



NLx Frequently Asked Questions

Q: Who is participating in the NLx?

A: All 50 state workforce agencies, plus District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands have signed participation agreements with DirectEmployers Association (DE), which run through 2027. DE provides the technology services and operations for the NLx. All 54 NASWA members receive job feeds from DE and integrate them in their job banks per their individual policies and procedures.

Q: Where are the NLx jobs distributed?

A: In addition to feeding more job openings to 54 state workforce agency job banks, the NLx provides job content to several federal and non-profit job banks, including CareerOneStop, My Next Move, My Next Move for Veterans, My Skills My Future, Virtual Career Network Healthcare, veterans.gov and vets.gov. Job content is also distributed to partners like LinkedIn and sites in DE's job syndication alliance network. [CareerOneStop](#), [My Next Move](#), [My Next Move for Veterans](#), [My Skills My Future](#), [USDOL VETS](#), [Virtual Career Network Healthcare](#), and [vets.gov](#). Currently, the NLx distributes over 3.5 million jobs each day to its diversified network of sites. Since 2007, the NLx has provided over 75 million unique job openings from approximately 300,000 employers.

Q: What are the benefits to employers and jobseekers?

A: The NLx amplifies employers' online recruitment by driving job seeker traffic to employers' career websites, or to job openings manually posted on state job banks.

This no cost service brings job seekers directly to the original job posting, and maintains employers' branding. The NLx also assists federal contractors focused on recruiting veterans to quickly and efficiently find qualified candidates.

The NLx accelerates job seekers' connections to real opportunities from vetted employers, while refreshing job postings daily and ensuring no duplicates. This greatly reduces fear of scams and frustrations with dead links.

Q: How does the NLx validate employers so I know I'm looking at real jobs at real companies?

A: The NLx collects jobs directly from the original source. This could be a company's corporate website, the state workforce agency job bank, or from a federal partner's website. The NLx takes validation seriously to ensure only real jobs from verified employers are made available. Employers are vetted and approved in three ways:

1. State Workforce Agency (or American Job Center) staff validate employers before their jobs are entered into a state's job bank. These jobs are automatically fed into the NLx universe of jobs.
2. DirectEmployers will validate an employer when a request for indexing is received, and Jobs are then indexed also known as pulled, scraped, or spidered only from the company's corporate website. A Federal Employer Identification Number (FEIN) is required when an employer indexing request is submitted and

is checked for validity.

3. Federal jobs from usajobs.gov are validated through the federal government.

Q: Are these real, current jobs, available today?

A: Yes. The NLx only gets job content from three sources (state job banks, corporate websites and USAjobs.gov) and the feed is refreshed on a daily basis through a "kill and fill" process. When a job is taken off a corporate website, state job bank, or USAjobs.gov, it will no longer be made available for viewing on the NLx. This usually happens within one day of the job being removed from the source site.

Q: How do I know NLx job openings are active and receiving resumes/applications?

A: When a jobseeker selects the "apply" button they are taken back to the original source of the job posting. The NLx is refreshed with new content every 24 hours, leaving very little chance a user would be directed to a link that is no longer active. If the job was indexed by an employer, the jobseeker would be directed to the employer's corporate site and would apply according to the employer's application process.

If a job originated from a state job bank, the jobseeker would be directed to the appropriate state job bank site, and would be expected to follow both the state's application process and the individual employer's application/hiring process. If a job was selected from a federal partner, the jobseeker would be directed to USAjobs.gov to apply and would be expected to follow the federal government's application process.

Q: What other services are available through this partnership?

A: Through this partnership, states workforce agencies have access to job indexing, microsites, hosted state job banks, OFCCP compliance, jobseeker analytics, and the Hilton Honors Military program - all, at no additional cost.

- *Job Indexing* - Job indexing is automated software that pulls employment opportunities from corporate career websites and adds them to the NLx. Indexing allows states to increase the quantity and variety of job listings in their state job banks at no cost, with minimal staff intervention.
- *Microsites* - The state microsites are mirror sites to the state workforce agency job banks, providing an increased presence on search engines such as Google to help reach additional jobseekers. Each state has the option of developing 5 microsites at no cost, which can focus on certain industries or categories of individuals (veterans, disabled workers, youth etc.).
- *Hosted State Job Banks* - The NLx provides a no-cost labor exchange solution tailored to the preferences of the state workforce agency. In addition to cost savings, this option offers hosted states the full breadth of NLx benefits and services.
- *OFCCP compliance* - The NLx feed is an approved and accepted delivery method of job openings from covered federal contractors and subcontractors to states with a formal signed NLx agreement. After receiving and processing the daily feed, states participating in return receipt send a file back to DirectEmployers which includes all the jobs that have been posted to their state job bank. DirectEmployers uses this information to create individualized employer reports for their member companies. Selected state staff can also access return receipt information to respond to requests from OFCCP auditors seeking proof of job listing and posting.
- *Jobseeker analytics* - DirectEmployers offers an analytics dashboard tool enabling state workforce agency staff to view transactional data about jobseeker behavior. In addition, DirectEmployers member companies can track hiring information online for each state job bank, offering the system tangible information about the value of the state online self-services.

- *Hilton Honors Military Program* - Developed through the NLx partnership, the Hilton Honors Military program is a partnership between NASWA and Hilton Worldwide. Veterans engaged with their state workforce agency can receive points toward hotel stays for related job search activities.

More questions? Contact NLx@naswa.org