

Overview

Unlock powerful solutions to workforce data challenges with **Opportunity@Work's Data Community of Practice (CoP)**—a six-month program built to strengthen how public sector data teams collect, analyze, and apply workforce insights. Designed for data analysts and leaders on the front lines, the CoP offers a peer network to tackle shared challenges such as inconsistent data collection, fragmented analysis, and limited cross-agency collaboration. By joining, participants move beyond working in isolation and gain practical tools to translate workforce data into skills-based talent strategies that drive equitable impact. Ultimately, this initiative helps data professionals amplify their role in shaping innovative policies and practices that expand opportunity—especially for STARs (workers Skilled Through Alternative Routes).

What are skills-based talent practices?

Skills-based talent practices focus on the capabilities needed to perform a job. The skills-based approach moves away from the traditional indicators of capability, such as education, previous employers, years of experience, job titles. Instead, it helps match people to roles based on what they can do.

Who are STARs?

STARs are the 70+ million working adults in the U.S. who have gained skills through military service, community college, talent development programs and bootcamps, partial college completion, or, most commonly, on-the-job experience, instead of through a bachelor's degree.

Objectives

- **Strengthen capacity:** Build smarter data systems and practices using HRIS, ATS, and other public/private data sources.
- **Drive innovation:** Use data to advance skills-based talent practices and open more opportunities for STARs.
- **Deliver impact:** Equip participants with actionable insights, tools, and best practices they can immediately apply across the talent lifecycle.
- **Foster community:** Create space for peer learning, collaboration, and knowledge sharing.

Value

- **Progress you can see:** Clarity on a key data challenge you're tackling—plus 2–3 concrete next steps.
- **A bigger picture:** Understanding how your work can fuel economic mobility for STARs in the public sector.
- **Practical takeaways:** Proven approaches, tools, and resources to strengthen your work.
- **A lasting network:** Connections with peers who will continue to be a resource long after the program ends.

Who should join

We're looking for **public sector data professionals** who:

- Work in HR or workforce development roles focused on analyzing, managing, or reporting workforce data.
- Have access to and working knowledge of core talent systems (e.g., HRIS, ATS).
- Can identify a pressing data question or challenge to explore throughout the program.
- Are able to commit to six monthly sessions and engage actively with peers.

Session Experience

Over six months, you'll join a structured learning journey with applied activities, peer breakouts, and practical takeaways each session. Topics will include*:

- Using data to power skills-based decision-making.
- Key data elements for skills-based practices and STARs—and how to collect them.
- Real-world case studies of data in action.
- Guided focus on your priority data challenge to develop an action plan by the end of the CoP.

The Data Community of Practice launches early 2026.

If you or someone you know is interested in participating, [please complete this form to express your interest](#) and help shape future Community of Practice content.

*Please note: these focus areas may change as we continue to learn more about the challenges faced by the target audience