The Skills Alliance unites organizations (universities, employers, training organizations, platforms, public employment agencies) from around the world to build an open and human-centric personal data infrastructure - see members below.

This system will allow people to control their resume data (skills, diplomas, professional experiences, hobbies,...) present in multiple organizations and share that data with their consent.

We implement the MyData architecture with the separation of powers: organizations that store and process data are not the same than those that manage people's permissions on their data.
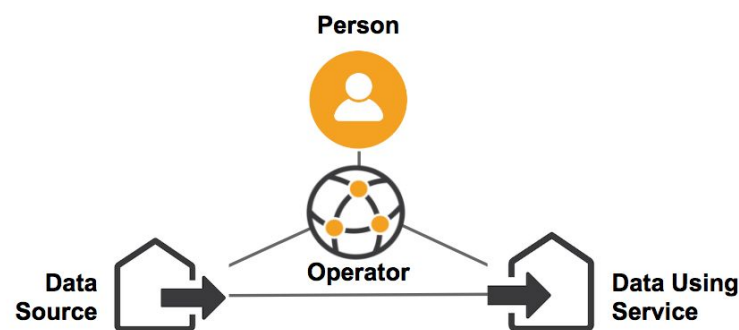
The Skills Alliance works on solutions and governance models to enable this human centric data flow and identifies the problems to be addressed. Today people do not have control over their skills data that is scattered across different organizations in different data models. The Skills Alliance, through the portability and interoperability solutions it creates allow to tackle those problems. We believe those solutions can only be produced through experimentations and collaboration, in a bottom-up approach. We believe there is no need to centralize data to create the shared data spaces, sharing same protocols and standards for accessing data is enough and ensures the human centric architecture.

The use cases enabled by the Dynamic CV human centric data flow are:

- Allowing people to determine their skills (hard skills & soft skills)
- Allowing people to see potential professional paths according to their skills
- Allowing people to give access to their skills to get the right training and job offers and automatically subscribe to them
- Allowing people to have a dynamic and up to date resume, under their control
- Allowing people to transfer their skills across borders to facilitate training and employment
- Allowing organizations to shorten their recruitment process and acquire the rights talents as well as train efficiently their workforce by knowing precisely what skills are available and what skills are needed
- Allowing organizations and public stakeholders to have precise and verified data on skills to make better recruitment and training decisions as well as have useful aggregated statistics.

The Human Centric Data Flow infrastructure

The Skills Alliance has identified the precise needs for such an infrastructure for skills data circulation and has started working on it. This infrastructure relies on personal data operators that handle people's permissions on the data but do not offer any other services on the data and do not store the data, applying the separation of powers principle.

The Skills Alliance works on creating that extra layer for the internet, we call it the 'Human Permissions Layer' (HPL). The Skills Alliance works, inside 'a New Governance', with other sectors to build the HPL enabling cross sector data exchanges.

The modules of the HPL are :

Open standard consent popups: to allow services to easily ask for permission to use data stored in other services and to allow people to easily understand what is being done with their data and manage their permissions and consents.

A distributed permission layer: the personal data operators are all interoperable allowing a truly distributed network that does not depend on a single stakeholder.

Legal open framework: legal liability models are needed to precisely determine who is responsible for what in the data exchange and use. This models can be reused and automated to favorize data sharing initiatives.

Open transfer and consent: standardized API's to handle the data transfers based on people's consents. This is an evolution from the current API's where data transfers are based on identity.

Authentication: allowing people to authenticate in their services to exchange their data.

Open data models, reference databases & interoperability: open data models for skills and resume data built upon existing open data models and open reference databases, guarantying interoperability between them (ESCO, Europass, OpenHR, …).

Open data mapping module: open data mapping modules for parties exchanging data to map to and from the open skills data model.

End-user Consent Application: application for the people to find all their consents and manage them independently from the services.

Admin interface: allows a connecting service to ask and register data, retrieve their consents, manage legal aspects and value.

This Git presents open components (technical and legal) to build this infrastructure.

Business model:

The Skills Alliance's human-centric skills data network is of value to each stakeholder to provide better services, job and training recommendations, get access to statistics. Such a generalized network would reduce by 50% the time of recruitment. The personal data operator brings the trust in the network. We propose a business model that is based on the number of people whose consents are managed.

A New Governance model

In our approach, the personal data operators will operate on a shared and open infrastructure created and regulated by a governance body.

a New Governance (or aNG) is an initiative from the MyData movement. aNG aims to unite organizations around the world in order to harmonize, and enforce guiding principles around legal, organisational, semantic, business and technical aspects required for the free flow of personal data in a consistent way across different sectors. The goal is not to create new standards but to propose decision making rules and governance to decide between the existing standards and provide interoperability mechanisms between them.

We have been working for more than 1 year with European institutions (Cabinets Vestager, Jourova, Gabriel, DG JUST, DG Connect, DG Grow, DG Move, European Parliament…), MyData, Sitra, WTO, Member States (France, Germany, Croatia, etc.), major corporates (Capgemini, Atos, …), major federations (Eurocities, OASC, Polis, GS1), and Universities all over Europe and beyond in order to create this governance body that would fit the EU Data strategy. DAPSI would be the perfect nest for perfecting the governance body.

The projects and the partners

The Skills Alliance with all its members is working on each of those aspects and brings concrete and open solutions to the table. This work is being done through data portability projects between universities, employers, public stakeholders, training organizations and digital platforms. Each individual project contributes to and benefits from the whole. For instance the open legal liability model is being provided by the Paris 1 Sorbonne University and the open code for managing the permissions is being built by Visions, a french startup, and by the Swedish National Employment agency. By sharing same standards for accessing skills data, all the members create a distributed network of skills data and thus set the foundations for the ESDS.

Denmark:
1. EdTech Denmark (Universities & EdTechs) - Mikkel Frich
2. Data for good Foundation (operator) - Annemette Broch

Finland:
1. Vastuu (Operator) - Petri Tuomela & Mikko Sierla
2. Vake - Terhi Marttila
3. University of Tampere - Juha Eskelinen (juha.eskelinen@tuni.fi), Mira Valkonen (mira.e.valkonen@tuni.fi)
4. HeadAI (EdTech) - Harri Ketamo & Anu Passi-Rauste
5. Prifina (Operator) - Valto Loikkanen & Markus Lampinen
6. Start Up Commons - Oscar

Germany:
1. Frankfurt UNiversity of Applied Sciences - Anne Riechert
2. Cloudflight (software company) - Andreas Lakebrink

France:

1. Paris 1 Panthéon-Sorbonne (University) - Laurent Vidal
2. Lyli project (14 universities & 27 high schools using skills for personal guidance) - Pierrick Roberge & Kevine Kasombo
3. EdTech One (Consulting) - Jean-Baptiste Piacentino
4. Pixis (EdTech) - Borna Scognamiglio
5. Universiteach (EdTech) - Maxime Brastel
6. JobReady (EdTech) - Camille Vatrican
7. MindMatcher (JobTech) - Florent André
8. University of Lille & EBSI (University) - Pierre Boulet and Perrine de Coëtlogon
9. Visions (Operator) - Matthias De Bièvre
10. Thierry Rayna - Chaire Innovation & Régulation des Services Numériques Ecole Polytechnique

Holland:
1. House of Skills of Amsterdam - Annelies Spork
2. University of Amsterdam - Caroline Nevejan

Sweden:
1. Priva Innovation & EBSI - Patrik Andersson
2. IGrant.io (Data Operator) - Lal Chandran and Lotta Lundin
3. JobTech (Swedish National Employment Agency) - Marjan Dollat