership Work Group

The Market Leadership Group will serve as a thought leadership generator, shape external communications, and act as a fundraiser for OSN.

Technical Work Group

The Technical Work Group will support the development, piloting, and improvement of tools that align with the OSN's mission including the OSMT and Rich Skills Descriptions (RSDs), through sharing and discussing applicable use cases, and providing feedback to enhance ongoing development.

Complete This Form To Indicate Your Interest - Join Now

https://www.openskillsnetwork.org