

National Labor Exchange: *Tool for States, Employers, and jobseekers*

2017 UI Conference

What is the National Labor Exchange?

The NLx is the only nonprofit national online labor exchange system in the United States.

Established through a partnership between NASWA and DirectEmployers, the NLx is a workforce system tool providing high quality job openings into state job banks.

Mission:

To provide the most accurate and comprehensive collection of real online job openings in order to achieve the highest level of efficiency for the nation's labor exchange - at no additional cost to state workforce agencies, employers and job seekers.

Who is NASWA?

Mission

To enhance state workforce agencies' ability to accomplish their goals, statutory roles and responsibilities.

About NASWA

- Founded in 1937 in the depths of the Great Depression
- Provides a forum for states to exchange information and serves as liaison to federal government agencies, Congress, business, and intergovernmental groups
- Strategic goals are to drive the national workforce agenda and provide high-value member services

KEY NLx SERVICES

- Accept job listings from Federal Contractors and Subcontractors;
- List jobs openings with state job banks and local ESDS.
- Above and beyond regulations, post job listings to state job banks, the NLx's national site (us.jobs), and key federal websites operated by USDOL, Veterans Administration, and key non-profits.

About Our Members

- Operate the publically funded workforce system, including Employment Services and Veterans Programs.
- Have broad oversight over online services (job banks) and local offices (local ESDS).
- Ensure all Veterans and their spouses are given "priority of service" for employment and training services, as required by law.

SCOTT SANDERS, Executive Director

- Served as Commissioner of Indiana Department of Workforce Development
- Implemented Jobs for Hoosiers, helping unemployed individuals return to work faster



Who is DirectEmployers ?

Mission

To provide employers a non-profit employment network that is cost-effective, improves labor market efficiency and reaches an ethnically diverse national and international workforce.

HISTORY

- Founded in October 2001 by 14 leading HR professionals
- Devoted to improving recruiting efforts to control costs, taking back control of their recruitment brand, and developing cutting edge proprietary technologies
- Membership has grown to over 880 Member companies

KEY PARTNERSHIPS

- National Association of State Workforce Agencies (NASWA)
- Signed agreements with all 50 states, Washington DC, Puerto Rico, and Guam
- National Association of Colleges and Employers (NACE)
- Hiring our Heroes – DirectEmployers Association, US Chamber of Commerce, and NASWA

ABOUT

- As a 501(c)6 non-profit consortium, DirectEmployers is member focused, not profit-driven
- Board of Directors
 - Comprised of Member company representatives
 - Determine the partnerships we form, technologies we develop, and the current pricing structure

CANDEE CHAMBERS, Executive Director

- Nationally recognized OFCCP and Human Resources compliance expert
- American Society for Engineering Education Award Recipient for engineering co-op recruitment excellence



Publicly-funded Workforce System: Employment Service (ES)

- ❖ Authorizing law: Wagner-Peyser Act; Integrated within all American Job Centers (One Stops) -
- ❖ Primary function is to serve as a labor exchange intermediary
- ❖ All state operate a job bank, a resume bank, and some type of job matching
- ❖ Provides jobseekers with core employment and workforce information services - such as:
 - ❖ job search assistance, workforce and economic information, skills assessments, career guidance, job matching and referrals, connection to other program services,

Publicly-funded Workforce System: BUSINESS SERVICES

Specialized Services to Businesses

- **Job Banks and Resume Banks**
- **Rapid Response and Layoff Aversion**
 - ❖ Downsizing Businesses, LMI, Info on tax credits, etc.
- **Recruiting and Hiring Connections**
 - ❖ Veterans Services, WIOA, job fairs
 - ❖ Special or personalized account representatives
- **Worker Training**
 - Connecting businesses to customized training providers
- **Employer Workshops or Presentations**
- **Tax Credits**

Forces Behind the 2007 NLx Creation

Private Sector

1. Increasing Costs and Declining ROI of Commercial Job Banks – Dissatisfaction with large aggregators
2. Emergence of Corporate Career webpages and their backend Applicant Tracking Systems (ATS)
3. Need for multi-state employers to find a cost-effective way to achieve compliance, while leveraging investments in ATS

Public Sector

1. Closure of America's Job Bank
2. Great Recession: more jobseekers need to access more job openings
3. Adapt to new employer/jobseeker behavior and technology

How Does It Work?

- The NLx collects openings only from: corporate job sites, state job banks, and USAjobs.gov

This means jobs are unique with no duplication.

- The NLx indexes and refreshes job feeds daily

This means job-links are current and always fresh.

- The NLx staff validates each participating employer

This means there are no scams or schemes.

By the Numbers

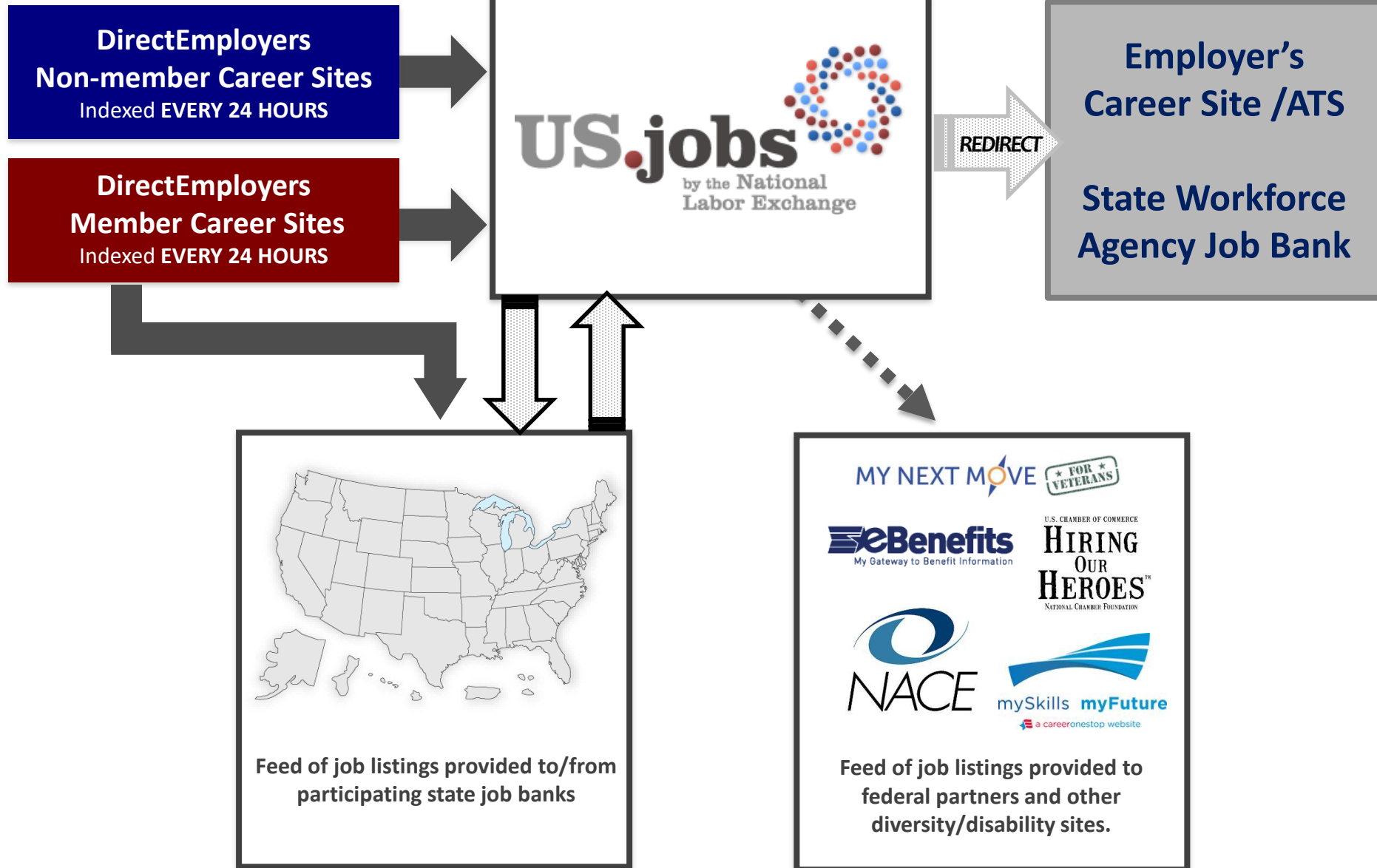
- **All 50 state workforce agencies and three territories** (Guam, the District of Columbia and Puerto Rico) have signed formal NLx agreements, exchanging job feeds.
- **2.3 million jobs** each day.
- In 2016, **13.9 million** unique jobs.

The NLx Offers More Than Job Openings

The partnership offers state workforce agencies other valuable services such as **indexing (state guided), microsites, job bank hosting, and the Hilton Honors Military Program...** and all at no additional cost.

The NLx initiative is under the oversight of a steering committee comprised of an equal number of employers and state officials.

NLx Overview



The NLx API

- **National Labor Exchange (NLx)**
<http://us.jobs/index.asp>
- **Vets.gov (VA)**
<http://www.vets.gov/employment/>
- **Veterans.gov (USDOL VETS)**
<http://www.veterans.gov>
- **CareerOneStop (USDOL/ETA)**
<http://www.careeronestop.org/JobSearch/JobSearch.aspx>
- **My Next Move (USDOL/ETA)**
<http://www.mynextmove.org>
- **My Next Move for Veterans (USDOL/ETA)**
<http://www.mynextmove.org/vets/find/browse?c=0>
- **My Skills My Future (USDOL/ETA)**
<http://www.myskillsmyfuture.org>
- **United States Chamber of Commerce Foundation (Hiring Our Heroes)**
<https://www.uschamberfoundation.org/hiring-our-heroes>
- **Virtual Career Network Healthcare (USDOL/ETA)**
<http://www.vcn.org/healthcare/findwork>
- **Student Veterans of America**
studentveteransofamerica.jobs
- **Vet720.com**
<http://vet720.com/VetJobs720/DirectJobsDatabase.aspx>



The employment resources you need.



NLx Benefits: Employers

- A. Increase job seeker traffic while keeping brand prominence.
- B. Easily list job openings with state, federal, and non-profit portals to access their diverse talent pipelines.
- C. Connect with state workforce development employer services.
- D. Automate daily delivery to career one stop offices and state job banks to comply with 4212/VEVRAA regulations.

NLx Benefits: Job Seekers

- A. Access to over 2.1 million real jobs per day from multiple sites.
- B. Explore unique job postings - no duplicates, no dead links, no scams.
- C. Discover a wide range of positions, from entry to executive level.



NLx Benefits: State Workforce Agencies

- A. Increase number of high quality openings in state job banks.
- B. Reach more job seekers and accelerate time to re-employment.
- C. View jobseeker traffic patterns with Analytics.
- D. Help employers meet recruitment and certain federal contractor compliance goals.
- E. Save resources with a no-cost job bank solution and free, white-label spider (index) jobs feed.

NLx Benefits: Federal Govt & Nonprofits

- A. Offer their job seekers door access to millions of quality job postings.
- B. Help employers meet recruitment goals.
- C. Connect job seekers to the public workforce development system.



Objectives 2017/2018

1. Increase Total Job Openings Numbers.
2. Increase Web-Presence/Job Seeker Traffic.
3. Operationalize a demand analysis center, creating a framework to power and inform public and private sector tools for policymakers, educators, and consumers.
4. Pursue partnerships with organizations to engage employers in a discussion of standardization of job descriptions and technology standards.

www.CelebrateNLx.jobs



What Questions Do You Have for Us?

Thank you for this opportunity
to share information about the
National Labor Exchange!



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