

The National Labor Exchange: Valuable Tools for States, Employers & Workers

Charlie Terrell
Director, NLx, NASWA
NAGLO/NASWA/NGA 2018

What is the National Labor Exchange?

The **National Labor Exchange (NLx)** is the only nonprofit national online labor exchange system in the United States.

Established through a partnership between NASWA and DirectEmployers, employers utilize the NLx as a tool to provide their 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 jobseekers.

Forces Behind the 2007 NLx Creation

Private Sector

1. Increasing costs and declining ROI of commercial job banks
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 needing access to more job openings
3. Need to adapt to new employer/jobseeker behavior and technology

How Does It Work?

The NLx collects openings only from three types of sources: corporate job sites, state job banks, and USAjobs.gov.

This means jobs are unique with no duplication.

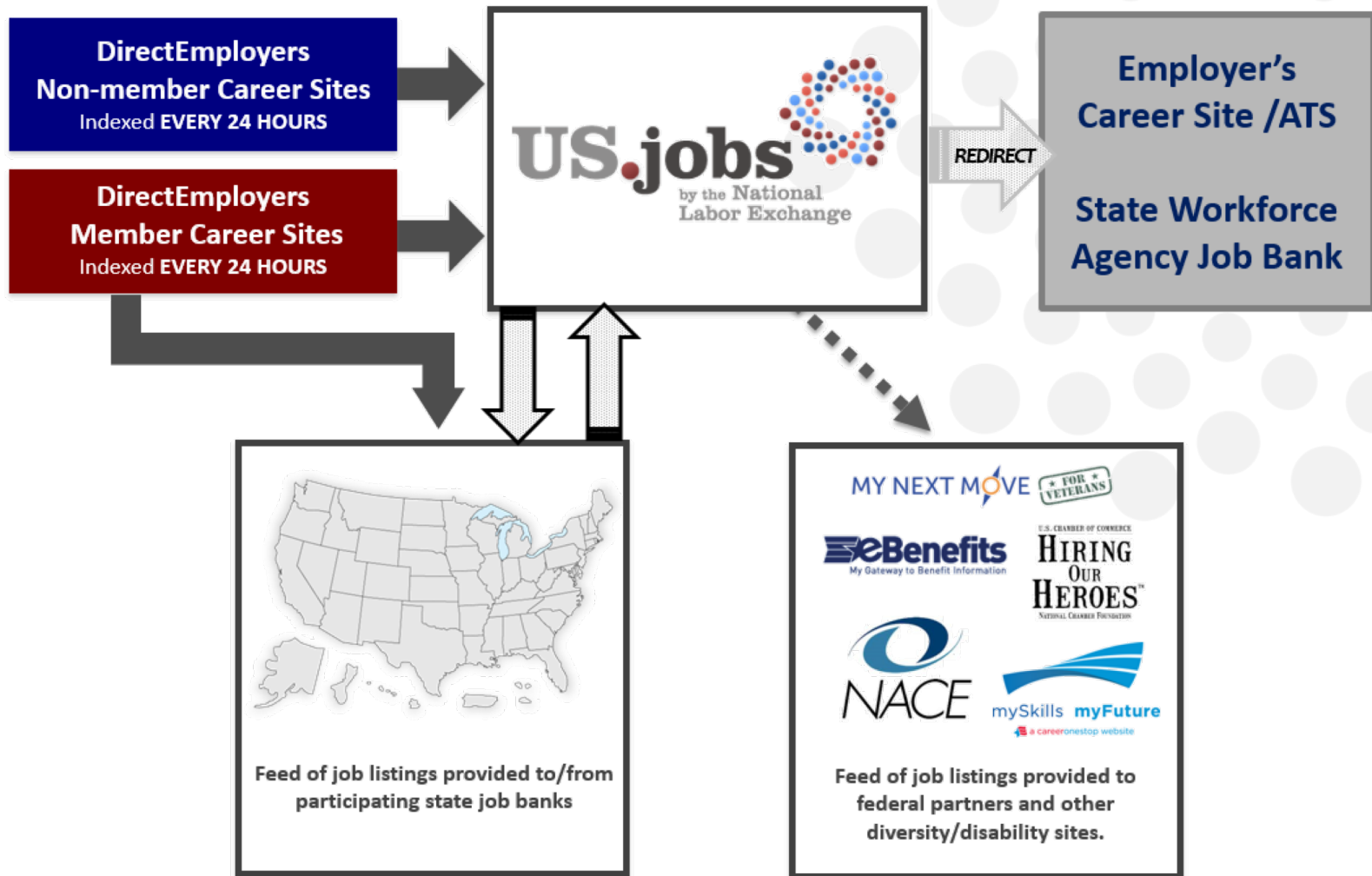
The NLx indexes and refreshes job feeds daily.

This means job links are always current and fresh.

Each employer is validated by government or NLx staff.

This means there are no scams or schemes.

Where the Jobs Go



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.
- On average, the NLx contains over **2.3 million jobs** each day.
- In 2017, the NLx had over **15 million** unique jobs.
- Job openings are delivered to state job banks, federal government sites, non-profit portals.
- The NLx celebrated its **10-year anniversary** in March 2017.
- NASWA & DirectEmployers renewed our partnership agreement through **2027**.

Increased Visibility

- **National Labor Exchange (NLx)**
www.USnlx.com
- **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
- **Home Base Iowa**
<http://workiniowa-veterans.jobs>
- **Texas Wide Open for Veterans**
<http://texaswideopenforveterans.com>
- **Vet720.com**
<http://vet720.com/VetJobs720/DirectJobsDatabase.aspx>

VETERANS.GOV

The employment resources you need.



**Texas Operation
Welcome Home**
Transitioning Texas Troops



NLx Benefits: Employers

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

NLx Benefits: Jobseekers

- ❖ Access to over 2.3 million real jobs per day from multiple sites.
- ❖ Explore unique job postings - no duplicates, no dead links, no scams.
- ❖ Discover a wide range of positions, from entry to executive level.

NLx Benefits: State Workforce Agencies

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

NLx Benefits: Federal Gov & Nonprofits

- ❖ Offer jobseekers additional doors to access millions of quality job postings.
- ❖ Help employers meet recruitment goals.
- ❖ Connect job seekers to the public workforce development system.
- ❖ Help lower unemployment rates.

LinkedIn Partnership



<https://economicgraph.linkedin.com/resources#curriculum>

Google for Jobs Partnership



The NLx Produces Results

- **Minnesota** has seen a 63.6% increase in the number of jobs in its daily NLx file over the last nine years. Indexing provided 46.6% of the job openings on Minnesota.net in 2017.

YEAR	US.jobs Daily File Jobs	Employer Self-Entered Jobs	Total Jobs on MinnesotaWorks.net
2009	116,776	125,438	242,214
2010	196,898	211,767	408,665
2011	205,525	244,895	450,420
2012	211,253	339,210	550,463
2013	244,871	354,121	598,992
2014	326,933	457,009	782,942
2015	303,162	498,235	801,397
2016	314,826	430,206	745,032
2017	320,954	367,390	688,344

- **Illinois** grew its job bank by 17% in just months after implementing a job indexing plan.
- **Iowa** began an aggressive job indexing program several years ago, growing their job bank from 4,000 to over 67,000 jobs.

Policy Discussion

What are your policies about these jobs of job opportunities?

- Virtual Jobs
- Evergreen Jobs
- Jobs for independent contractors
 - “Gig” economy
- Jobs for employers with a history of wage payment issues
- Commission-only jobs

Virtual Jobs are Real Jobs

All of these companies hire people to work remotely



POTTERY

BARN



PHILIPS



xerox



Evergreen Jobs

Mechanic - Diesel Engines

[Union Pacific](#) ([Milwaukee, WI](#))
first acquired 2017-10-13 4:28 AM



Share this job:



Train Crew

[Union Pacific](#) ([Kansas City, MO](#))
first acquired 2017-9-27 9:13 PM



Share this job:



Train Crew

[Union Pacific](#) ([North Platte, NE](#))
first acquired 2017-9-2 0:30 AM



Share this job:



Sr. C++ Developer

[Union Pacific](#) ([Omaha, NE](#))
first acquired 2017-8-30 8:37 PM



Share this job:



Apprentice Freight Car Repair

[Union Pacific](#) ([Butler, WI](#))
first acquired 2017-8-30 0:42 AM



Share this job:



The NLx Offers More Than Job Openings

The partnership offers state workforce agencies other valuable *no-cost business services* such as **job bank hosting, job indexing, niche microsites,** and the **Hilton Honors Military Program.**

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

www.nlx.org

Hosted State Job Banks


- ❖ The NLx partnership offers **hosted state job banks** as a no-cost labor exchange solution tailored to the preferences of the state workforce agency.
- ❖ Hosted job banks provide the full breadth of US jobs benefits and services.
- ❖ New York, Nevada, and Puerto Rico currently have state job banks hosted by the NLx.



Hosted State Job Banks

Accessibility | Striping | [Disable AJAX and DHTML] [Disable javascript alerts] [Remove all scripting] Text Size: A A A

Home | Select Language | Employees | Jobseekers



Search for these jobs keywords In this location

All Categories ▾ Add Advanced Fields **FIND JOBS**

Welcome to Nevada's Job Bank!

TESLA (Gigafactory) - Sparks, NV
 - Production Associate: NV0421462 - Material Handler: NV0421451

Panasonic Energy - PENA (Gigafactory) - Sparks, NV
 - Machine Operator: NV0420578, Maintenance Technician: NV0420577, Entry Level Operator: NV 0420672

Need a job? CHECK OUT THESE LINKS for HIRING EVENTS in YOUR AREA -
Northern Nevada Hiring Events - Reno/Sparks and surrounding areas
Southern Nevada Hiring Events - Las Vegas Metro Area!

EMPLOYERS

Post Jobs for Free
 Create Employer Account
 Login & Manage Your Account
 OFCCP / VEVRAA Information
 Federal Compliance - FAQs


JOB SEEKERS

Create Job Seeker Account
 Login & Manage Your Account
 Nevada Youth
 One Stop Career Center
 JobConnect Offices

Accessibility | Striping | [Disable AJAX and DHTML] [Disable javascript alerts] [Remove all scripting] Text Size: A A A

Home | Select Language | Employees | Jobseekers

New York State State Agencies Search all of NY.gov



Search for these jobs keywords Cities **See List**

All Categories ▾ Add Advanced Fields Search All States Exclude Duplicate Sandy Jobs **FIND JOBS**

Welcome to the New York State Job Bank!

Businesses -

- Stop manually posting jobs! If you have a corporate career site, **find out how to automatically post your jobs.**

- If you don't find the talent you're looking for, **contact us** and we can help you!

Job Seekers - Post Your Resume Today for Free. We Offer Only Real Jobs, Good Jobs, No Spam!

Labor Dispute Notices - Please be advised that the New York State Department of Labor does not provide recruitment assistance for replacement workers during a Labor Dispute (strike).

Beware of online employment scams! - Putting your resume on the internet is a great way to attract the attention of employers, but can also be an opportunity for scam artists! Use these tips to help you recognize if an email you receive is legitimate.

BUSINESSES


Create/Login to Your Employer Account
 Employer Desktop
 Post Jobs for Free
 Search Resumes
 Resume Search Agents
 Federal Compliance

JOB SEEKERS

Create/Login to Your Account
 Job Seeker Desktop
 Post Your Resume
 New York State Career Centers
 Job Search Agents
 Follow us on Twitter

Accessibility | Striping | [Disable AJAX and DHTML] [Disable javascript alerts] [Remove all scripting] Text Size: A A A

Home | Select Language | Employees | Jobseekers



Search for these jobs keywords In Puerto Rico

All Categories ▾ Add Advanced Fields **FIND JOBS**

Welcome to Puerto Rico's New Job Bank!

Welcome to the Puerto Rico Department of Labor's Labor Exchange System - We are committed to improve Puerto Rico's Labor Market by bringing together individuals who are seeking employment and employers who are seeking workers. PR-JOBS gathers currently and unduplicated job opportunities from verified employers and pushes that content into our state job bank as well as multiple JOBS sites, to reach a maximum number of job seekers. It also provides job openings exclusively found on over 6,000 corporate career websites in the United States and Puerto Rico. This facilitates the match between you, the jobseeker, and the employer.

Job Seekers - As a jobseeker, when you join or register in PR-JOBS you will have access to a vast network of employers in search of jobseekers to fill in their jobs. You can post your resume online and will get access to skills transferability tools like MyNextMove and MySkillsMyFuture.

Employers - If you are an employer you will find a network of jobseekers in search of employment and can search their resumes online.

EMPLOYERS

Create Employer Account
 Search Resumes
 Post Jobs for Free
 Resume Search For Job Scouts
 Manage Your Account
 Federal Compliance


JOB SEEKERS


Create Job Seeker Account
 Post Your Resume
 Job Search
 Log-in & Manage Your Account

Extending the Reach of State Job Banks

- ❖ Niche microsites are search engine optimized, social media integrated, and mobile ready.
- ❖ State microsites are not replacements of the state job bank.
- ❖ Customers are returned to the original job posting source.
- ❖ States are allowed up to 10 no-cost microsites.

Wide Variety of Microsites


Montana Department of LABOR & INDUSTRY



ON-THE-JOB TRAINING

Where **What**

city, state, country job title, keywords


[Home](#) [View All Jobs \(33\)](#)

Jobs

Groundman
Havre, Montana

Truck Drivers - Join one of the Nation's Premier Transportation Companies - Be Home Nightly, Weekly, or Bi-Weekly!!! -- Werner Enterprises
Helena, Montana

Share



GREATNESS STEMS FROM IOWANS

Greatness STEMS from applied teaching.

ENGINEERING application of knowledge for the benefits of humanity.

Where **What**

city, state, country job title, keywords

[Home](#) [View All Jobs \(7,599\)](#)

Jobs

Graduate Assistant of Penn Activity Center, Student Activities, & Intramurals
William Penn University - Oskaloosa, Iowa

PHARMACY TECHNICIAN, TRAINEE
UNIVERSITY OF IOWA - IOWA CITY, Iowa

Religious Studies (Asian Religions) - Visiting Assistant Professor
Coe College - Cedar Rapids, Iowa


ANIMAL CARETAKER I
UNIVERSITY OF IOWA - IOWA CITY, Iowa

Share



Filter by **City**

Des Moines, IA (1,430)



HOSPITALITY & TOURISM

Where **What**

city, state, country job title, keywords

[Home](#) [View All Jobs \(4,924\)](#)

Jobs

Cook
Aurora, Colorado

Security Officer Needed / 90% Paid Benefits
Highlands Ranch, Colorado

Housekeeping Supervisor
Englewood, Colorado

Adaptive Recreation Inclusion Specialist
Colorado

Allied Universal-Professional Security Officer
Colorado Springs, Colorado

Share



Filter by **City**

Denver, CO (970)
Colorado Springs, CO (438)
Aurora, CO (288)
Lakewood, CO (138)
Westminster, CO (117)

The Executive Office of Labor and Workforce Development (EOLWD)

Massachusetts JobQuest

Job Search for Veterans



Where **What** **Military**

city, state, country job title, keywords military job title or code

[Home](#) [View All Jobs \(51,243\)](#)

Filter by **Military Titles**

2W031 - Munitions Systems Appren... (13,541)
2W071 - Munitions Systems Crafts... (13,541)
2W011 - Munitions Systems Helper (13,541)

Filter by **Company**

Oracle (3,018)
CVS Health (1,432)
Centerline (1,310)
McDonald's (1,043)

Filter by **City**

Boston, MA (9,190)
Cambridge, MA (3,615)
Burlington, MA (1,831)
Worcester, MA (1,365)

Hilton Honors

A partnership between Hilton and **individual** State Workforce Agencies to support veterans seeking civilian careers by providing overnight hotel stays for job search-related activities. Each state determines eligibility criteria and referral process.

Honors Points

- Flat 100,000 points for approved job-search activities
- One award per veteran per year (no expiration date)
- Points required per night's stay will vary based on brand, location and time of year

Eligibility Criteria

Determined by each state

- Can be veteran, transitioning service member or spouse
- May or may not require case management services
- All states have required registration in online state career system
- **MUST** be seeking employment

NLx Objectives, 2018-2019

1

- Increase the total number of job openings.

2

- Increase web presence and jobseeker traffic.

3

- Engage employers and partner organizations in discussions around standards for technology and job descriptions.

4

- Operationalize a demand analysis center.

5

- Create data products for policy makers, researchers, and workforce customers.

What Questions Do You Have for Us?

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



The NLx Team

Charlie Terrell (NASWA)

NLx Director

cterrell@naswa.org

Lori Adams (NASWA)

Policy Director/NLx Senior Advisor

ladams@naswa.org

Emma Northcott (NASWA)

NLx Program Analyst

enorthcott@naswa.org

Shannon Offord (DE)

VP Partnerships

Shannon@directemployers.org

Christy Merriman (DE)

NLx Operations Manager

christy@directemployers.org

Jennifer Polcer (DE)

VP Compliance

jpolcer@directemployers.org

