


Modern Employment and Digital Credentials

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Modern Employment and Digital Credentials

Welcome

Kirstie Donnelly MBE

Modern Employment and Digital Credentials

- 09.00 In conversation with Rob Abel
- 09.25 Modern Working Practices
- 09.55 A Global Vision for an Open Badges Ecosystem
- 10.20 Mobile skill sets and the evolution of recognition
- 10.50 Refreshments break
- 11.10 IBM and Open Badges
- 11.40 How Digital Credentials are solving key business problems
- 12.30 Lunch
- 13.30 Employability Skills for Higher Education
- 14.00 Skills without borders

Modern Employment and Digital Credentials

14.30 Case studies or Tech Track

Tech Track

14.30 Implementing Open Badges 2.0

15.10 Future of the Backpack

15.50 Competency Mapping Approaches

Case Studies

14.30 Professional Recognition & Membership bodies

15.00 Corporate Perspective AXELOS

15.30 Higher Education perspective

16.30 Drinks Reception


17.30 Event Close



Modern Employment and Digital Credentials

In conversation with Rob Abel


Kirstie Donnelly MBE



Modern Employment and Digital Credentials

Modern Working Practices

Matthew Taylor, CEO, RSA



Modern Employment and Digital Credentials

A Global Vision for an Open Badge Ecosystem

Mark Leuba , Vice President, IMS

A Global Vision for a Digital Credentials Ecosystem

**Modern Employment and Digital
Credentials** London - December 1, 2017

Mark Leuba
Vice President, Product Management
IMS Global Learning Consortium
mleuba@imglobal.org

IMS Envisions

- Learners with control of their digital credentials
- Employers seeking job candidates based on verified skills in digital form
- Digital credentials encompassing formal, informal and employer-based education
- A vibrant opportunity marketplace rooted in verifiable digital records

IMS Global Learning Consortium

- International non-profit Ed-Tech collaborative enabling *Better Learning from Better Learning Technology*®
- 430+ members and growing representing formal and informal learning organizations higher education institutions, state educational agencies, school districts, and Ed-Tech suppliers



Our Goal

to advance technology that can **scale** affordably, enhance **equity**, educational **participation**, and personal **attainment** via the development and adoption of **free and open standards**

Partners and Collaborations

AACRAO	ISO/IEC	Right Signals
Bill & Melinda Gates Foundation	ISTE	SBAC
Collective Shift	Jisc	SETDA
Connecting Credentials	Learning Counsel	SURF
CoSN	Mozilla Foundation	Unizin
Credential Transparency Initiative	Online Learning Consortium	WCET
Ed-Fi	Open Badge Network	WIDA
EDUCAUSE	PARCC	
Internet2	Quality Matters	



Core Initiative Spheres

Open Interoperability Standards



COMMONCARTRIDGE®



CALIPERANALYTICS®










**QUESTION & TEST
INTEROPERABILITY**®
EXTENDED TRANSCRIPTS **OPEN**
BADGES
COMPETENCIES and **ACADEMIC STANDARDS**
EXCHANGE™

Interoperability Provides

- Simplicity of adoption and use
- Choice in products and services
- Lower costs
- Greater variety
- Increased user control
- Makes scale possible

IMS Testing and Assurance



 <p>eSync Training Product: Adobe Connect LMS LTI By ESyncTraining V1.7.6 LTI V1.0 Certified</p>	 <p>Agilix Labs, Inc. Product: Agilix Learning Services 2010.3 LTI V1.0 Certified CC V1.0 Certified</p>	 <p>Agilix Labs, Inc. Product: Agilix Learning Services 2012.1 LTI V1.1 Certified</p>
 <p>Australian Institute of Higher Education Product: AIH Learning Portal V1.1 LTI V1.0 Certified</p>	 <p>American University in the Emirates Product: Akademia V1.1 LTI V1.0 Certified LTI V1.1 Certified</p>	 <p>McGraw-Hill Education Product: ALEKS 2012.3.26 LTI V1.1 Certified</p>
 <p>McGraw-Hill Education Product: ALEKS 2012.2.7 LTI V1.0 Certified</p>	 <p>Blackboard, Inc. Product: Blackboard Learn (SaaS) September 2017 LTI Content Item</p>	 <p>Apex Learning Product: Apex Learning LTI V1.0 LTI V1.0 Certified</p>

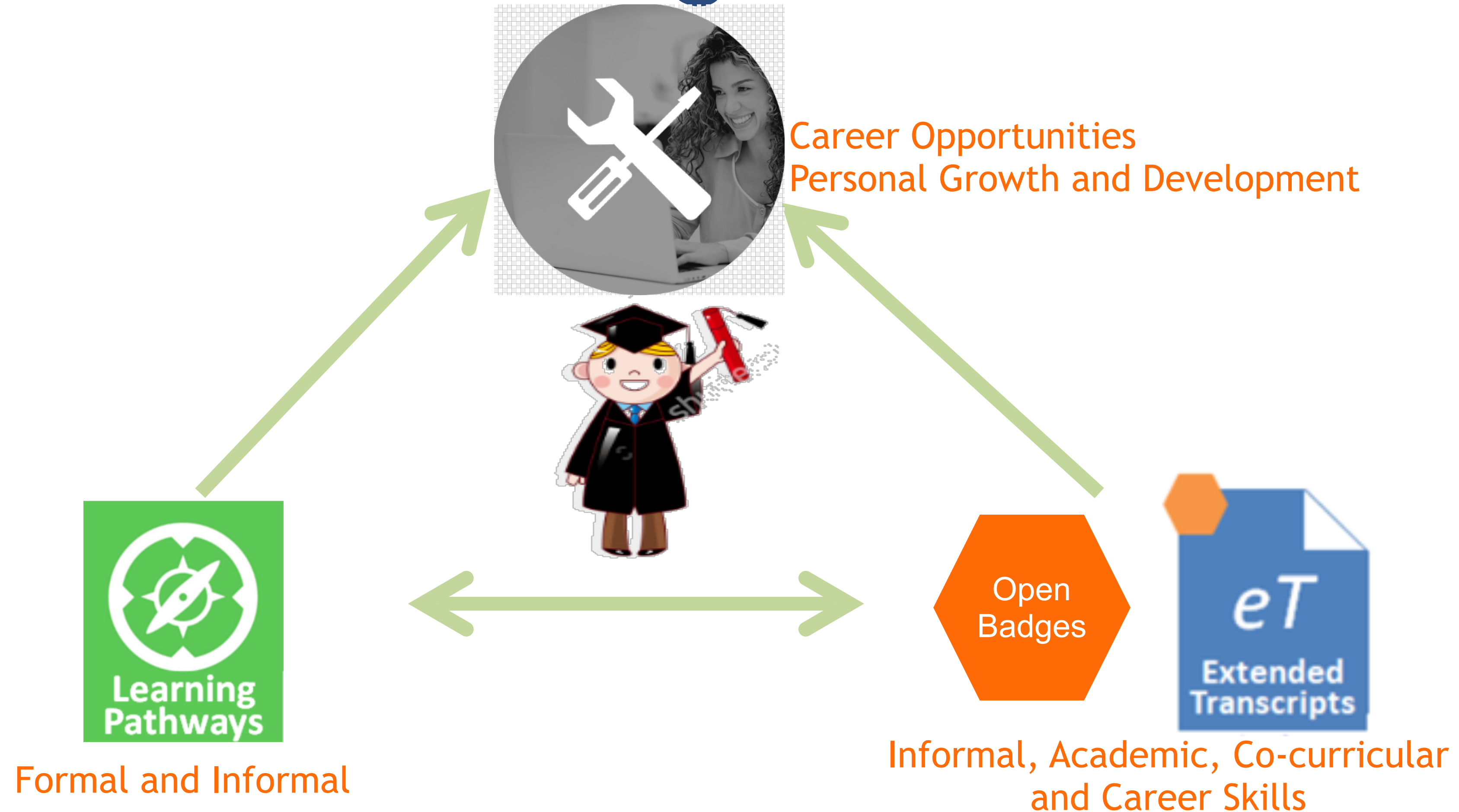
IMS Envisions

- Learners with control of their digital credentials
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IMS Vision for Digital Credentials



IMS Vision for Digital Credentials



Digital Credentials are for Sharing

- Learner's knowledge, skills and abilities are **valuable assets** to be
- **Shared** with the learner, other institutions and parties, and critically, **employers**
- Modern linked-data structures can be **mined, crawled and discovered** in support of a learners' life goals

Vision for Personal Achievements



- Learner-controlled media
- Free, open and universal
- Personal and securable
- Curate verifiable resumes



Open Badges



- **Proven** vehicle for communicating skills
- **Designed to be Portable** and controllable by the learner
- **Scalable**
- **Verifiable** via automated means: e.g. http and Blockchain
- **Capable** of encapsulating formal credentials like extended transcripts

Open Badges 2.0 New Features

- Conformance testing and certification
- Endorsement
- Accessibility
- Multi-lingual
- Versioning
- New identity profile options

Certification



- Supports learner control through platform interoperability
- Platform types
 - Issuing - create
 - Display - verify and display
 - Host - import and export faithfully

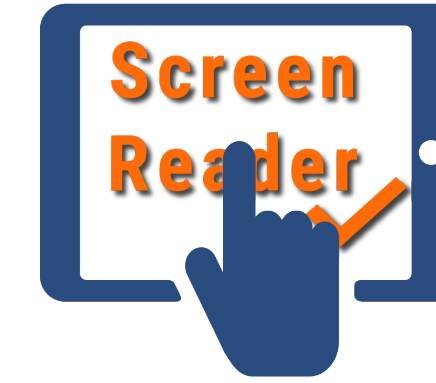
Endorsement



As a subject matter **expert or authority**, I want to **endorse a badge** offered by an issuer

As a provider of a learning experience, I want to obtain badge endorsements from recognized subject matter experts for my badge(s)

Accessibility



As a badge issuer, I want to ensure that my badge image is **accessible to screen readers** and other assistive technology through the use of descriptive text

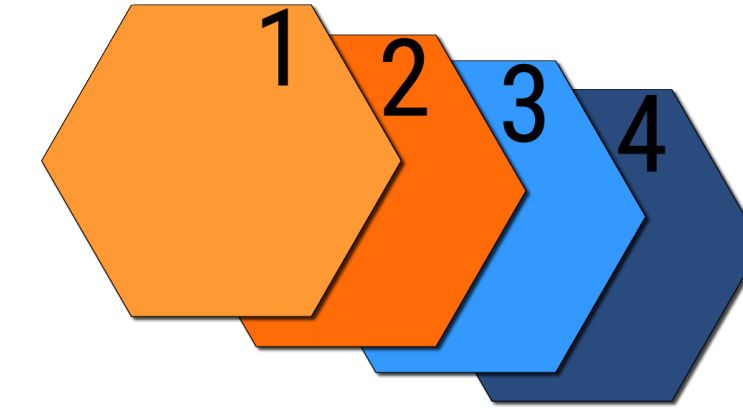
Multi-Lingual



As a badge provider, I want to manage a single version of a badge, but offer it in **multiple languages** to recipients

As a badge recipient, I want to offer viewers of my badge the ability to **change the language** that is used for **viewing my badge**

Versioning



As a badge provider, I want to **update the criteria necessary to earn a badge and keep the previous versions of the badge unchanged**

Enhanced Profiles

As a badge recipient, I want to use my phone number as the primary way to identify me (rather than email)

As a badge issuer, I want to award a badge to an organization (not an individual)

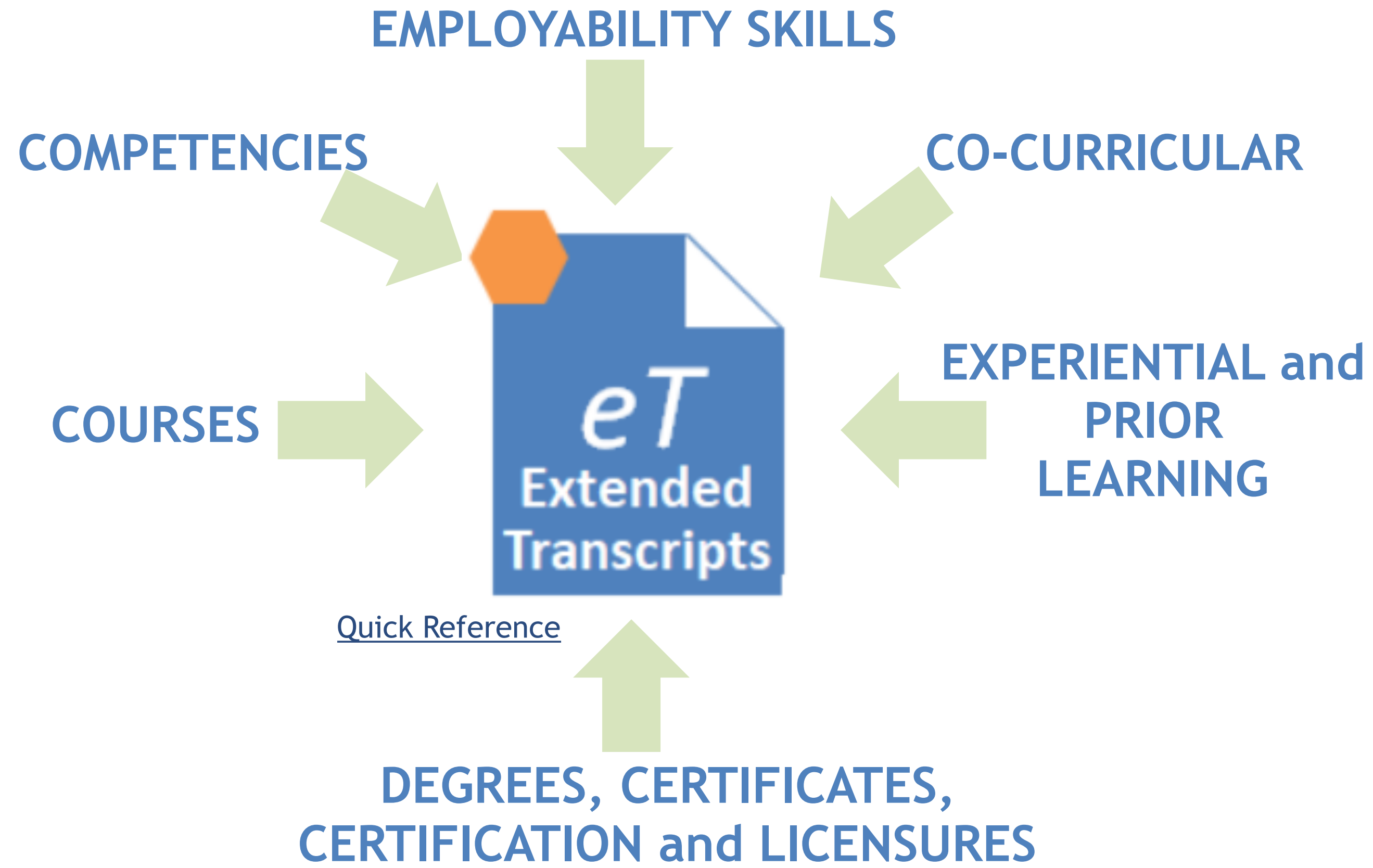
Vision for Personal Achievements



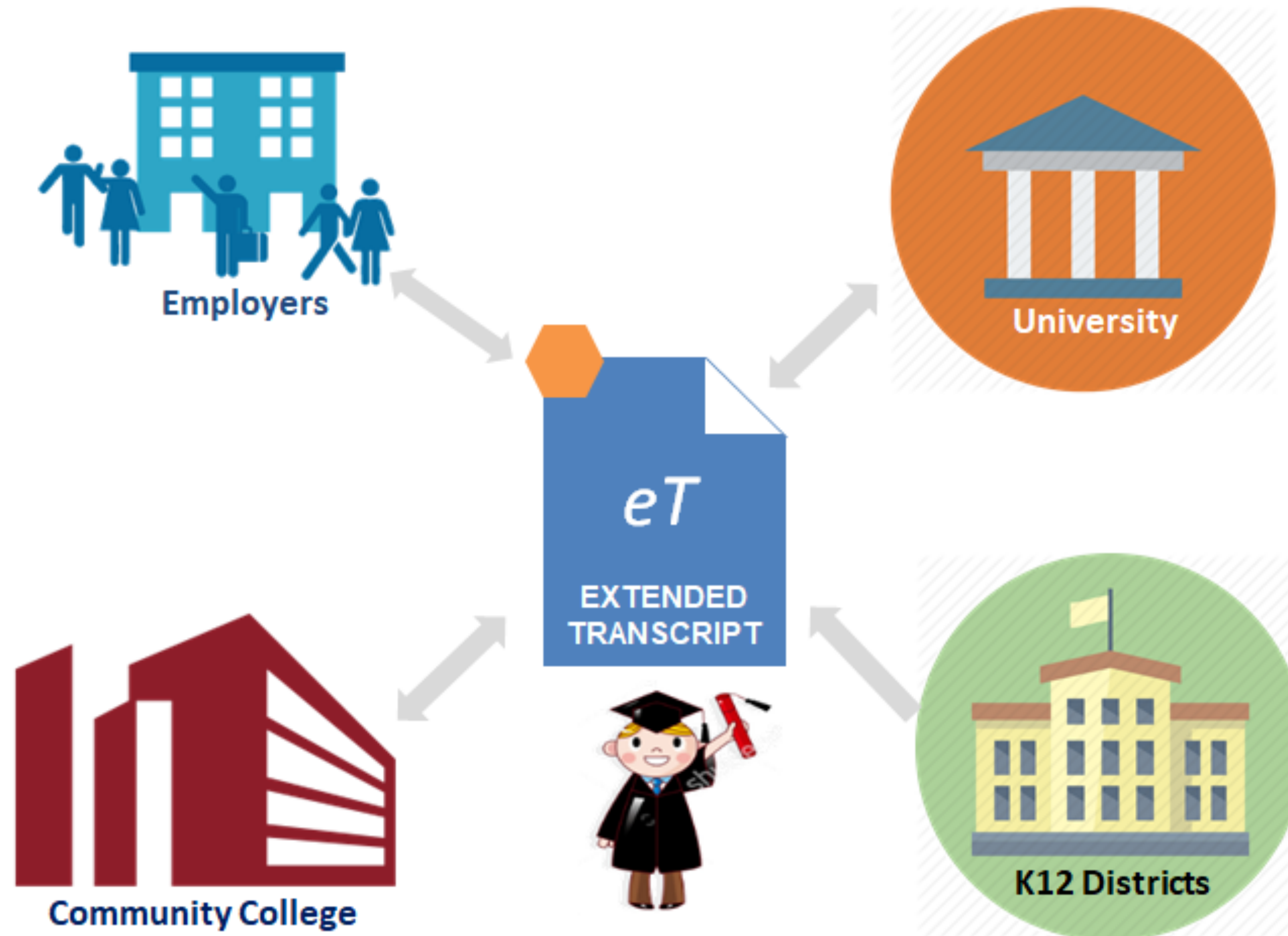
- Learner-controlled media
- Free, open and universal
- Personal and securable
- Curate verifiable resumes



Extended Transcripts (*eT*)

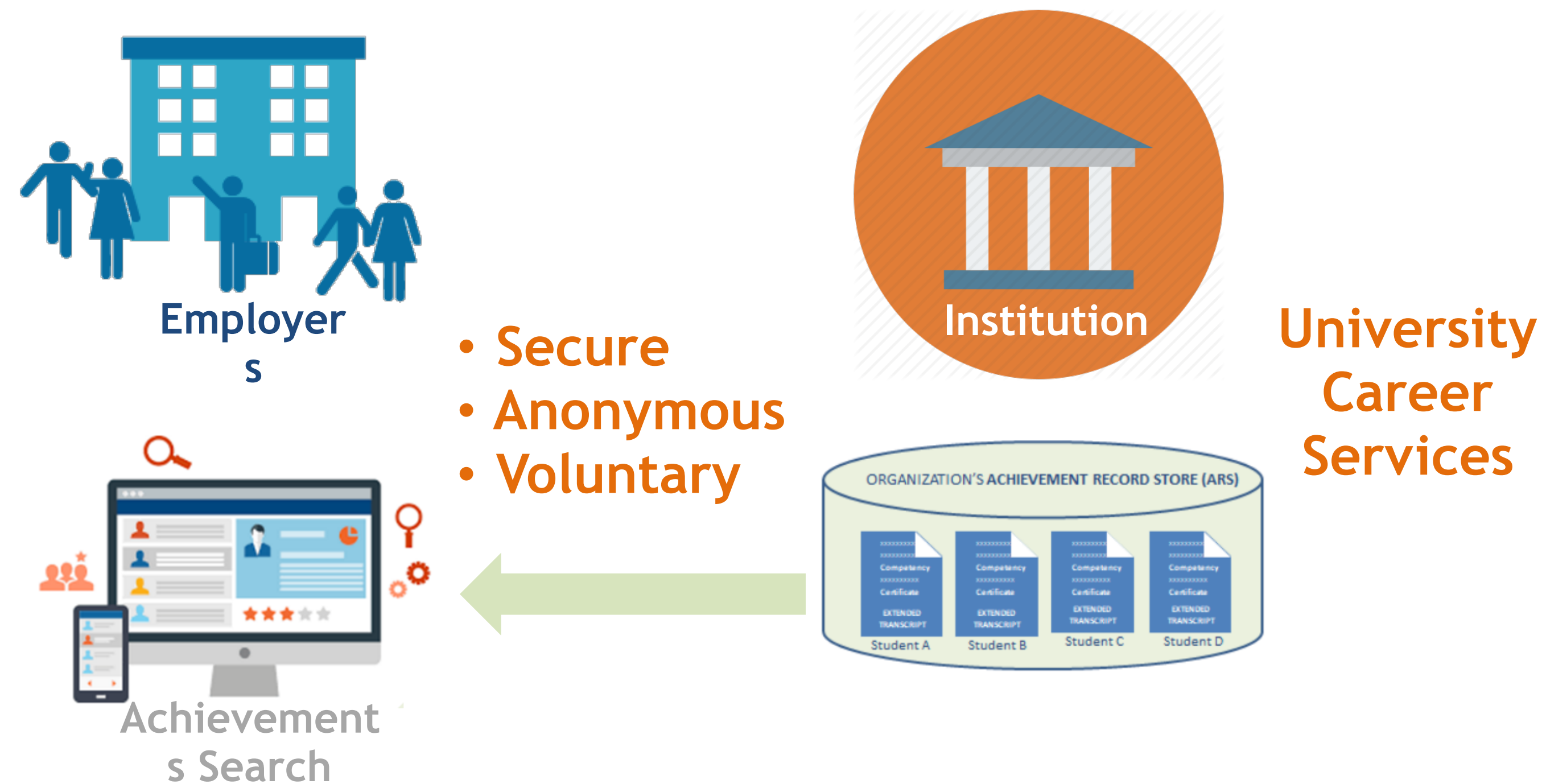


Scope of the eT Standard



eT Achievement Records

SkillsCenter Search is a pilot program now being organized with University of Wisconsin Extension that provides anonymous, secure and blind talent search for employer platforms



eT achievement records are **searchable**

Vision for Personal Achievements

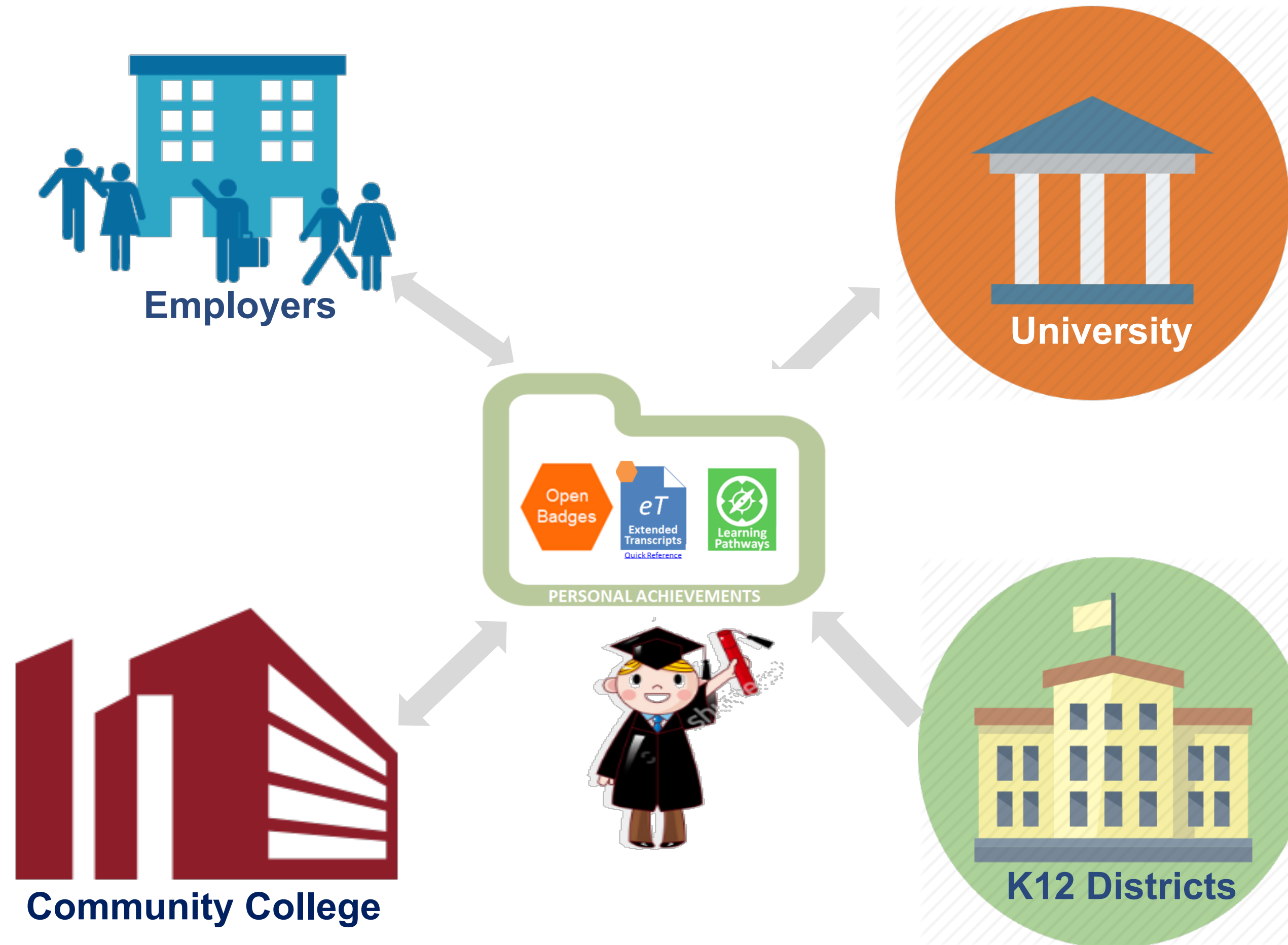


- Learner-controlled media
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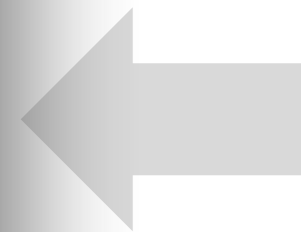


A standard protocol to contain digital credentials and assets managed online *or offline*, interoperable with standards-ready platforms

Personal Achievement Records



Find and Apply for Jobs



...or Let The Jobs Find You!

3 Digital Credential Challenges

- Interoperability is a *must*
 - Openness and learner mobility depend on it
- Consistently signaling quality
 - Rigorous and authoritative
- Connecting to sources of employer demand
 - Talent acquisition and HR systems

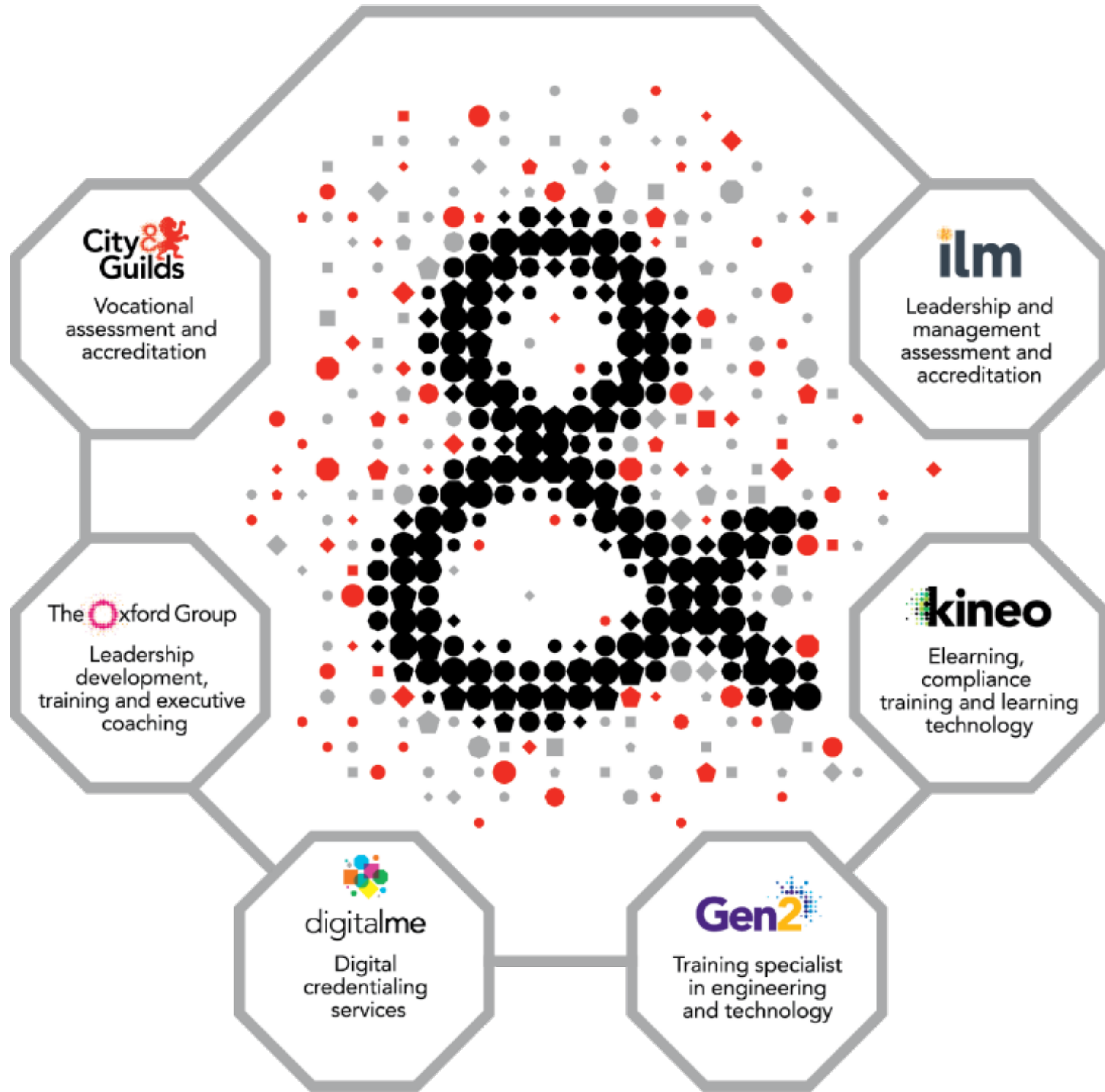
<https://www.imsglobal.org>



Modern Employment and Digital Credentials

Mobile skill sets and the evolution of recognition

Chris Jones, CEO, City and Guilds Group and Jonathan Finkelstein, Credly

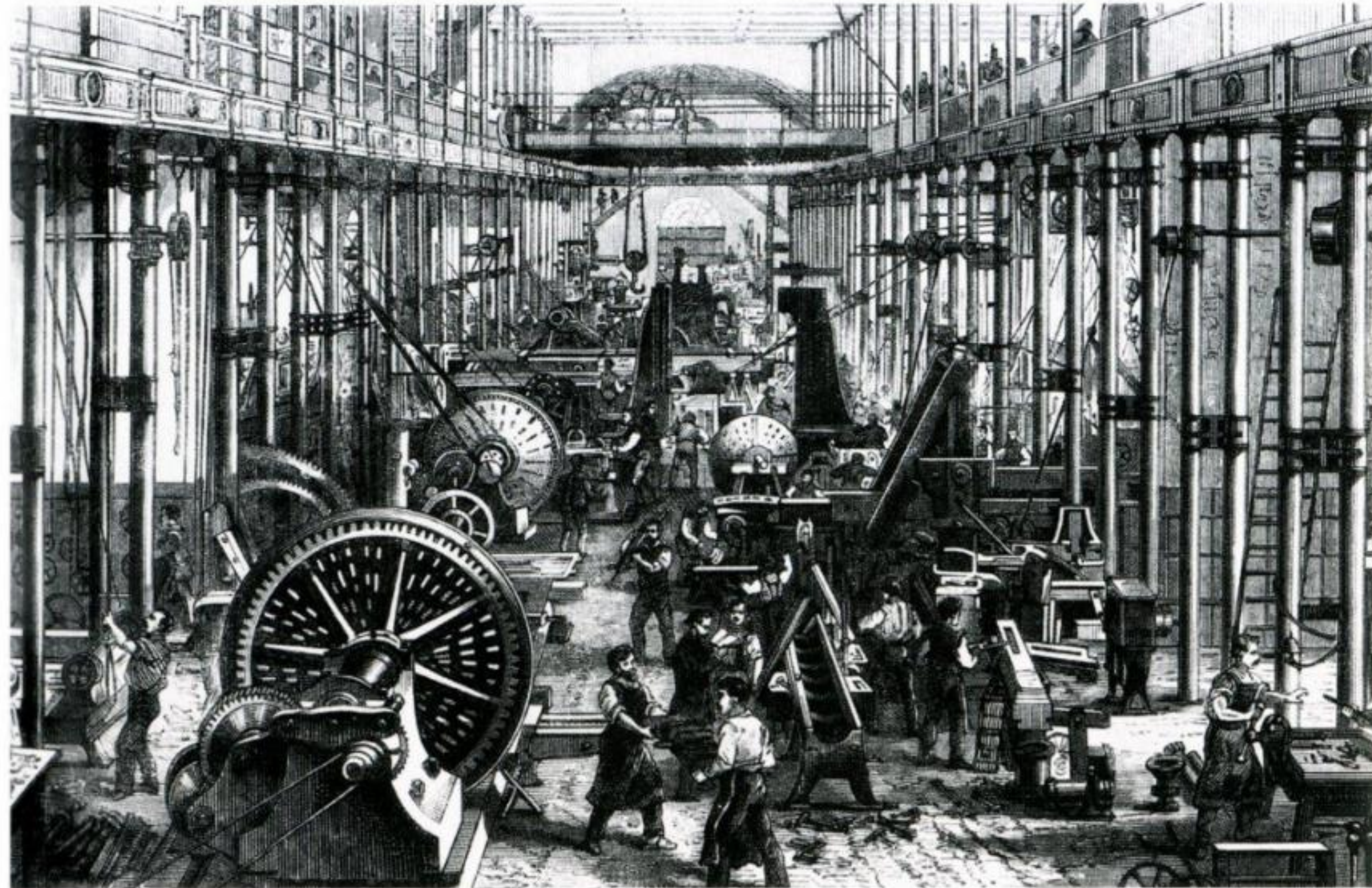


The City and Guilds
of London Institute

City & Guilds Group

Helping people, organisations and economies
develop their skills for growth

2nd Industrial Revolution

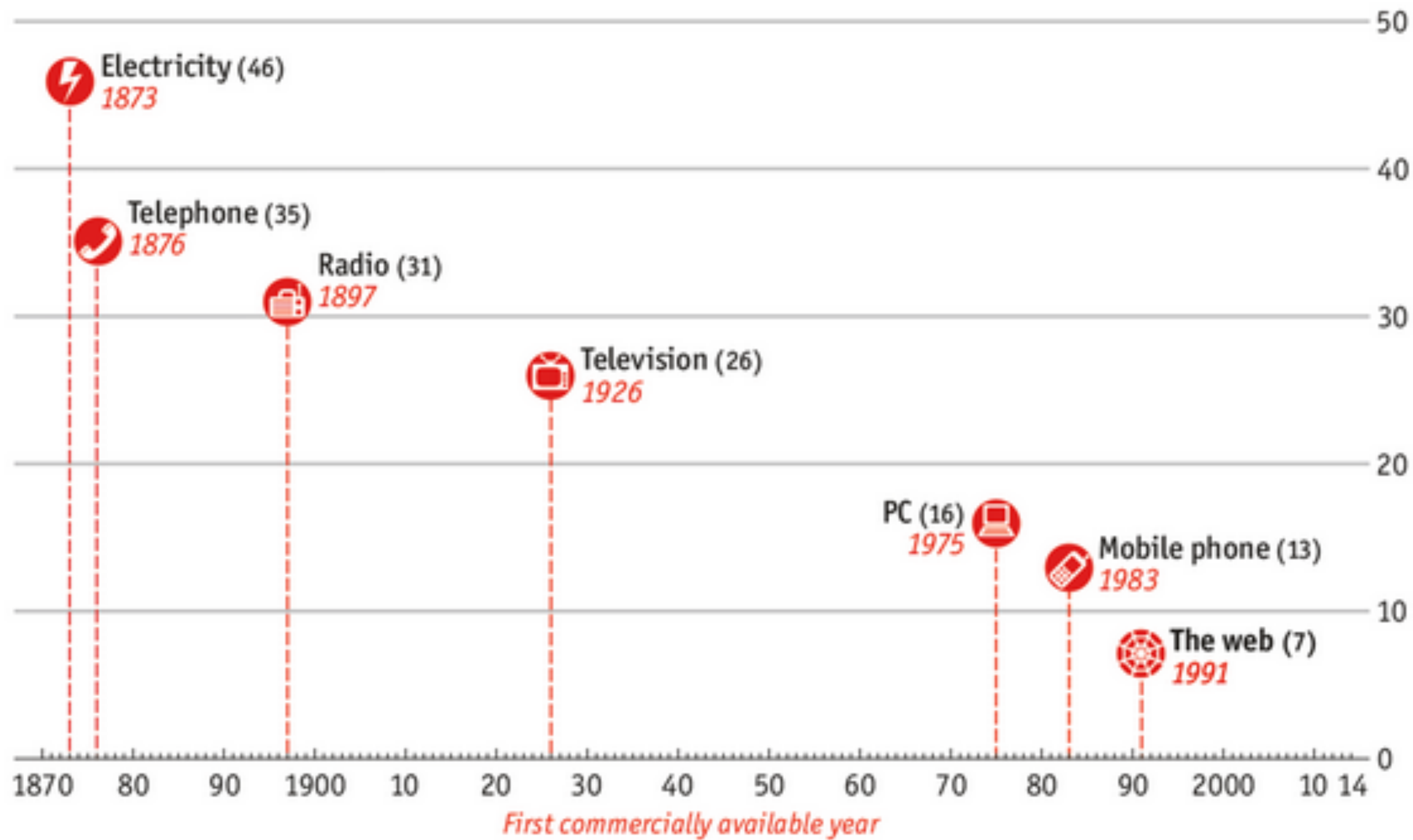


Transportation
Manufacturing
Telecommunications
Power Generation
Oil & Gas
Business Administration

Pace and scale

Technology adoption

Years until used by one-quarter of American population



Source: Singularity.com

Economist.com/graphicdetail

Trust



See every skill

City & Guilds Group

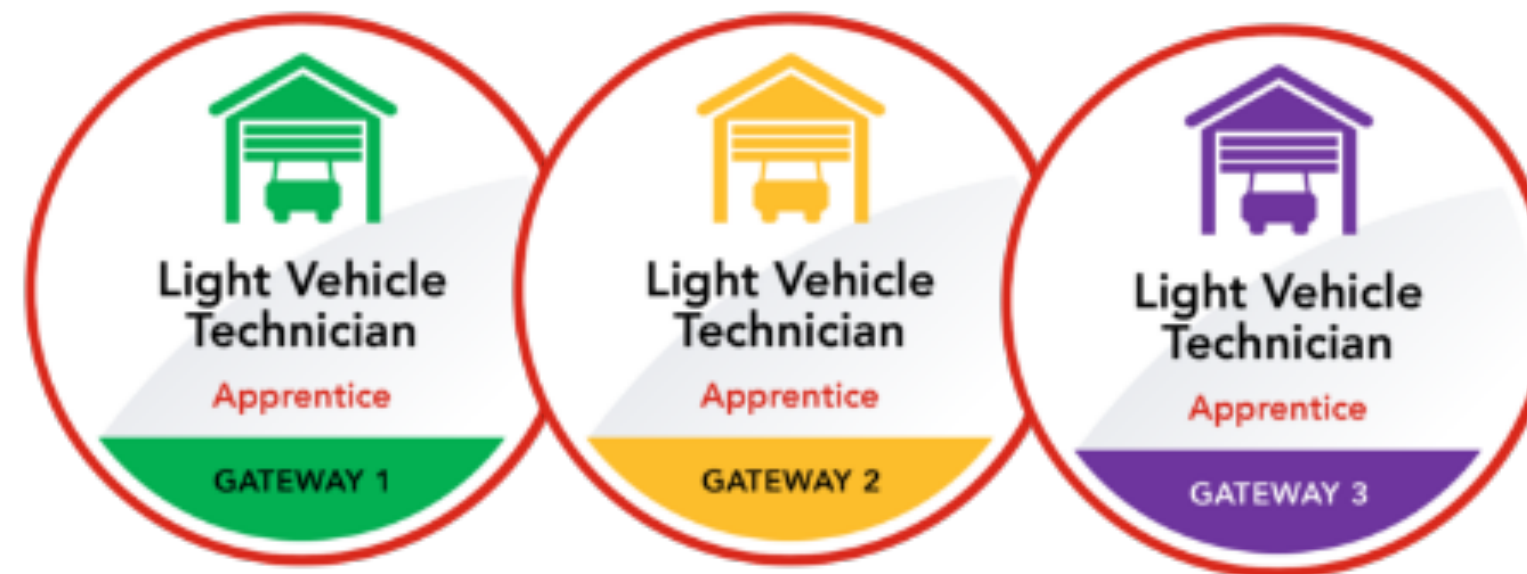
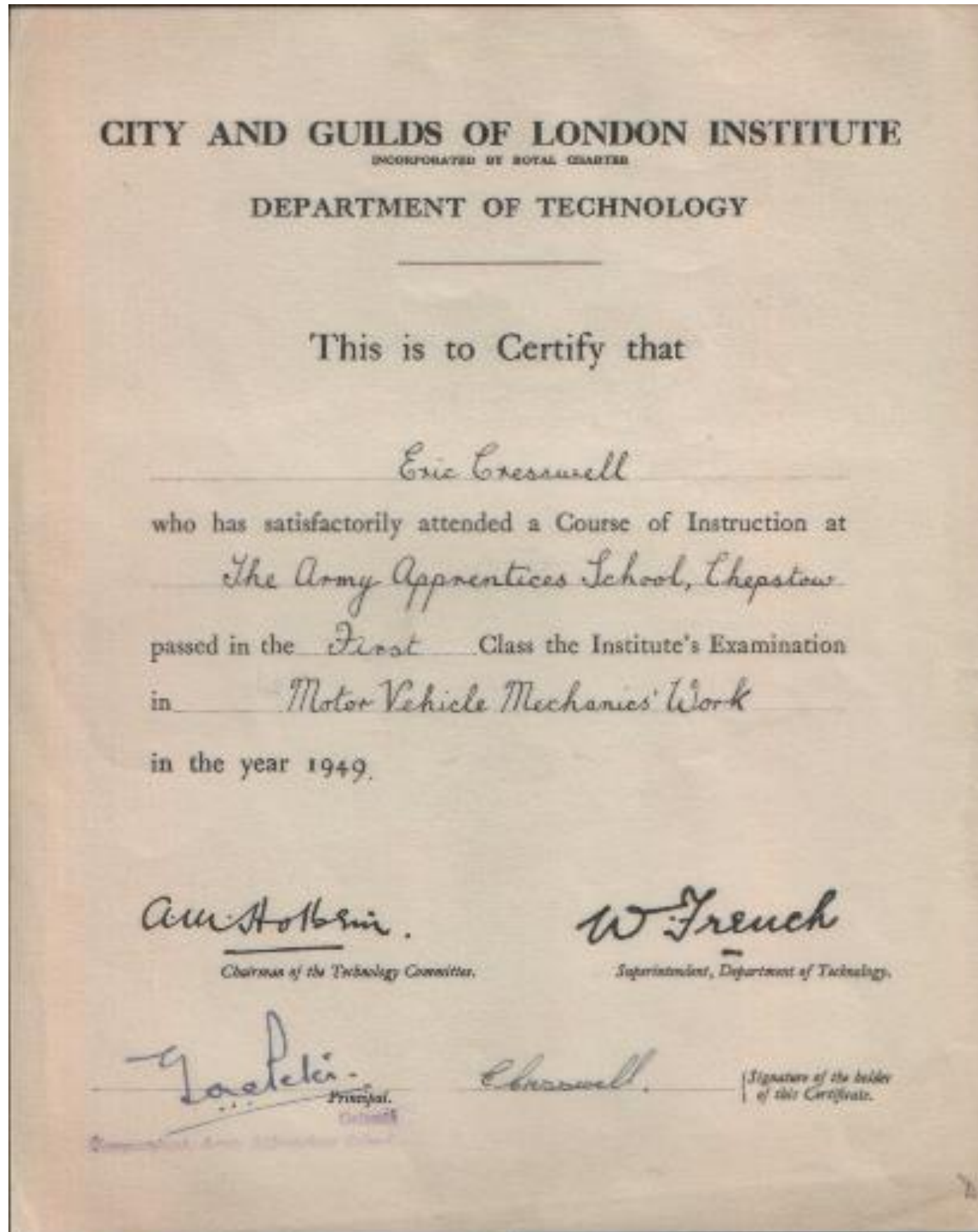
digitalme
A City & Guilds Group Business



&

Credly

Evolution of format



Credentials 2.0

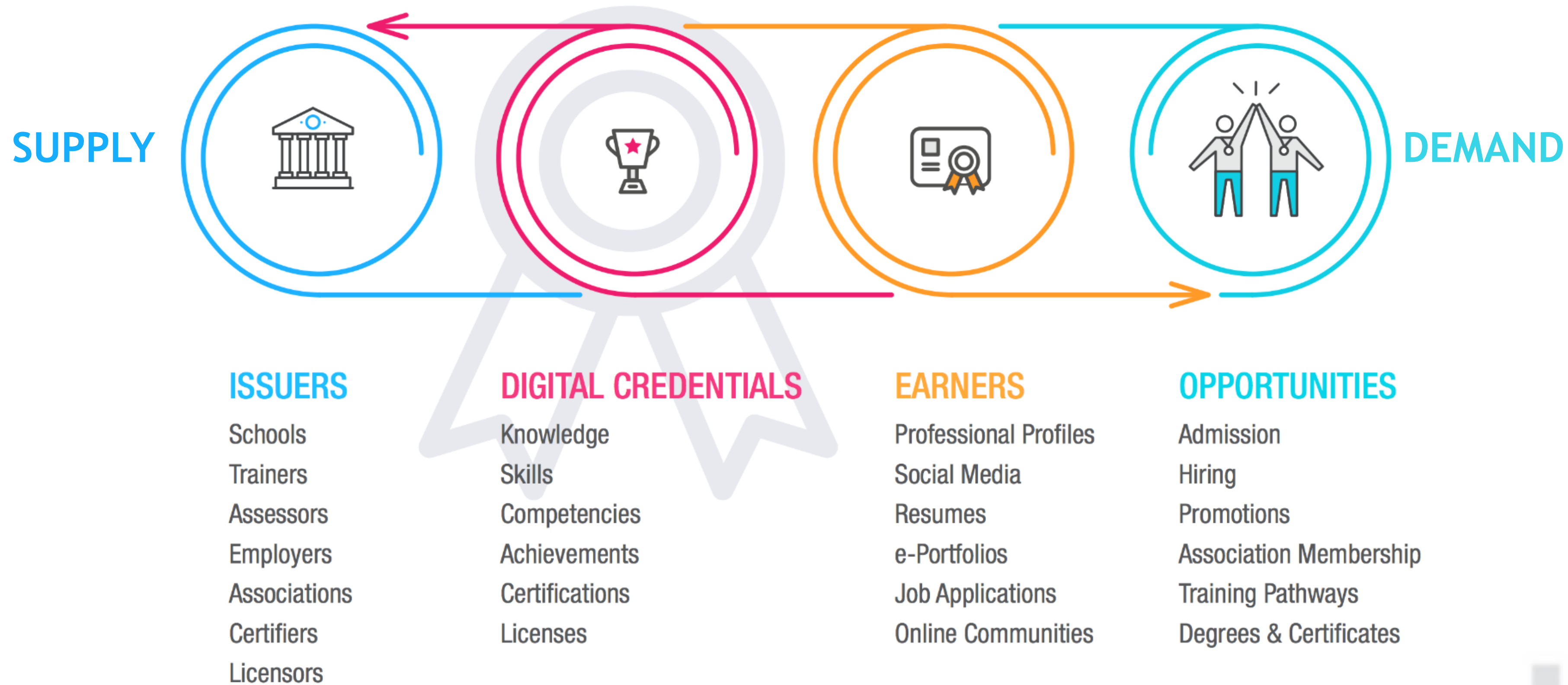


4 Key Ingredients

Innovation required to scale




Formal & informal achievements



Modern Employment and Digital Credentials

Refreshments



Modern Employment and Digital Credentials

IBM and Open Badges - The Employers View

David Leaser, Senior Program Executive, IBM



How Digital Badges are helping IBM develop its ecosystem

DAVID LEASER

Senior Program Executive, Innovation and Growth Initiatives
Founder, IBM Open Badge Program



By the Numbers

Our ecosystem has embraced digital credentials

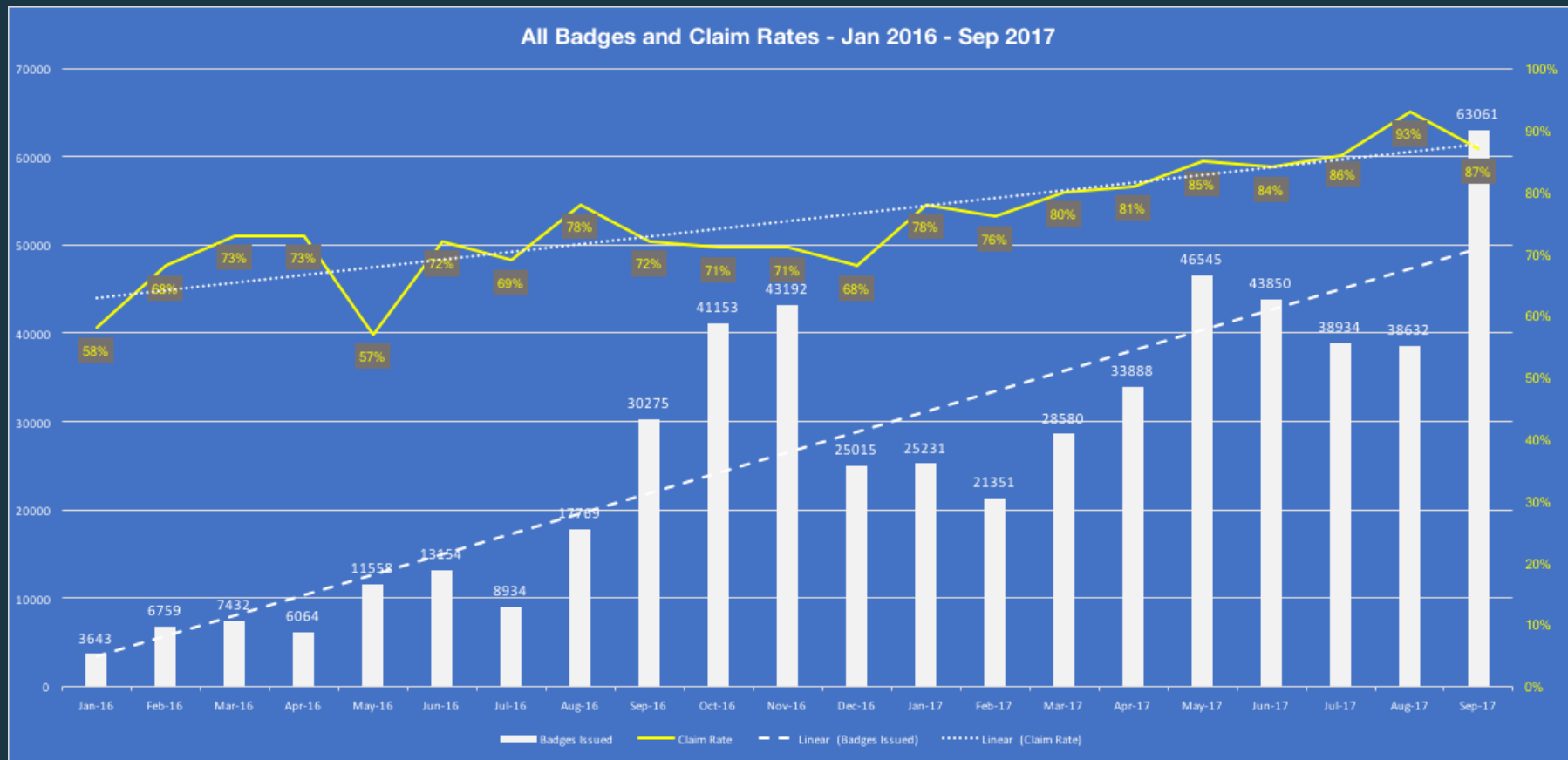


Overall Program / IBMer Only

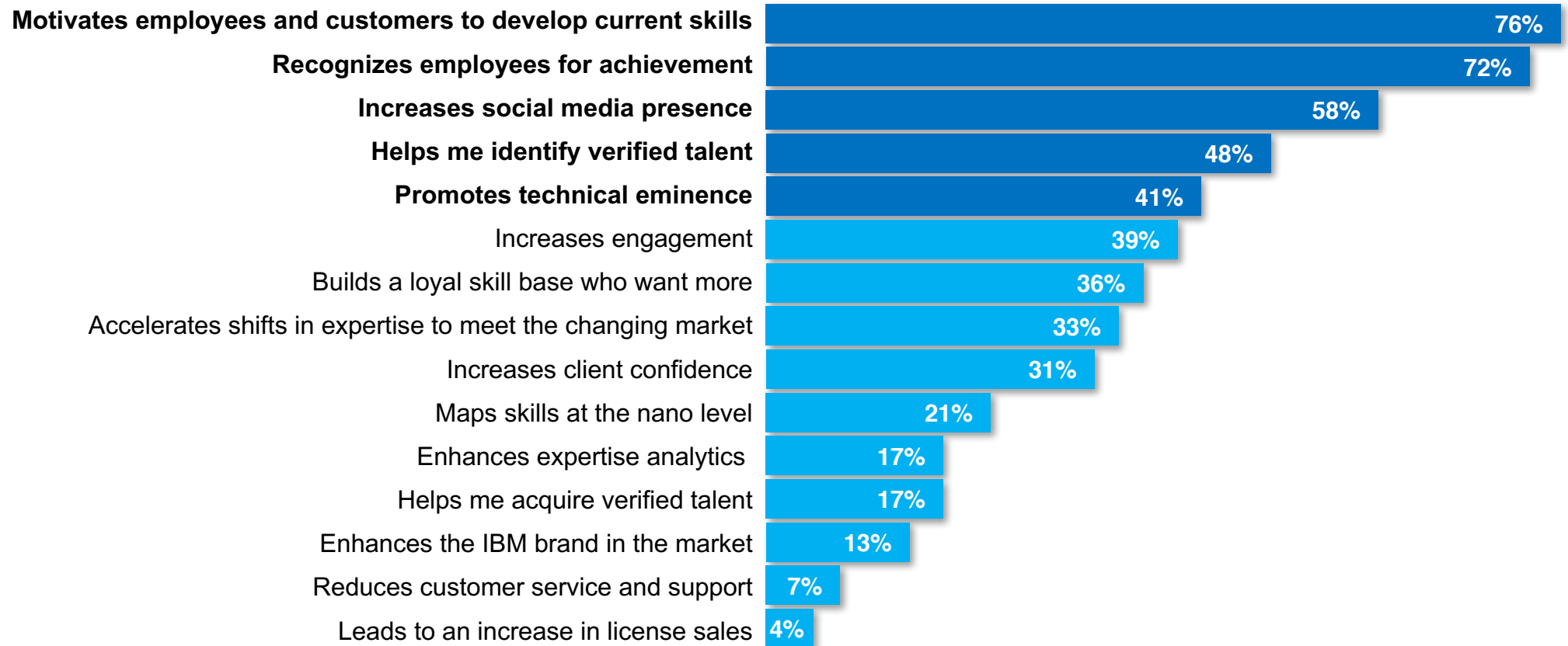
Jan 01, 2016 through Sep 30, 2017

Value

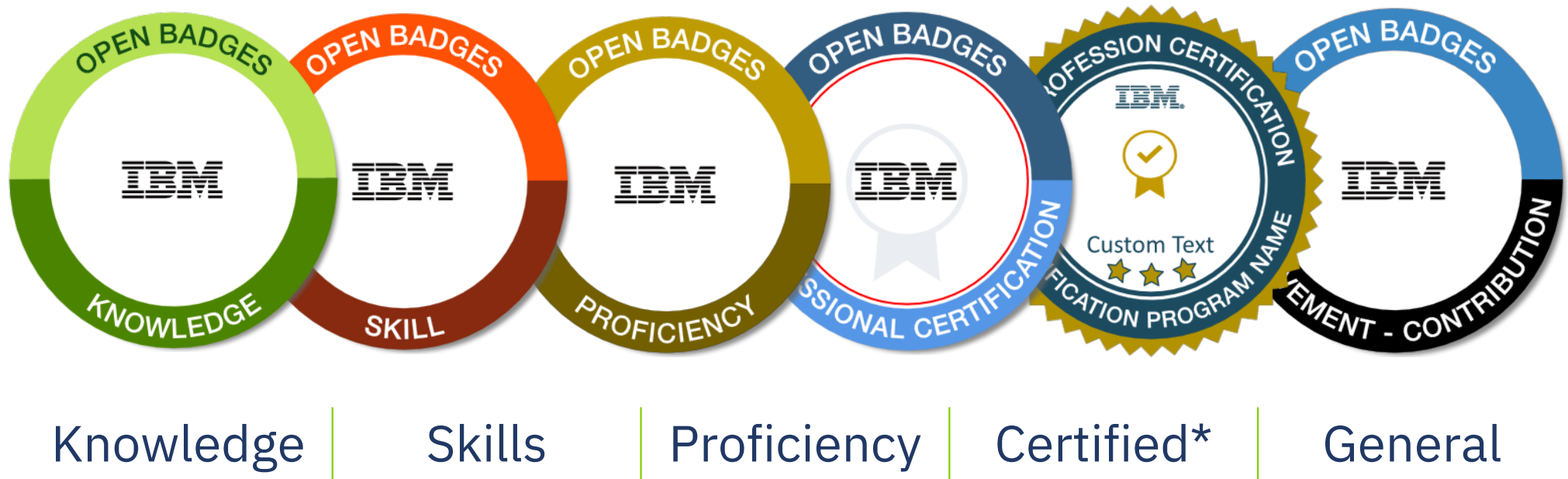
Badges show dramatically increased market value



Badges are impacting every area of our business



Badge categories: Little change since inception



*Badge emblem for IBM Professional Certification, used at IBM internally and externally. For internal only -- IBM Certification programs linked to Professions (e.g. Architect, Project Manager) -- another emblem is leveraged.



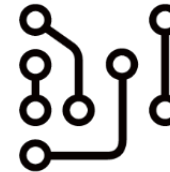
The IBM HR Story

Creating a New Career Culture at IBM



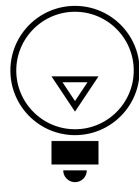
Transparent

Employee transparency to market demand and opportunities



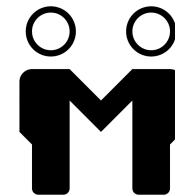
Experience-Based

Design careers around a collection of experiences



Informed

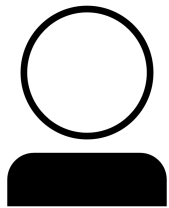
Career decisions fueled by real conversations and cognitive insights



Supported

Employee owned, manager and organization supported

The Changing Talent Landscape



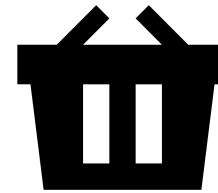
Demographics

Millennials make up half of the workforce and people are retiring later in life



Digital

The digital age is changing the nature of work - and the skills required



Experience

Employees demand a work experience consistent with their consumer experience



Social Contract

Employees want purpose, flexible and compelling workplace, and rapid career growth

Badges provide a career and skills roadmap



Jill

Data Scientist
San Francisco, CA

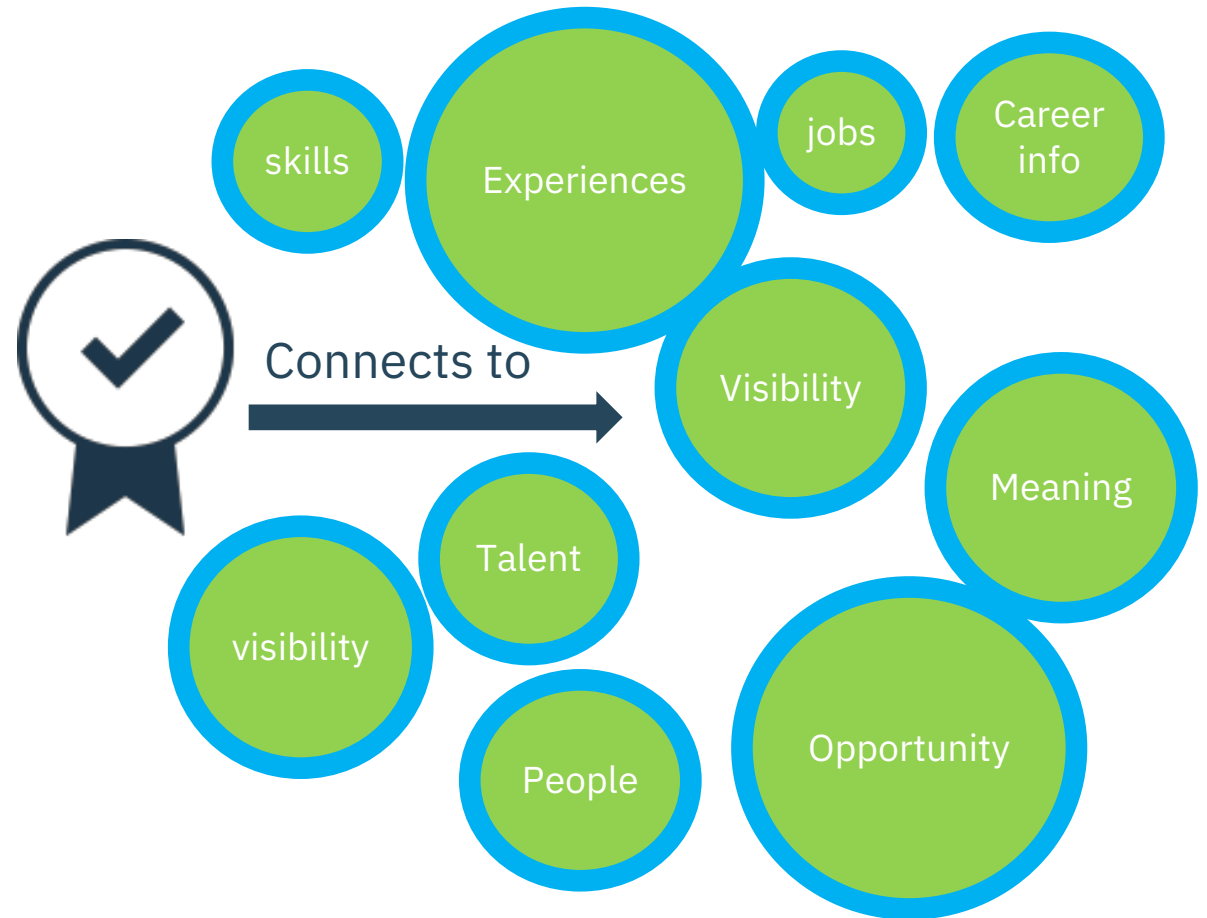
“I don’t know how to progress my career or what skills I should build. How do I demonstrate my eminence?”



Sid

Solutions Architect, Manager
Bangalore, India

“ I like to hear about what other people are learning, what workshops they’ve attended and so forth. I think, ‘hey, maybe I should do that too!’”



Digital Badge demographics



Our workforce is embracing Digital Badges

53%

of IBM employees

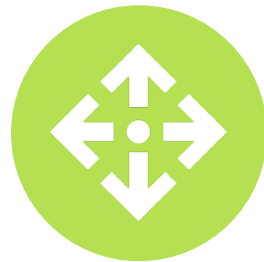
- 400K Badges issued
- 429 Badged activities
- All Business Units
- 94% Claim rate

The results have **exceeded** our wildest expectations



Social Media

113M Impressions ~ **8M**



Expertise Shifts

67% Strategic Skills badges



Career Milestones

22% Profession badges



Technical Eminence

14k Giveback badges



Enrollments

125% increase



Career Conversations

32% badges earned increase



Engagement

Upwards trends



Skills Registry

139 countries

Discoverability

Employees can discover badges in multiple ways



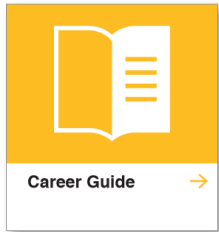
seeking
badges



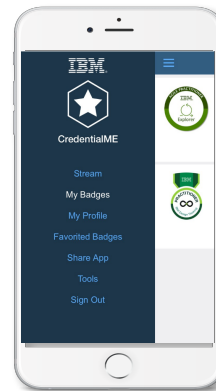
tracking
progress



earning
& sharing



Explore Career
Paths and badge
programs



Collect, store
and organize
earned badges

Share earned badges, get recognised and
endorsed

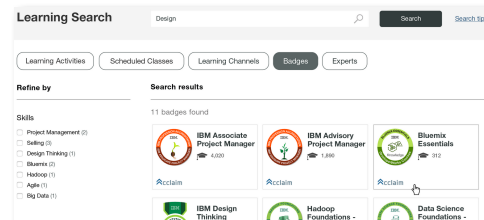


CredentialME

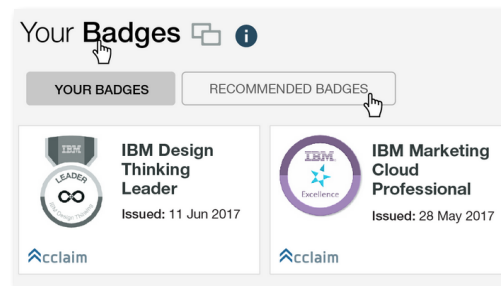


BluePages

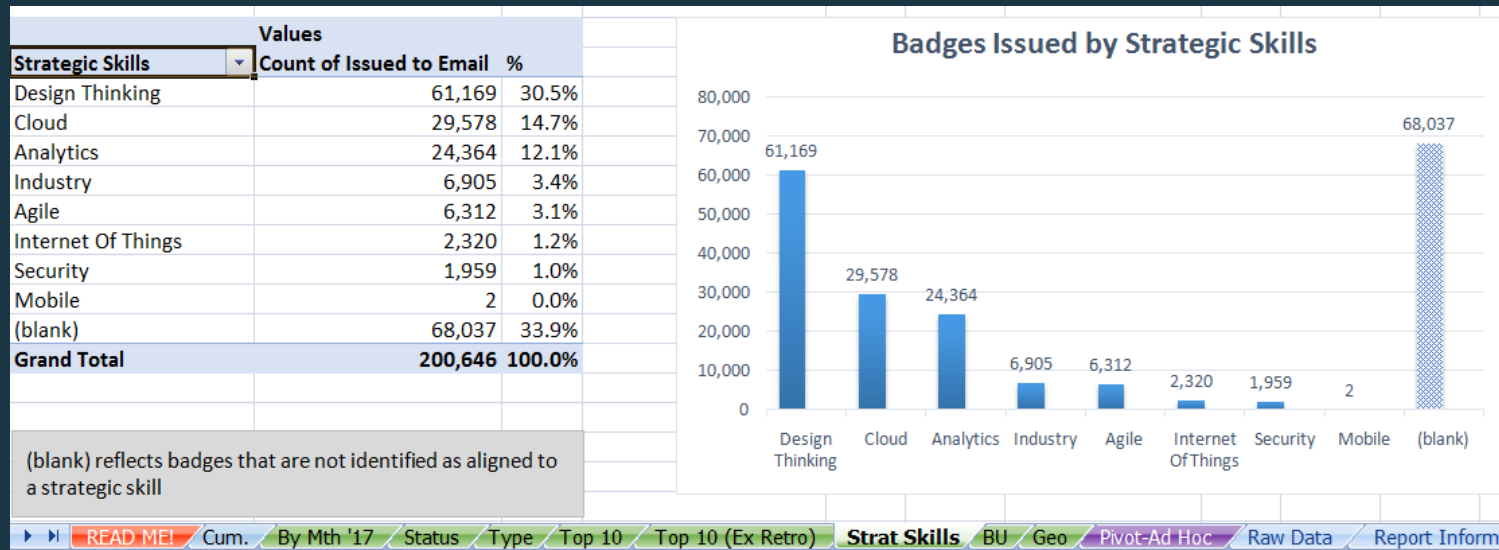
Keep track of all earned badges and plan
next milestone



Search digital
badges for
(hot) roles and
skills



Managers have access to reporting and analytics

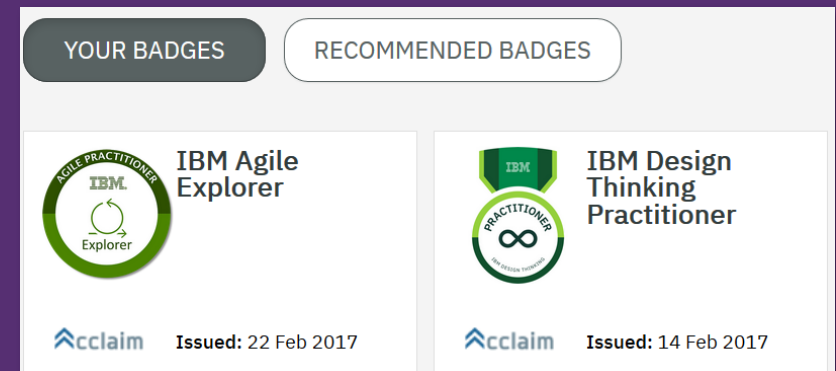


Monthly report offers various types for pivot tables, by strategic skill, BU, top 10 badges, badge types etc.

Real-time Cognos report
Combines badge data with IBM demographics

IBM's *Your Learning* platform offers cognitive capabilities to search and report on employees' digital badges

- ✓ See all digital badges earned
- ✓ Search for badges tied specific skills
- ✓ Recommended badges based upon employee's expertise profile
- ✓ IBM's hot roles and skills and associated badges and learning
- ✓ Manager Badge reporting



Optimizing the project staffing process through Digital Badges, to make more efficient and strategic staffing decisions

- ✓ Project Managers can access real-time badge information of employees
- ✓ Search for Professionals by specifying keywords to be matched with the badge information in employees' profiles.

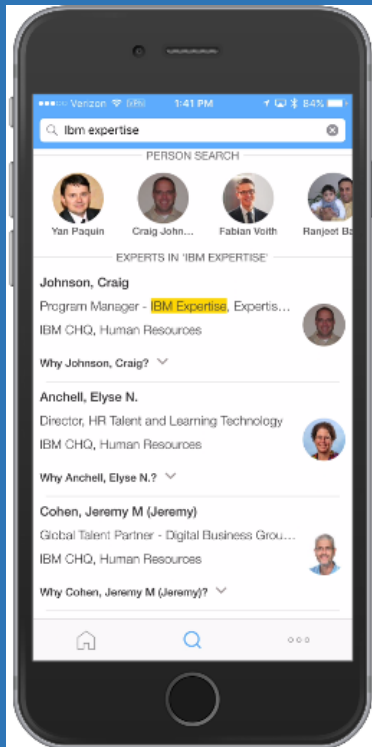
IBM Professional Marketplace



Digital Badges are now embedded into every employee profile

The screenshot displays the IBM BluePages interface for an employee profile. At the top, the search bar contains 'david leaser' and the page is labeled 'w3'. The profile header for David Leaser includes a photo, his title 'Senior Program Executive, Innovation and Growth Initiatives, IBM Training & Skills Transformation and Operations', and contact details: '+1-760-941-4992 (Office)', '+1-310-621-2319 (Mobile)', and 'david_leaser@us.ibm.com'. A location and time indicator shows 'Costa Mesa, CA, United States 2:15 PM | 14:15'. Below this, a status bar indicates 'Status Unavailable' and 'Manager | IBM employee, Regular | IBM USA | Serial: 6A1891897'. Navigation tabs include 'Contact & Team', 'Credentials', 'Dept/Org', 'LinkedIn', and 'Expertise'. An 'Out of the office' notification states: 'I will be out of the office starting 11/21/2017 and will not return until 12/02/2017.' The 'Contact' section lists: Full Name: Leaser, David (David); Courtesy Title: Mr.; Alternate Last Name: Leaser; Preferred contact method: Email; Phone: +1-760-941-4992 (Office) and +1-310-621-2319 (Mobile); Email: david_leaser@us.ibm.com; Shift: 1; Preferred Address: 1472 Chariot Court. The 'IBM Credentials' section features two digital badges: 'IBM Foundations of Digital Badge Program' and 'IBM Design Thinking Practitioner', with a link to '+1 additional digital credentials' and a 'View all credentials' button. A profile for Robert McDonald, Vice President, Support Transformation And Training, is partially visible at the bottom right.

Digital badges have significantly contributed to a better coverage and accuracy of inferred expertise



- ✓ Discovery tool that quickly finds the experts
- ✓ Simple, fast, and efficient search
- ✓ It searches various expertise data sources including Digital Badges
- ✓ Showcase your expertise and easily make contact with experts



The External Badge Story

Example programs

IBM Design Thinking badges

IBM Design Thinking Badges recognize expertise and experience with this strategic skill.



Agile

Agile badge family allows IBM to reward and identify Agilists who have proven themselves capable of enabling their teams.



Industry

Industry badges are earned through application of industry knowledge and skills in a client or project setting.



Profession Certification

All Enterprise Professions are launching their badge strategies.



New collar careers

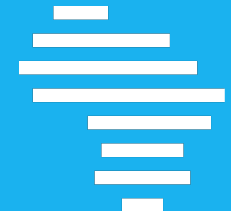
Digital badge strategy to recognize essential skills mapped to new collar job opportunities



Digital Nation Africa

\$70M investment targeting 25M individuals across four target groups:

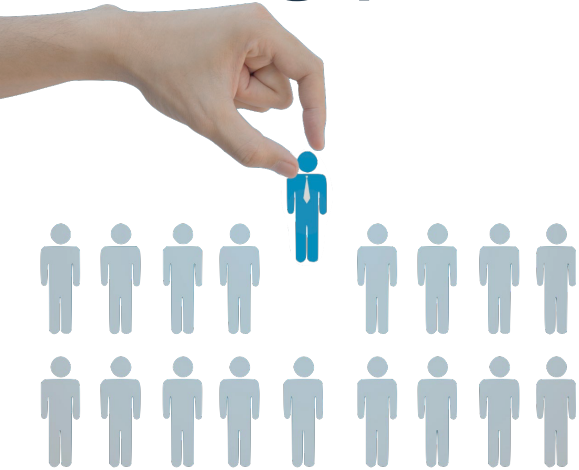
- Digital Explorers
- Digital Innovators
- New Collar Jobs
- Startups



All badge proposals are reviewed and prioritized against a set of criteria including resume worthiness, skills achievement recognition, strategic skills, high business value and cross BU/ IOT impact

IBM Readiness

Digital badges are creating heat maps of advocates, skills and skill gaps to inform business strategies



IBM **Digital Badges** provide the ability to create heat maps to...

- ✓ Understand distribution of talent
- ✓ Identify where skill gaps exist

These are the brand influencers who will help drive sales!



Heat map powered by:

IBM Watson Analytics




Industry & Institution


Badges now act as “digital transcripts” for college credit



Badges are turning *transactions* into *progression*



Cloud Application Developer Certification Preparation V2

 702

This badge earner has completed an online course or workshop and shown an understanding of IBM Cloud service models and the capabilities of IBM Bluemix. They have learned how to create, deploy, monitor and scale applications in Bluemix and how to use other services in Bluemix to enhance their applications. They have seen how Bluemix Continuous Delivery can help them manage their code and automate deployments in Bluemix.

Skills

Bluemix | Cloud Foundry | Cloud Native | Cloudant | Cognitive | Continuous Delivery | Data Connect | DevOps | IBM Cloud Garage Method | Message Hub | Messaging Services | Object Storage | OpenWhisk | Security | Single Sign On | Toolchains | Twelve-Factor App | Watson

What it takes to earn this badge

- Completion of the developerWorks course Cloud application developer certification preparation.
- Passing the in-course assessment with a score of 80% or higher.

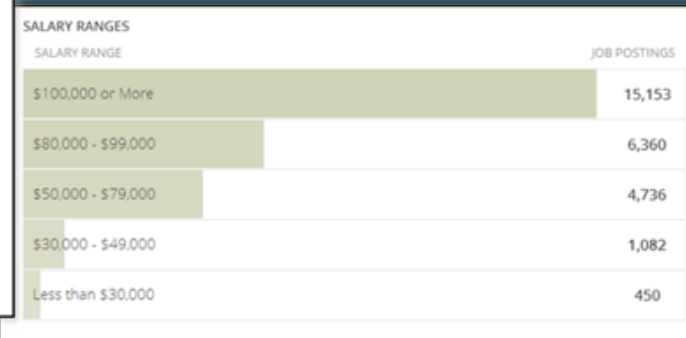
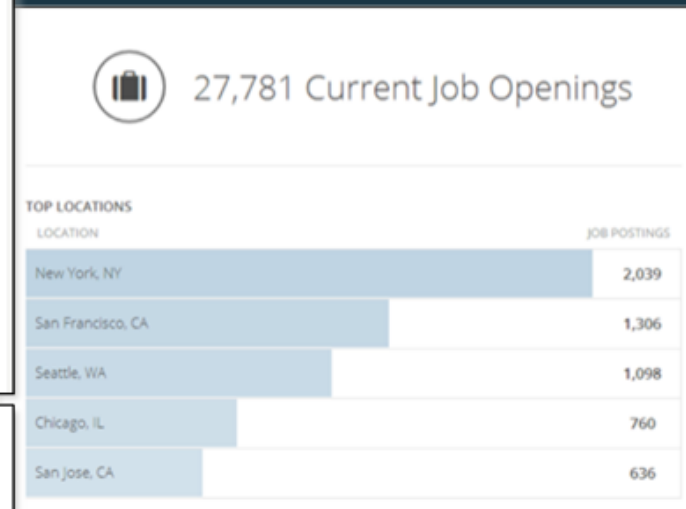
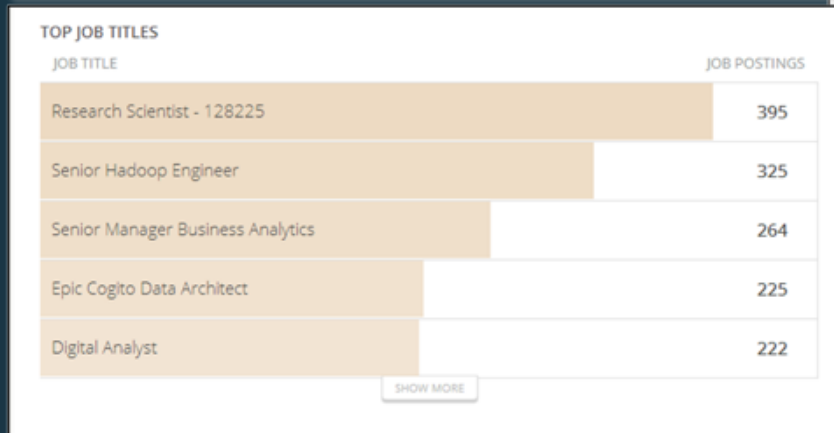
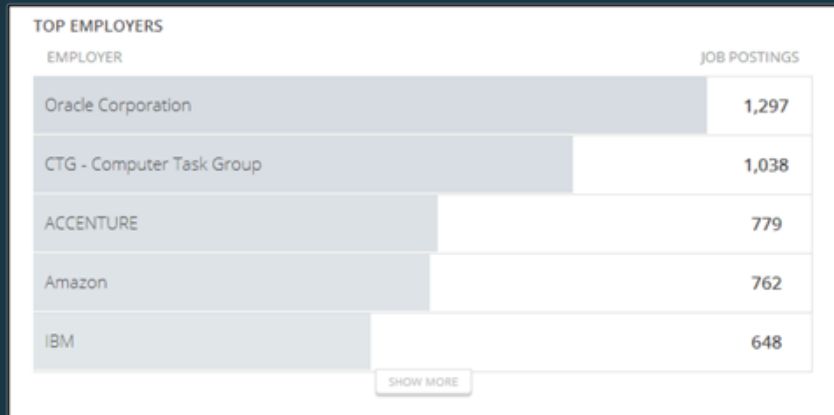
Recommended next steps

- [→ IBM Certified Application Developer Cloud Platform - v2](#)
- [→ IBM Certified Advanced Application Developer Cloud Platform - v1](#)

[↔ View additional information](#)

Employment

Every badge links to real-time job postings






Questions?

David Leaser

david_leser@us.ibm.com

@david_leser

Thank You 



Modern Employment and Digital Credentials


How Digital Credentials are solving key business problems in hiring, team creation and talent development

Moderator: Peter Janzow, Pearson

Panelists: Riaz Shah, EY

Mikki Draggoo, City & Guilds Group

David Leaser, IBM



Modern Employment and Digital Credentials

Lunch Break



Modern Employment and Digital Credentials

Employability Skills for Higher Education

Patrina Law, Open University

Doug Cole, Higher Education Academy



**FORMAL CREDENTIALS
ARE NO LONGER ENOUGH**



OLD SCHOOL
CREDENTIALS



NEW SCHOOL
CREDENTIALS

Issues facing employers



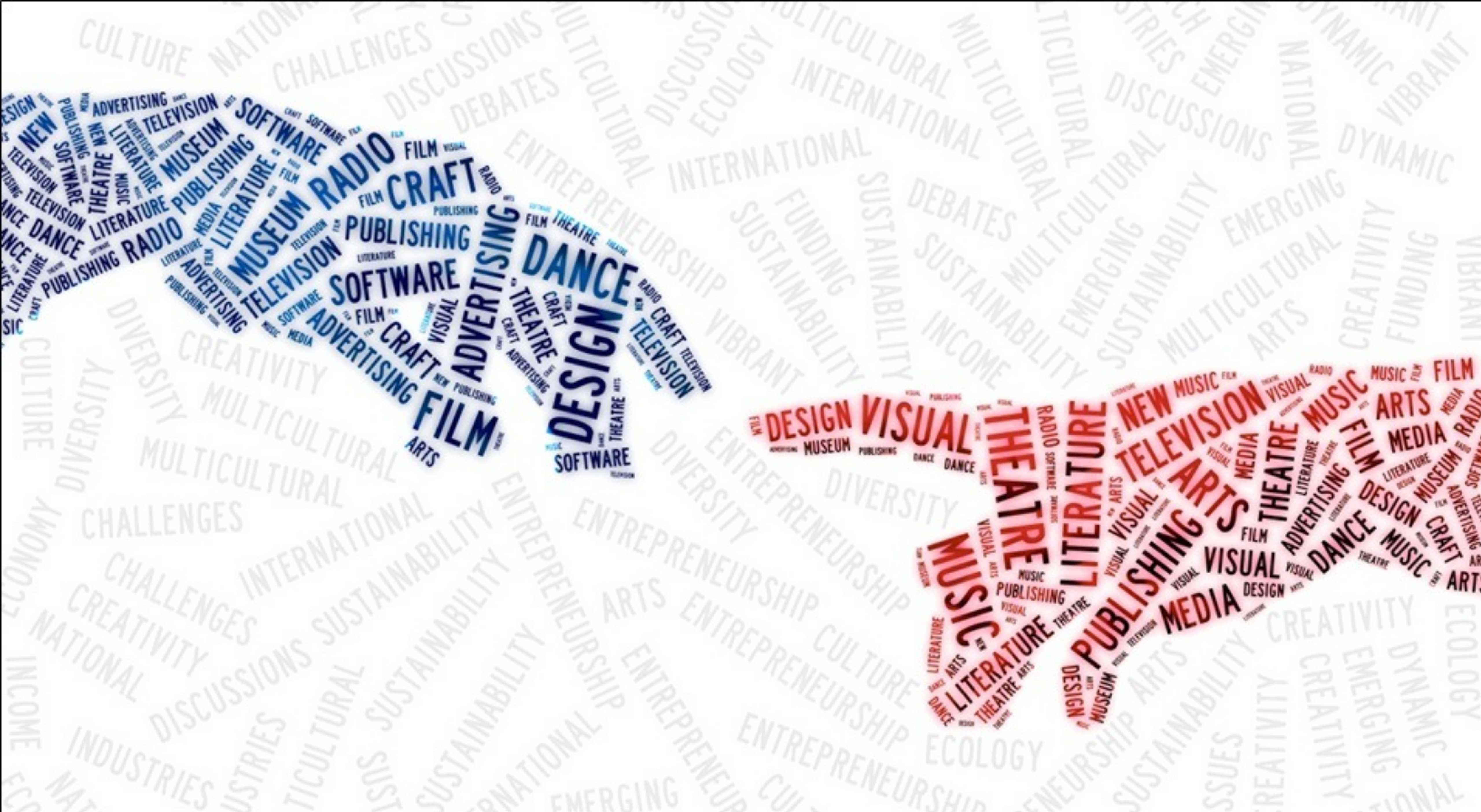


Image source: ASEF Creative Economy www.asef.org/projects/themes/culture/3095-asef-creative-economy

Employers' requirements

Most important factors considered when recruiting graduates:

- Attitudes and aptitudes (87%)
- Relevant work experience/industrial placement (67%)
- Degree subject (65%)
- Degree result (55%)
- University they attend (13%)

CIBI

A 29% increase since 2016 in graduate intakes...

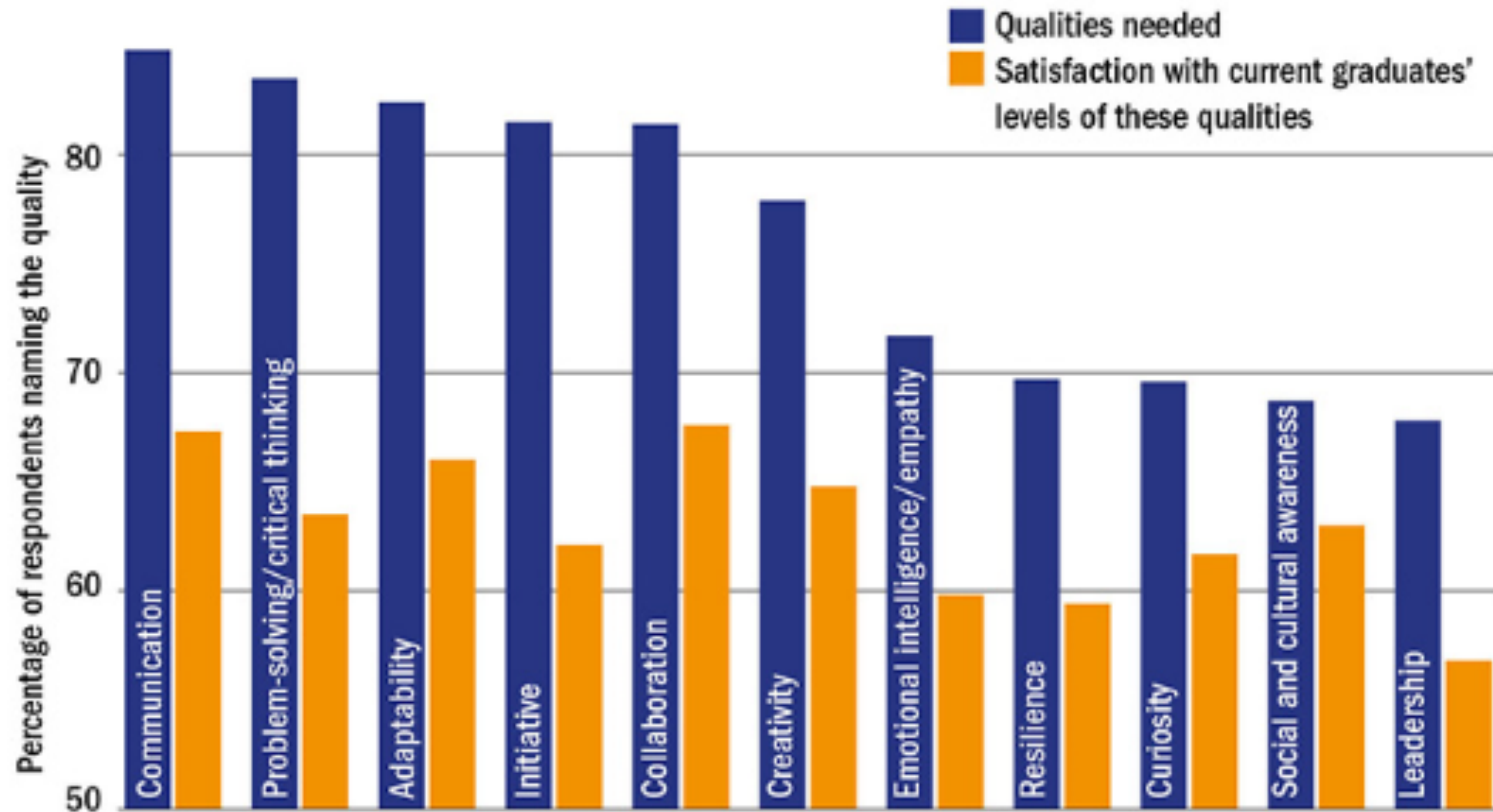
Employers' requirements

An increasing the demand for:

- Leadership and management skills
- Self-management / resilience
- Cultural awareness
- Team working
- Business and customer awareness
- Problem solving
- Communication skills

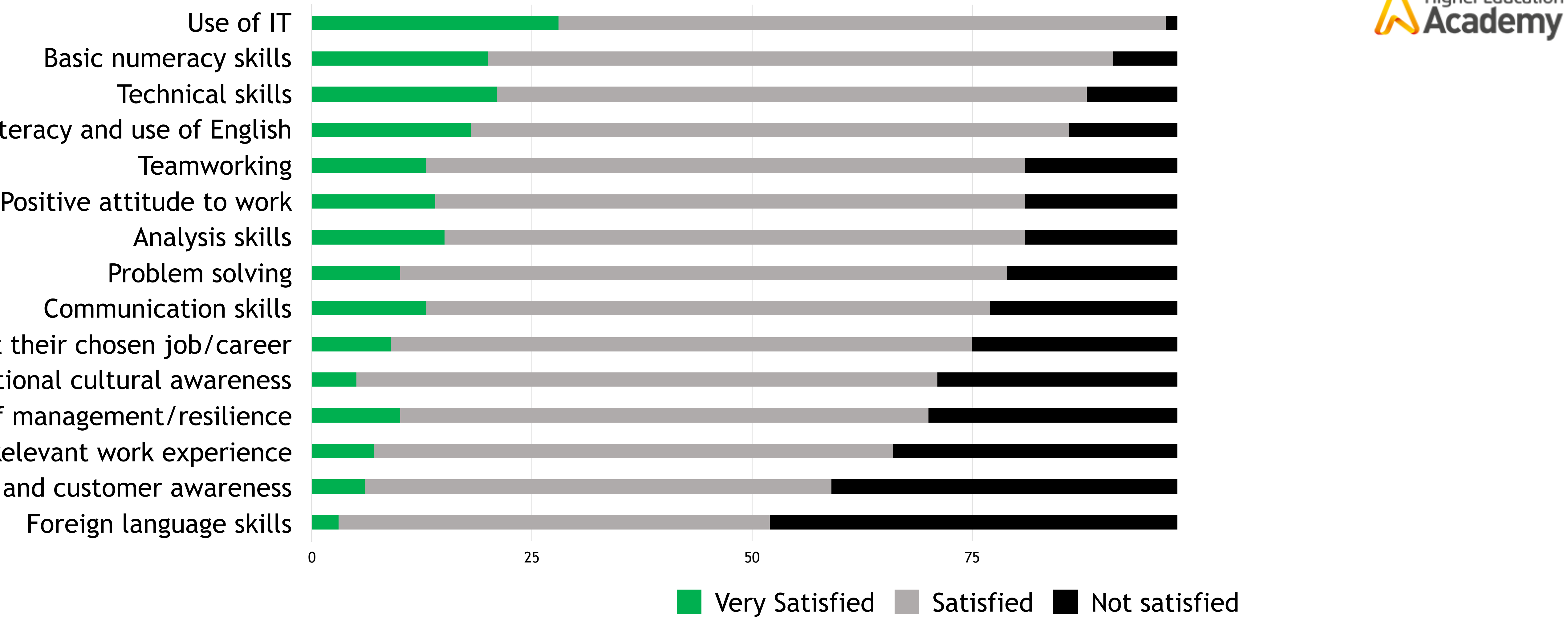
CIBI

Wish list: skills that graduates need most for the digital age



Source: The Times Higher Education: The Global University Employability Ranking. Nov 2017
www.timeshighereducation.com/features/which-countries-and-universities-produce-most-employable-graduates

Employer satisfaction with graduate skills



The Telegraph



Number of poor students dropping out of university at highest level in five years



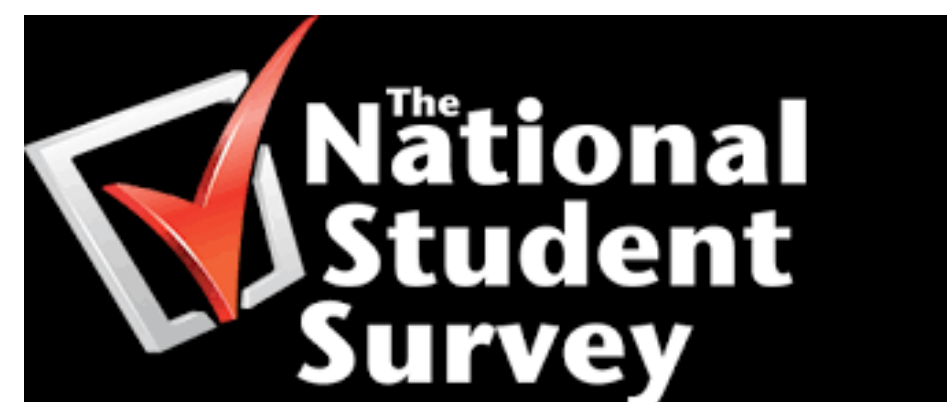
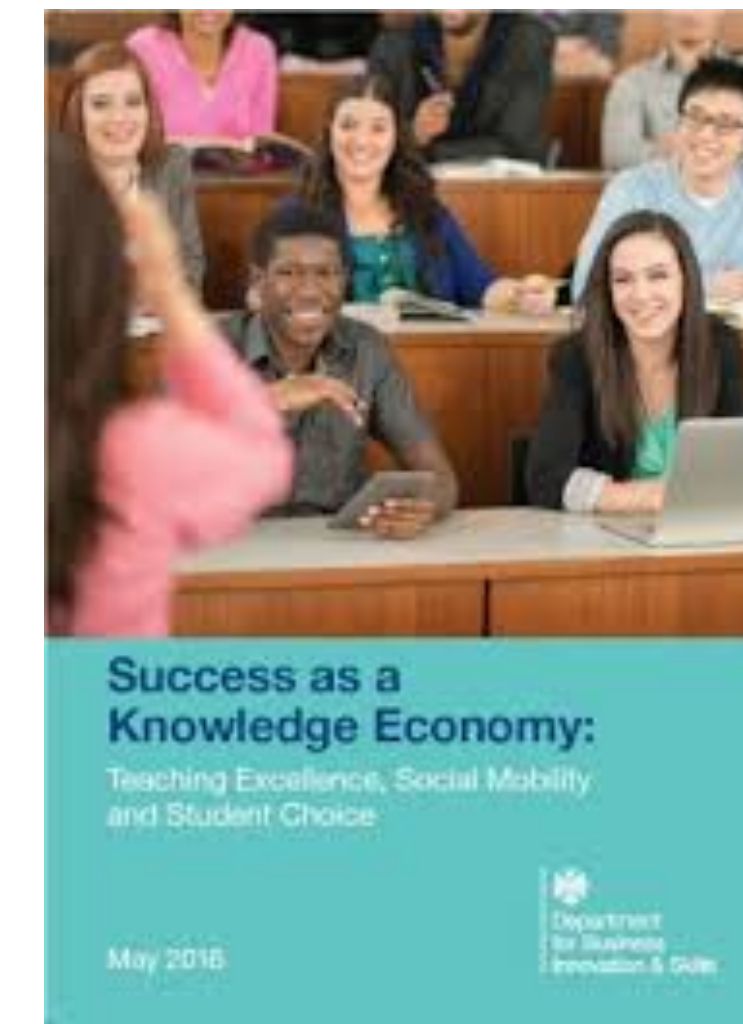
Dropout rate for young UK students rises again

Hesa data show non-continuation rate for disadvantaged students is rising faster

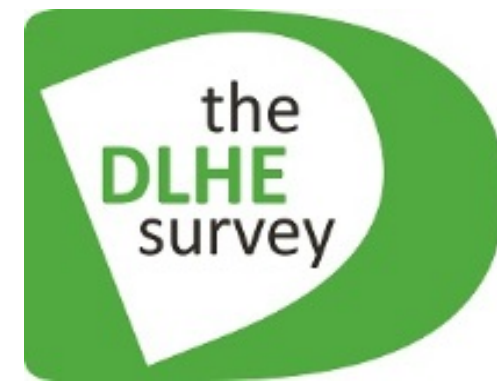
**ARE WE ALL SPEAKING
THE SAME LANGUAGE?**

UK - The Teaching Excellence and Student Outcomes Framework

- ‘Focus on teaching’
- ‘Employability’, ‘Job readiness’, ‘Skills’
- ‘Widening participation’
- ‘Assessment and feedback’



Are we all speaking the same language?



Graduate Outcomes



research practice

Employability: what it isn't

- Common misconceptions/assumptions = Resistance to engage
- *Employment or Employability?* - employment is about securing a job, employability is about a life long career and more broadly who you are as an individual
- Employability encompasses: knowledge, skills, values, attitude, behaviours and experience

- Dacre Pool and Sewell (2007) raise concern about employability being linked to just securing a job or to developing individual skills.
- ‘...employability goes well beyond the simplistic notion of key skills, and is evidenced in the application of a mix of personal qualities and beliefs, understandings, skillful practices and the ability to reflect productively on experience’. (Higher Education Academy Online)



Where are we now?

- Employer engagement
 - Work placements / Internships
 - Career Management e.g. CV advice, cover letter/interview preparation, self-awareness
 - Live projects and briefs
 - Industry consulted on course design
 - Guest lectures and industry panels
 - Alumni networks and partnerships
- **What is the rationale that underpins all this work?**
 - **What are the learning outcomes?**
 - **Research informed? What is missing?**
 - **How do we engage all staff? Consistency?**



A FRAMEWORK FOR EMPLOYABILITY IN HE

What is the purpose of an employability framework?

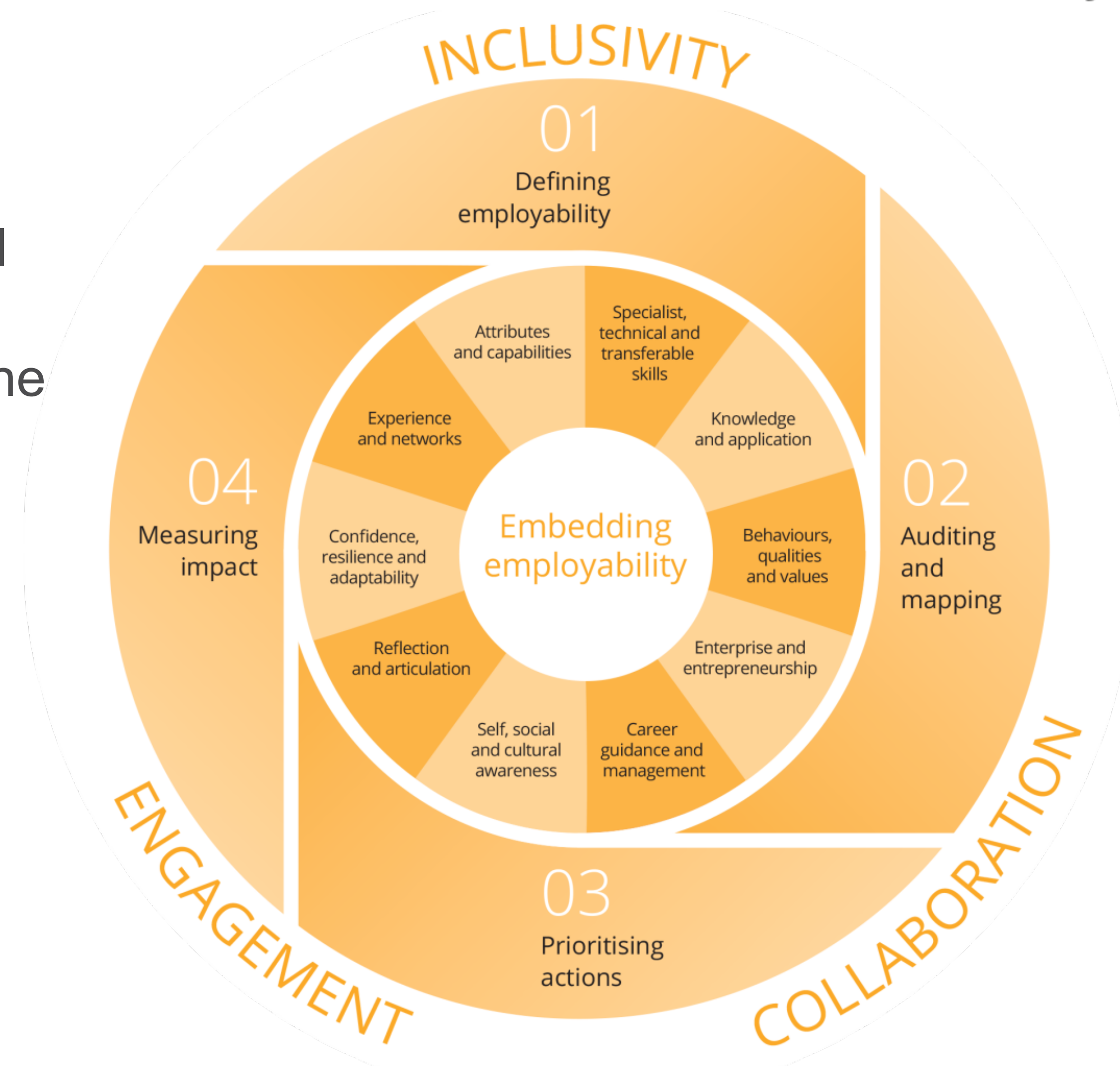
- Finding common ground: adopting a systematic and unified approach at an institutional level
- Ensuring this work is a feature of learning and teaching
- Engaging staff, students and industry
- Defining what we need to do and how we will do it
- Becoming more explicit as teams and with students

- Aligns with the work by:
 - Prof Geoff Scott on ‘flipping the curriculum’
 - John Biggs’ concept of [‘constructive alignment’](#)
 - Prof Romy Lawson in her OLT work on [‘curriculum design for assuring learning’](#)

HEA Embedding Employability in Higher Education Framework

Key considerations

- Bringing staff, industry and students together to own and shape this work at a programme level
- Providing a consistent methodology at an institutional level
- Supporting both curriculum design and planning for the broader extra curricular offer
- Supporting the design of assessment practices
- Impacting on the student experience / retention and attainment
- **Identifying areas of work where we need digital credentials**





A FRAMEWORK IN ACTION

The Open University's framework

Core skills & competencies	Personal attributes & behaviours	External awareness
Problem solving	Initiative	Business / sector awareness
Communication	Self-mgt / resilience	Global citizenship
Teamwork	Self-awareness / confidence	
Numeracy		
Digital literacy		

Delivery incorporates open badges

Core skills & competencies	Personal attributes & behaviours	External awareness
Problem solving	Initiative	Business awareness
Communication	Self-mgt / resilience	Global citizen
Teamwork	Self-awareness / confidence	
Numeracy		
Digital literacy		

Co-curricular

Assessed online 'soft skills', perpetually open courses, badged:

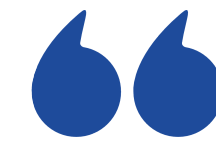


- Understand...
- Describe...
- Recognise...
- Define...



In the curriculum

Delivered by year / level, subject / qualification specific:



- Engage with...
- Demonstrate...
- Reflect on...
- Produce...





Dive in and start learning

Everything on the multi-award winning OpenLearn is free to everyone!

Search over 1000 free courses, interactives, videos and more...



www.open.edu/openlearn



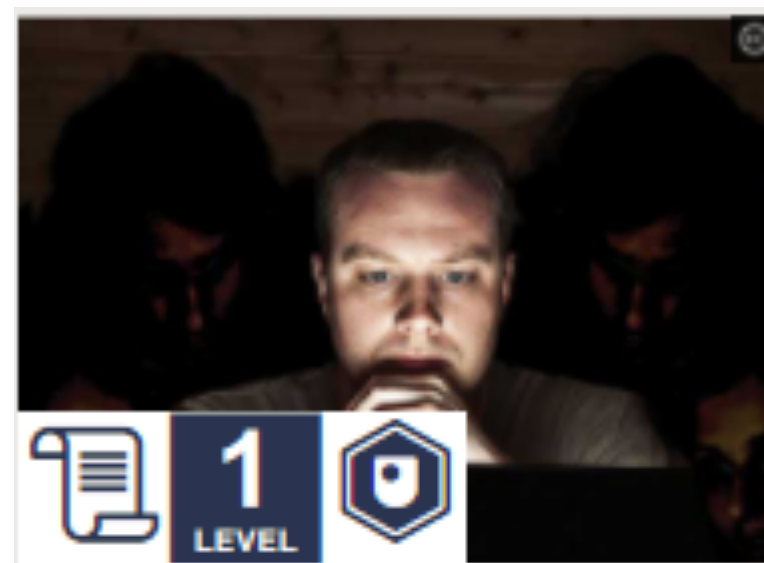
Money and finance

Improve your finance skills with our first class resources.



Project planning

Learn how to manage and plan projects through to completion.



1 LEVEL

Skills for work

Introduction to cyber security: stay safe online

This free course, Introduction to cyber security: stay safe online, will help you to understand online security and start to protect your digital life, whether at home...

Free course 24 hrs



1 LEVEL

Skills for work

Managing my money for young adults

This free course, Managing my money for young adults, will help you start to think about managing your finances. You will learn how to budget effectively, and will...

Free course 24 hrs



1 LEVEL

Skills for work

Leadership and followership

This free course, Leadership and followership, will help you to explore what makes a good leader, recognise common leadership challenges, and identify the...

Free course 24 hrs



Digital

Learn the vital skills needed to be highly valued by employers.



Communication

Learn how to get your point across and key communication skills you should using in the workplace.



1 LEVEL

Skills for work

Succeed in the workplace

Do you want to change jobs, are you just starting in the job market or may be returning after a break? If so, then this free course, Succeed in the workplace...

Free course 24 hrs



1 LEVEL

Skills for work

Understanding your sector

This free course, Understanding your sector, will help you to understand the difference between sectors, industries and professions. It will also help you to...

Free course 24 hrs



3 LEVEL

Skills for work

Returning to STEM

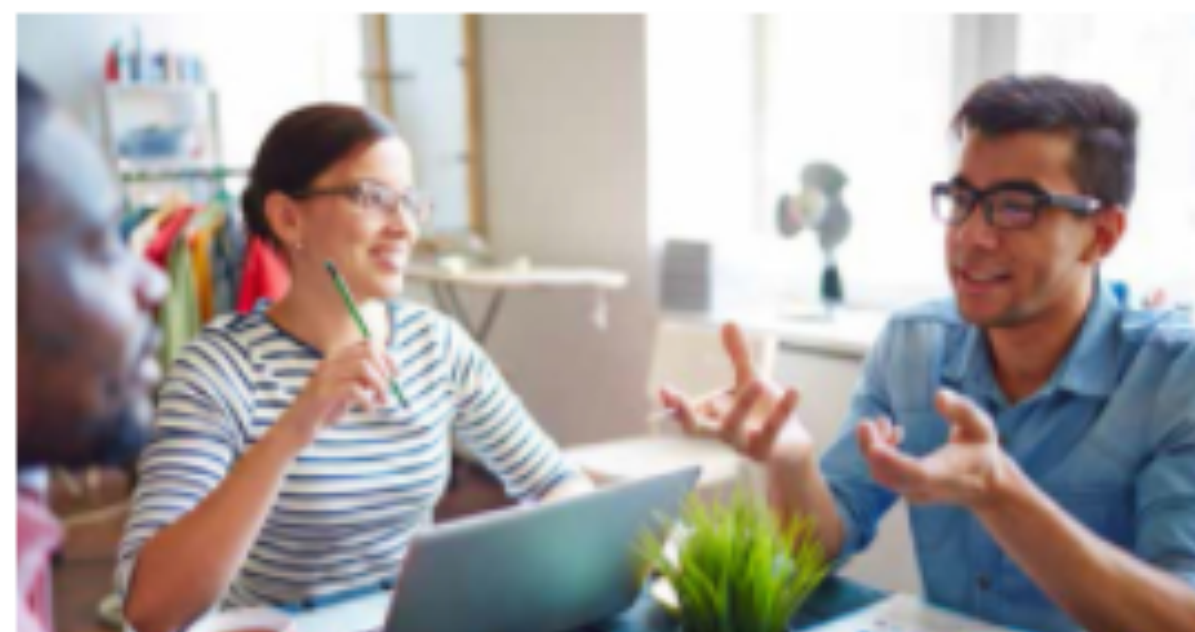
This free badged course, Returning to STEM, offers useful skills and solutions to help you get back into a career in science, technology, engineering or...

Free course 24 hrs



Career


What are the top 10 skills that employers want? Our free learning resources can help you get ahead.



Leadership and management

Learn how to innovate, think critically and problem solve. Skills that are valued by employers.


Free course
Succeed in the workplace

 Free statement
of participation
on completion

You're on this free course ✓



Free course
Developing career resilience

 Free statement
of participation
on completion

You're on this free course ✓

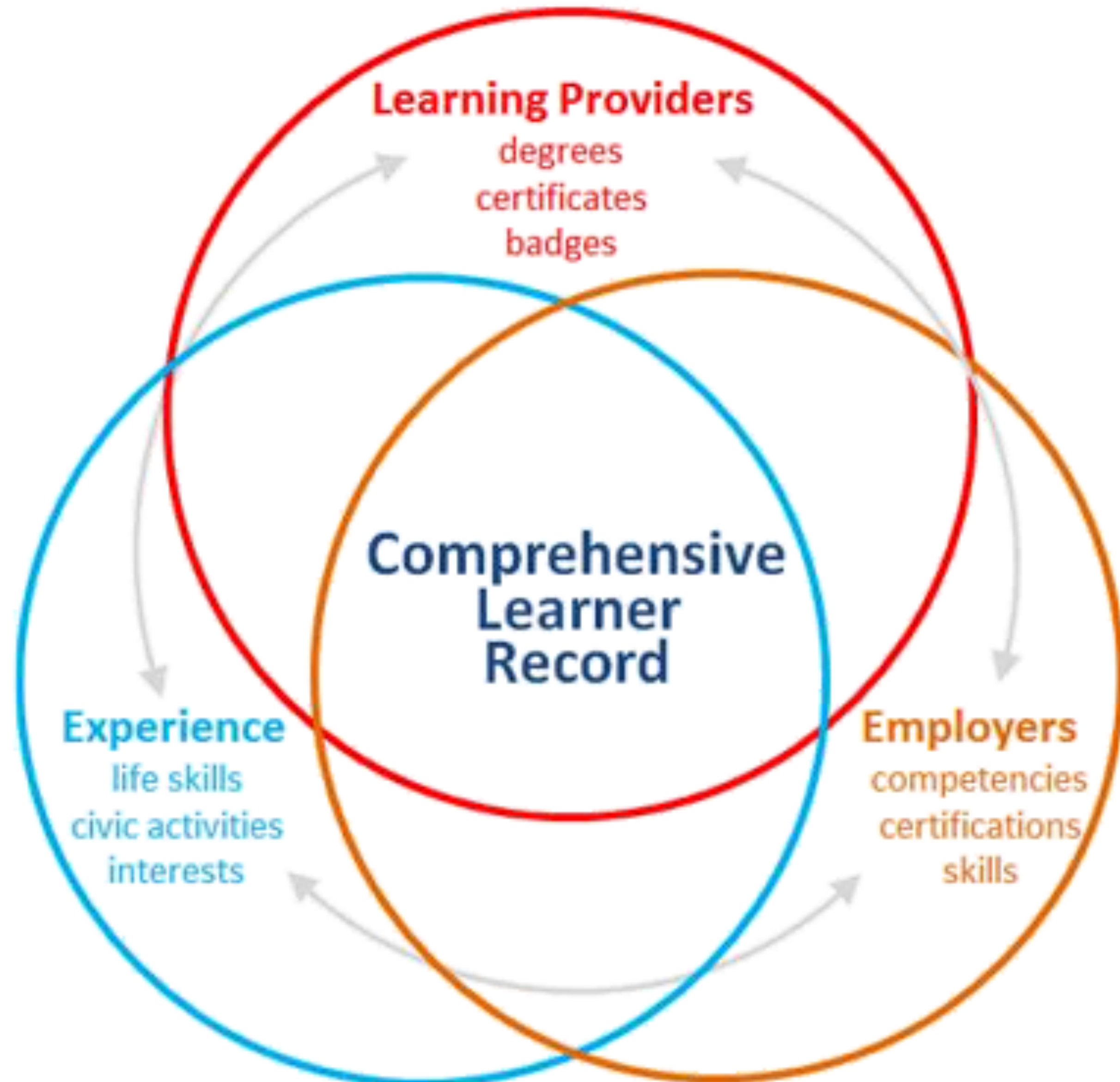


- Uptake by OU students for top 18 employability courses in 6 months = 13,000
- Badged Courses in particular are popular with students
- These two courses have seen 5,500 enrolments Mar-Oct 2017




THE FUTURE?

Badges as part of a digital learning record



Source: IMS Global Learning Consortium

Student Academic Summary



Name: _____
 Personal Identifier: _____
 Date created: 6 June 2017


This is a summary of your modules and qualifications as recorded on the StudentHome website. It shows all your successfully completed modules as well as those you are currently studying and the qualifications you have counted them towards.

Completed modules						
Year	Module	Title	Level	Credits	ECTS	Result
2008	Y156	Understanding children	1	10	5.00	Achieved
2008	DB123	You and your money: personal finance in context	1	30	15.00	Pass
2009	M150	Data, computing and information	1	30	15.00	Pass
2009	DD121	An intro to the social sciences: understanding social change part 1	1	30	15.00	Pass
2009	E131	Introduction to working with young people	1	30	15.00	Pass
2010	SDK228	The science of the mind: investigating mental health	2	30	15.00	Grade 4 pass
2010	A251	World archaeology	2	30	15.00	Grade 3 pass
2011	D240	Counselling: exploring fear and sadness	2	30	15.00	Grade 3 pass
2012	K260	Death and dying	2	30	15.00	Grade 3 pass
2013	DD305	Personal lives and social policy	3	60	30.00	Grade 4 pass
2014	EK313	Issues in research with children and young people	3	60	30.00	Grade 3 pass

Completed qualifications	
Certificate of Higher Education Open	
Awarded:	31 December 2010
Modules:	Y156 Understanding children (2008) DB123 You and your money: personal finance in context (2008) M150 Data, computing and information (2009) DD121 An intro to the social sciences: understanding social change part 1 (2009) E131 Introduction to working with young people (2009)
Diploma of Higher Education Open	
Awarded:	31 December 2012
Modules:	Y156 Understanding children (2008) DB123 You and your money: personal finance in context (2008) M150 Data, computing and information (2009) DD121 An intro to the social sciences: understanding social change part 1 (2009)

POINTS FOR REFLECTION

- How can digital credentials support a curricular and co-curricular offer in employability?
- How do we ensure staff and students understand the purpose of digital credentials?
- How might digital credentials be of value throughout the entire student journey?
- Could we all use the HEA's Framework as a roadmap for this work?



Modern Employment and Digital Credentials

Skills without borders

Prof Ilona Buchem, Beuth University

Skills without borders

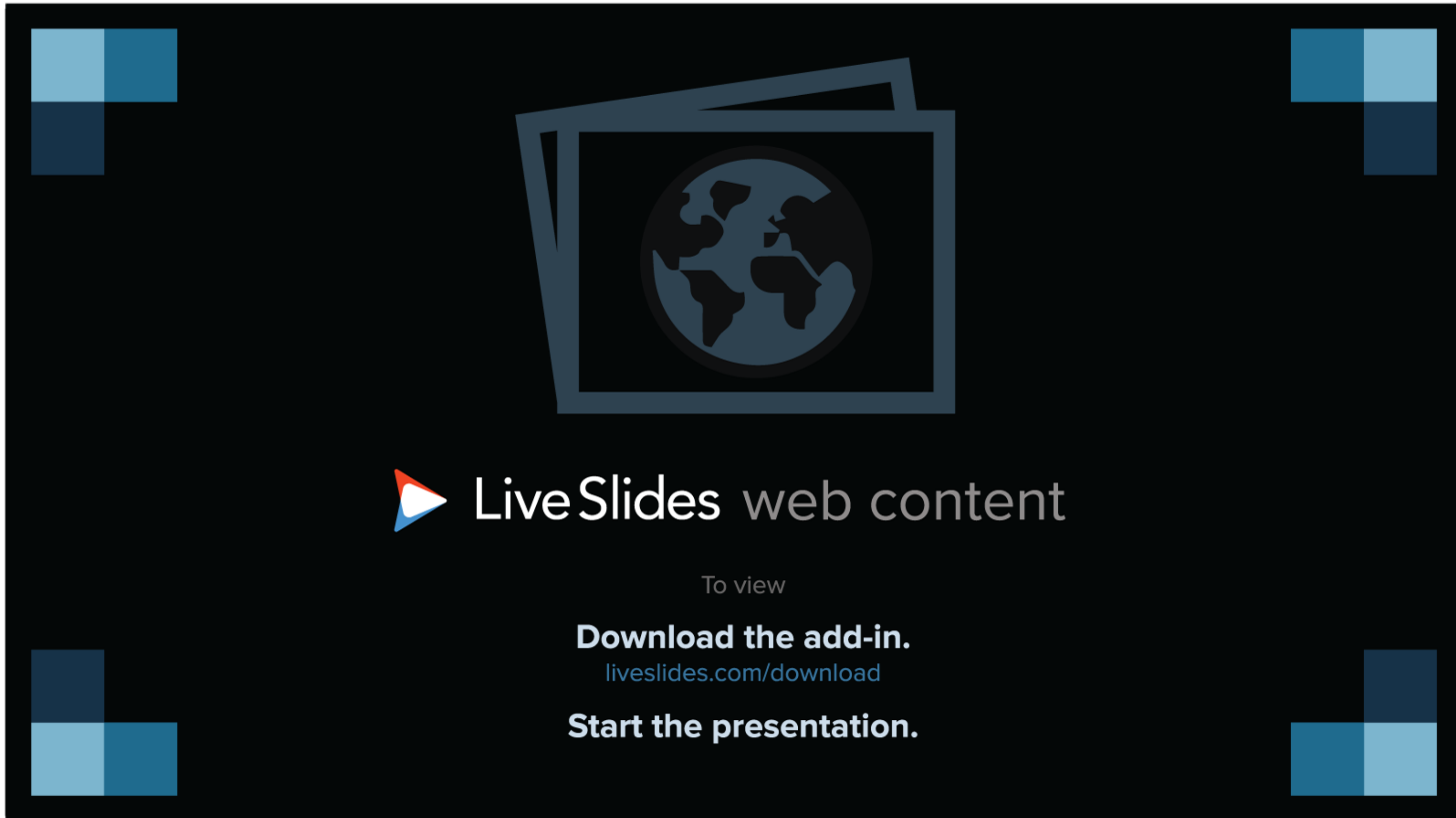


Ilona Buchem
Professor for Communication & Media
Beuth University of Applied Sciences Berlin

IMS Global Learning Consortium
Open Badges Summit
London, 1 December 2017

<https://www.imsglobal.org/event/open-badges-summit-2017>

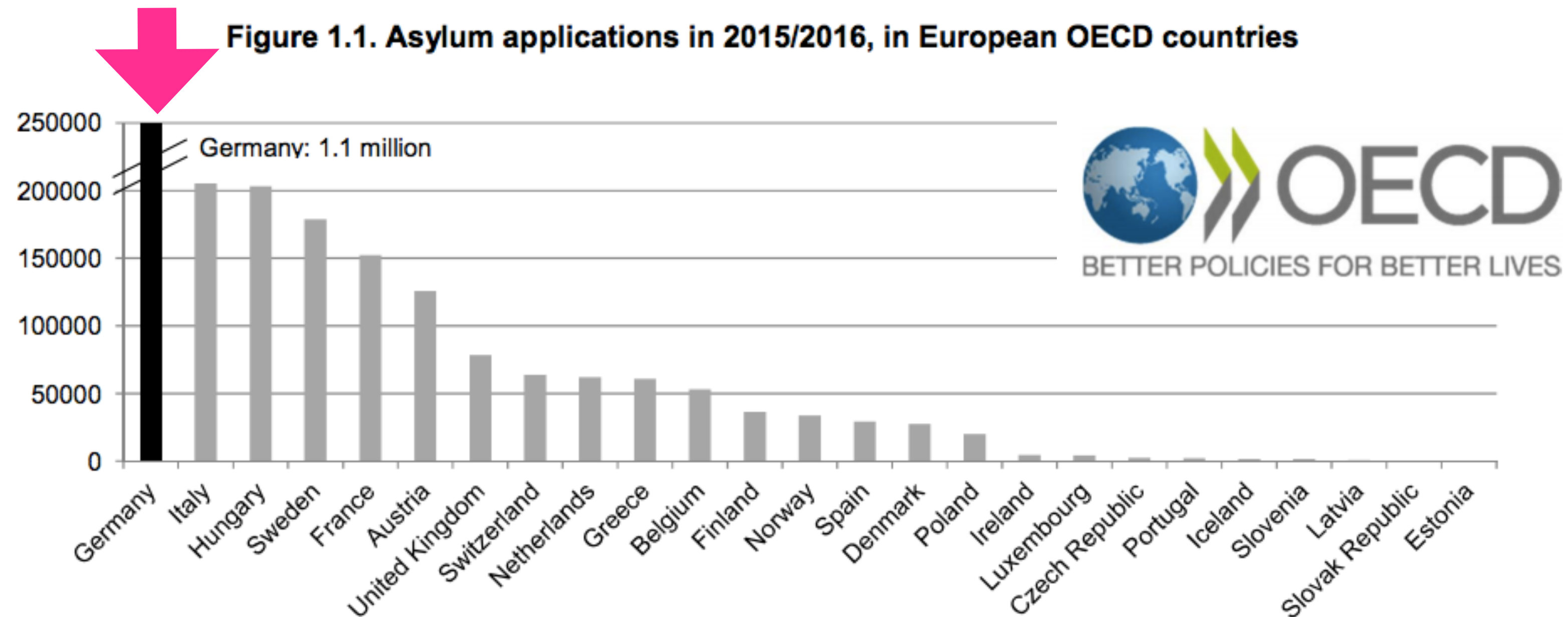
World on the move

The image is a dark-themed advertisement for LiveSlides. At the top center, there is a stylized icon of a stack of three slides, with the top slide showing a globe. Below this icon, the text 'LiveSlides web content' is displayed in a light blue font, preceded by a small play button icon. Underneath, the text 'To view' is written in a smaller font. The main call to action consists of two lines: 'Download the add-in.' followed by the URL 'liveslides.com/download' in a light blue color, and 'Start the presentation.' in a bold white font. The advertisement is framed by four decorative corner elements, each consisting of two overlapping squares in shades of blue and dark blue.

Migration is a fact of life in the globalised world. It plays a critical role in the **economic growth** and counteracting **labour market shortages** in receiving countries.

Flow of migrants

In 2015 and 2016, according to the latest estimates of pre-registrations for asylum by the Federal Ministry of the Interior, almost 1.2 million persons arrived in Germany with the intention of asking for asylum. This is the largest inflow ever registered since World War II in an OECD country, except Turkey (Figure 1.1).¹



<https://www.oecd.org/els/mig/Finding-their-Way-Germany.pdf>

Social capital



There are many difficulties in **exploiting the social capital**, e. g. **degrees, certificates** and **professional experience** (differences in education systems, recognition of foreign degrees and qualifications).

Skilled workers

Federal Ministry for Economic Affairs and Energy
Federal Ministry of Labour and Social Affairs
Bundesagentur für Arbeit

Which occupations are in demand

In some industries, jobs and regions in Germany, there is a shortage of qualified professionals. More especially, qualified technical workers, such as engineers and IT specialists, as well as health specialists, are in short supply. We show you what your chances are of finding a job in each of the different professional fields.



Recommend Tweet +1 XING Pin it Share kontakte одноклассники

Sought after: good doctors

German's health market could do with another 5,000 doctors. Both clinics and doctors' surgeries are finding it difficult to find successors. [more](#)



Wanted: innovative engineers

There are vacancies in many technology-driven companies in Germany. Right at the top of the wish list of many businesses are specialised mechanical and automotive engineers, as well as electrical engineers. [more](#)



Urgently needed: experts in technology, IT, and science

Numerous developments in the natural sciences, IT, mathematics and

In demand: Experts with vocational qualifications

If you are a professional with vocational qualifications, you will not require a university degree to work in Germany. For EU citizens with vocational qualifications that are



Make it in Germany

Enter search term DE EN ES FR Additional languages

Living Training & Learning About the portal



<http://www.make-it-in-germany.com/en/for-qualified-professionals/working/demanded-professions>

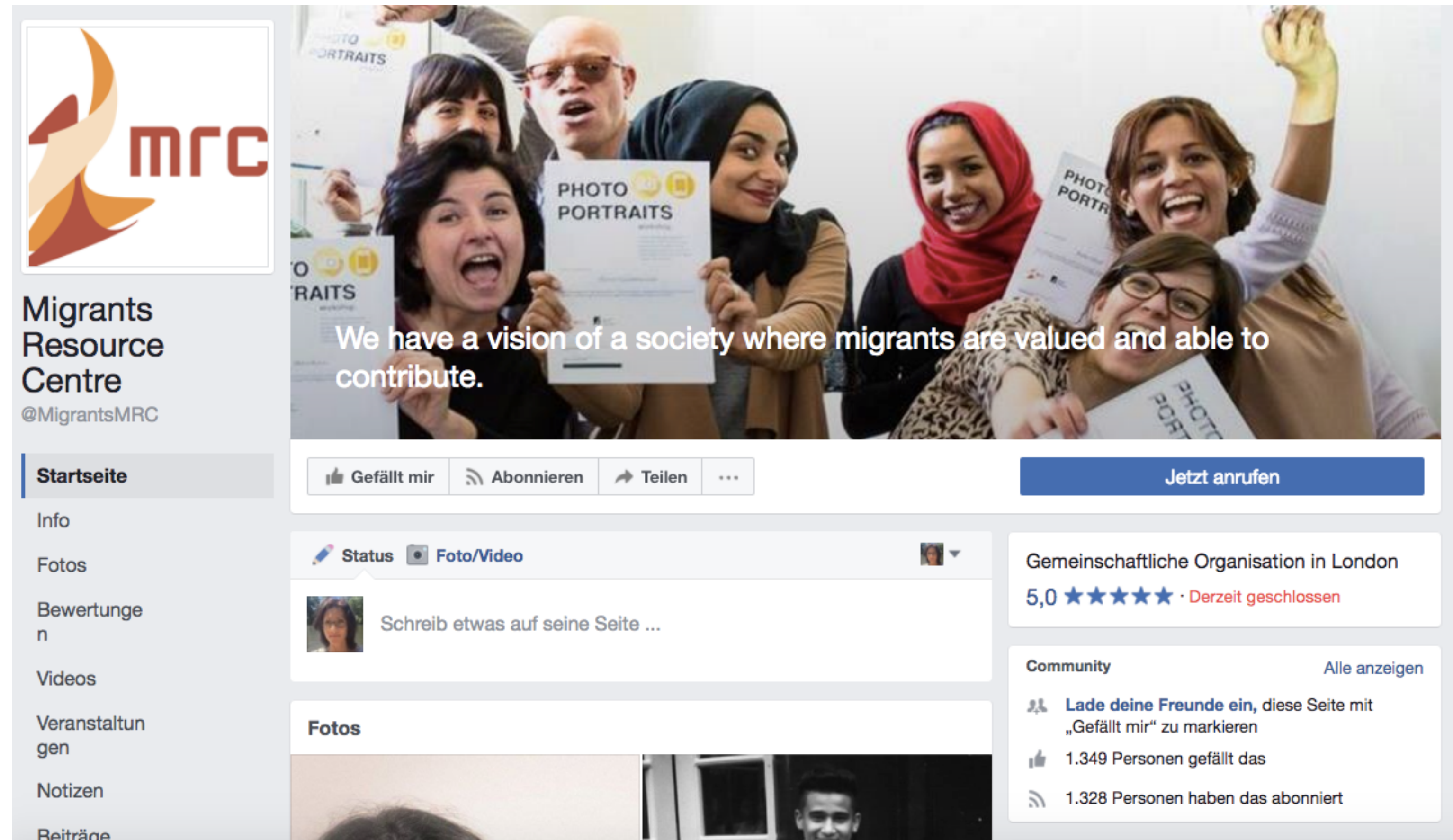
Studies in Germany show that **shortages of skilled workers** will broadly affect economy starting in 2020 due to **population ageing** and a **shrinking labour**.

Employment challenges

- **Unemployment** in Germany is **twice as high** among people who have migration background compared to those who do not.
- Many migrants hold **professional degrees** and **valuable skills** and yet have problems finding adequate employment – the problem of “**brain waste**”.
- Migrant academics (including refugees) are often faced with (a) **unemployment** (no job), (b) **underemployment** (under-utilisation of qualifications), or (c) **precarious work** (poorly paid, insecure and/or unprotected jobs).



Connected migrants



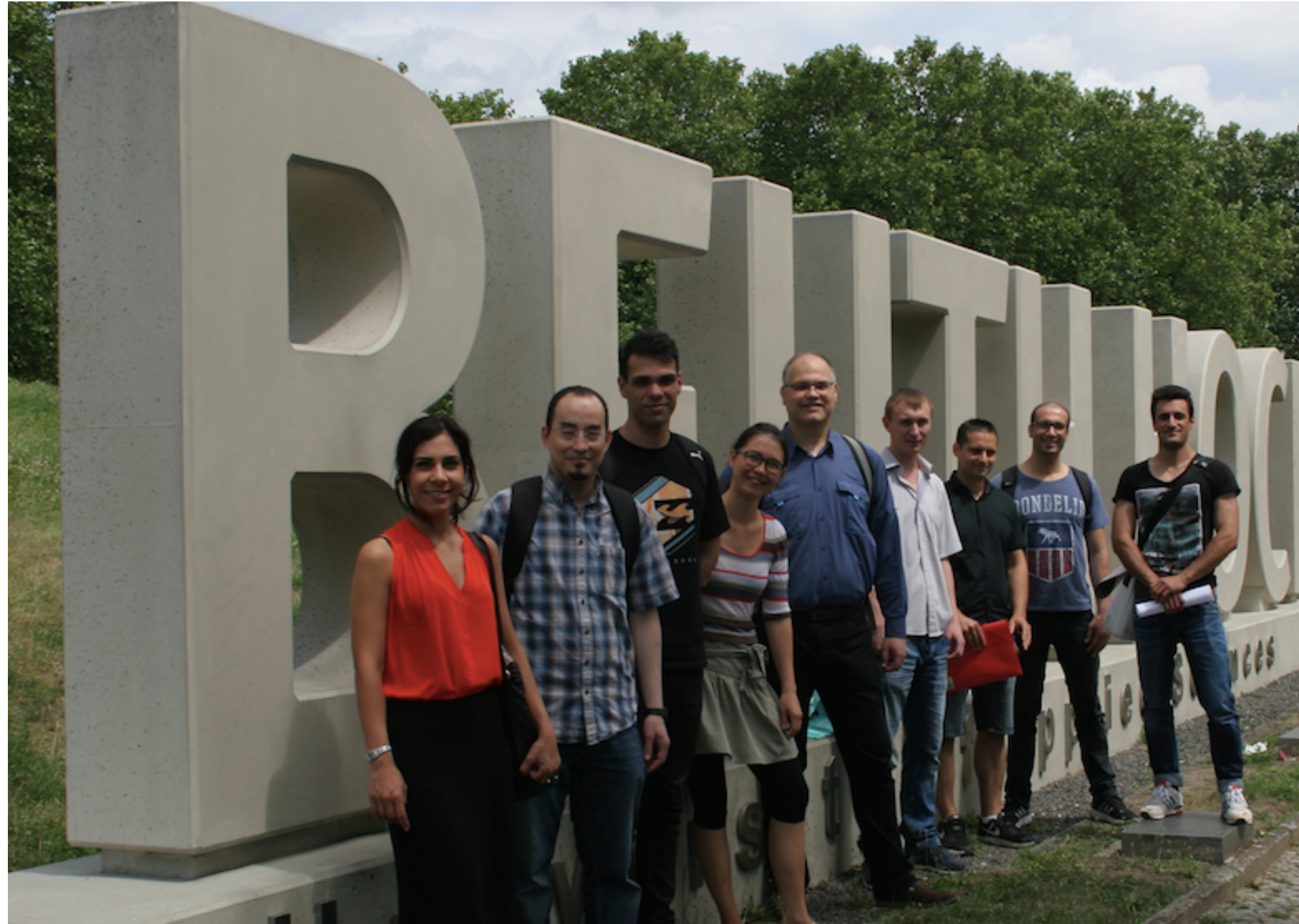
Social media are used by migrants to learn how to search for jobs, where to find jobs and how to apply for jobs.

BeuthBonus Program



BeuthBonus program was developed to **help migrant academics improve employment situation**, especially finding long-term employment adequate to the individual qualification field and level.

Integration & qualification



The BeuthBonus program (2015 – 2018) has been funded as part of the German federal program **“Integration through Qualification”** by the German Federal Ministry of Research, and Education, the German Federal Ministry of Labour and Social Affairs and the German Federal Employment Agency.

BeuthBonus participants



PARTICIPANTS

MIGRANT GRADUATES WITH TECHNICAL DEGREES

Number of participants
(from 2015 until 2017)

n = 49 (20 female, 29 male), 61 applications

Academic background

20 degrees: BA (28%), MA (18%), PhD (7%)

Age (24 - 59 years old)

30-39 (54%), 40-49 (21%), 20-29 (21%) years old

Countries of origin
(altogether 27 countries)

Syria, Iran, Tunesia, Ukraine, Spain, Afghanistan,
Greece, Russia, Greece, Italy, Albania, India

Diagnostic tools

The screenshot shows the ProfilPASS website homepage. At the top, there is a navigation bar with links: ProfilPASS Online: (selected), PP-Home, PPJ-Home, Infos für Jugendliche, eProfilPASS, and Forum. Below this is a blue header with the ProfilPASS logo and the tagline 'Stärken kennen – Stärken nutzen'. On the right side of the header, there are three buttons: 'Nutzer/innen' (highlighted in orange), 'Berater/Innen', and 'Unternehmen'. The main content area features a large image of a smiling woman on the left. To her right, there is a quote: 'Ich bin eigentlich OP-Schwester und wollte mich nach 15 Jahren Berufspraxis ganz neu orientieren. Dabei hat mir der ProfilPASS völlig neue Perspektiven eröffnet.' followed by 'Mail aus Osnabrück'. On the far right, there are three smaller portrait photos of different people. Below this section, there is a 'Für Nutzer/innen' section with a list of links: 'Ziele & Nutzen', 'Das ProfilPASS-System', 'Berater/innen in Ihrer Nähe', 'Stimmen zum ProfilPASS', 'Download', and 'Bestellen'. To the right of this list are three boxes: 'Kurs- & Beratungsangebote' with a map of Germany, 'ProfilPASS System' with an image of the system box, and 'eProfilPASS' with the text 'Hier finden Sie den eProfilPASS' and a blue arrow icon.

<http://www.profilpass-online.de/>

Communicating skills



“(Open Badges) have the potential for greater, extended use for individuals in multiple learning environments to create **skill and knowledge portraits** more comprehensive than a single letter grade or certificate can capture.”

Sullivan, 2013

BeuthBonus academy



Badge Library

Academies



Profile

My Academy

Notifications

People

Settings

Logout

Support & Packages

More Information

BeuthBonus

Qualification program in IQ Network Berlin



BEUTH HOCHSCHULE FÜR TECHNIK BERLIN
University of Applied Sciences

Welcome to the BeuthBonus Academy.

BeuthBonus is a qualification program for migrant academics with higher education degrees who strive for qualified jobs in the IT sector. The program is offered by Beuth University of Applied Sciences in Berlin, Germany.

BeuthBonus aims at enhancing **employability and work opportunities of migrant graduates in IT fields**. BeuthBonus Badges are issued as digital micro-credentials to participants who can successfully demonstrate key competencies such as German language, intercultural, team, management and leadership competencies.


BeuthBonus is part of the German federal program Integration through Qualification (IQ Network), which aims at improving employment opportunities for migrants in Germany.

For more information please visit the BeuthBonus website: <http://beuthbonus.beuth-hochschule.de> and the website of the IQ Network: <http://www.netzwerk-iq.de/>

Contact person:
Prof. Dr. Ilona Buchem, program director: buchem@beuth-hochschule.de



BeuthBonus badges



Badge Library
Academies

Login



Leadership Skills – Level 3



Leadership Skills – Level 2



Leadership Skills – Level 1



Teamwork Skills – Level 3



Teamwork Skills – Level 2



Teamwork Skills – Level 1



Information Management Skills – Level 3



Information Management Skills – Level 2



Information Management Skills – Level 1



German Language Skills – Level 3



German Language Skills – Level 2



German Language Skills – Level 1



Intercultural Skills – Level 3



Intercultural Skills – Level 2



Intercultural Skills – Level 1





198 badges issued!

What do participants say?

83%

Open Badges are useful instruments for enhancing online reputation in Social Media and digital job applications

66%

Open Badges recognise my skills in an appropriate way and are designed in an appealing way

66%

Open Badges are helpful to make potential employers pay attention more to my online profiles

The results are based on a survey of the BeuthBonus participants in 2017.

Online Recruiting



“Highly-skilled candidates with technical skills tend to be frequently approached by recruiters through Social Media.” (Kelly Workforce Index, 2013)



BeuthBonus results

	BEFORE	AFTER
Employment	7%	75%
Digital CV	0%	72%
Online profile	8%	86%
Social network	small and narrow	larger and broader
Self-esteem	lower: German labour market and own skills	higher: aware of own professional identity

75% participants found employment already during the program or shortly after (possibly more in a long-term perspective).

Crossing boundaries

memberships



disposition



skills



knowledge



Open Badges help piece together skills from formal, non-formal and informal learning, work skills and professional experience in a more holistic manner.

Open Badges as Boundary Objects



“

Boundary objects are objects which are both **plastic** enough to adapt to local needs and constraints of the several parties employing them, yet **robust** enough to maintain a common identity across sites. (...) They have **different** meanings in different social worlds but their structure is **common** enough to more than one world to make them recognisable, a means of translation.

”

Star & Griesemer (1989)

<http://www.icesi.edu.co/blogs/zoogestion/files/2014/10/StarGriesemer-BoundaryObjects-SSS.pdf>



Open Badge Network Erasmus+ (2014 - 2017)



Home

About us ▾

News & Events ▾

Resources ▾

Outputs ▾

Join us ▾

MOOC ▾

Welcome to the Open Badge Network

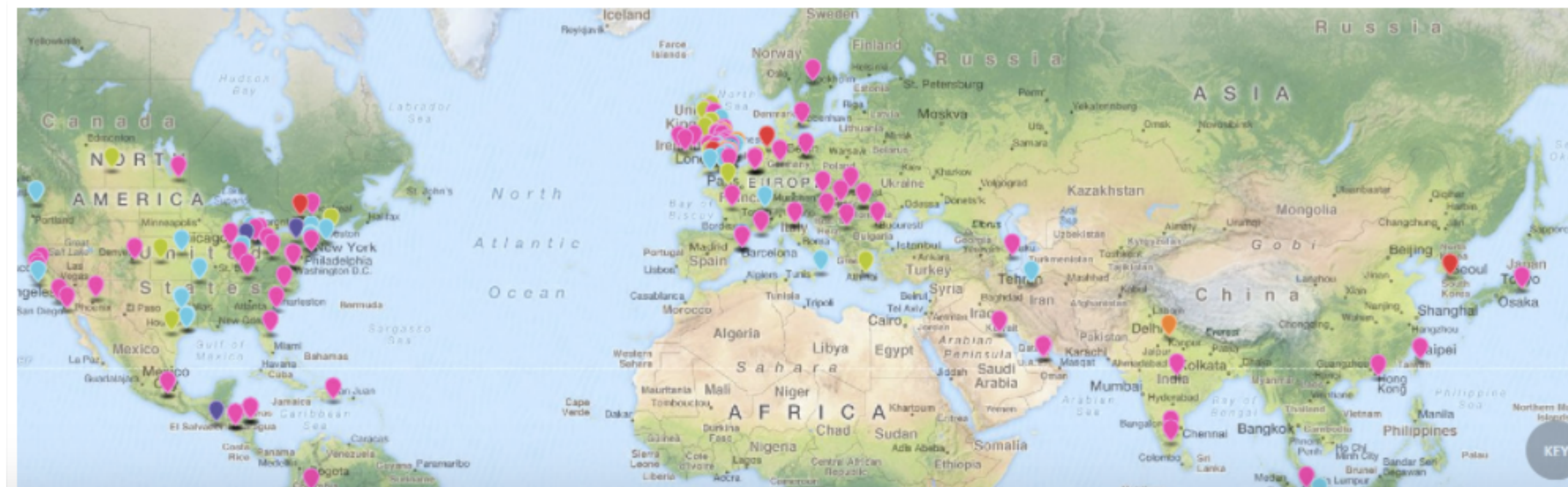
The Open Badge Network (OBN) is an Erasmus + project which brings together organisations from across Europe to support the development of an Open Badge ecosystem, promoting the use of Open Badges to recognise non-formal and informal learning.

Mozilla Open Badges is an open standard that allows all skills and achievements to be recognised and shared across the web. Schools, Universities, Employers and informal learning providers globally are using open badges to capture life long learning which is currently unrecognised.

This project aims to provide a trusted source of independent information, tools and informed practice to support people who are interested in creating, issuing and earning badges across Europe.

You can see who is already issuing badges on the [Inventory of Open Badge Projects map](#) below and share your planned or active badge projects too.

We are looking for organisations and individuals from across Europe to join us and help build the Open Badge Network. It doesn't matter whether you are a badge novice or expert, you can become a member of the Open Badge Network by registering here: [OBN community registration](#).



www.openbadgenetwork.com

CC BY-SA 4.0



Erasmus+

Open Badges across Europe



Open Badge Network



Home / Outputs

Outputs

The key intellectual outputs of the Open Badge Network Erasmus+ project (2014 – 2017) are:

- › Output 1: Open Badge Network Framework and Leadership
- › Output 2: Open Badge Network Infrastructure
- › Output 3: Open Badges for Individuals and Organisations
- › Output 4: Open Badges in Territories
- › Output 5: Establishing Open Badges at Policy Levels
- › Output 6: European Open Badge Network
- › Output 7: Research, Evaluation and Quality

- Use Cases
- Guidelines
- Good Practice
- Tools & platforms
- Semantic skills directory
- Policy recommendations



The creation of these resources has been (partially) funded by the ERASMUS+ grant program of the European Union under grant no. 2014-1-DE01-KA200-000675. Neither the European Commission nor the project's national funding agency DAAD are responsible for the content or liable for any losses or damage resulting of the use of these resources.

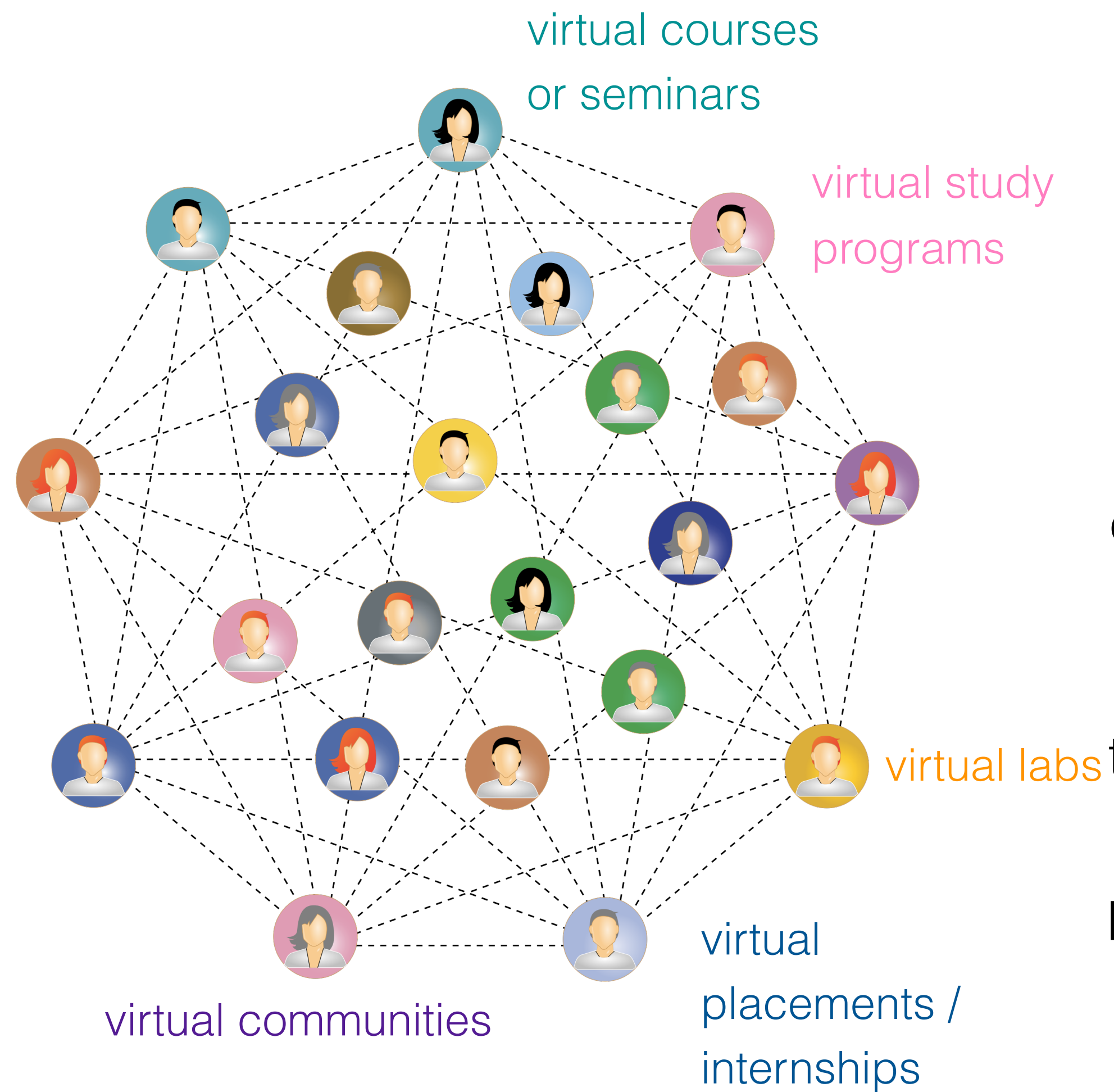


www.openbadgenetwork.com

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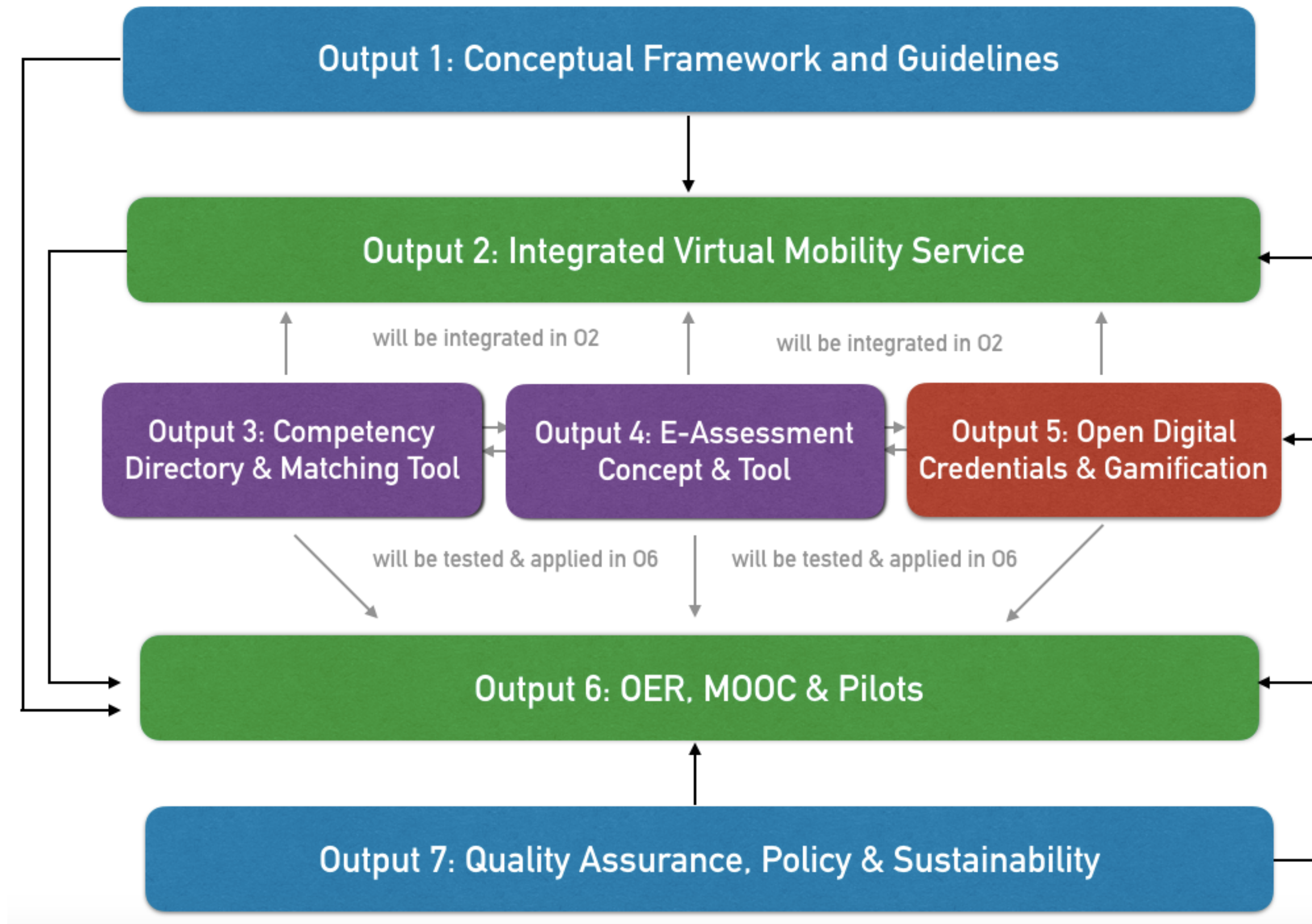


Open Virtual Mobility Erasmus+ (2017 - 2020)



Virtual Mobility emphasises cross-border collaboration with persons from different backgrounds and cultures working and studying together, aiming at the enhancement of intercultural understanding and the exchange of knowledge by using information and communication technologies (ICT) to obtain the same benefits as one would have with physical mobility but without the need to travel (EuroPACE, 2006).

Open Virtual Mobility Erasmus+ (2017 - 2020)



Ecological perspective

“ We are persuaded by Latour that the important questions concern the **flow of objects** and concepts through the **network** of participating allies and social worlds. (...). By reaching agreements about methods, different participating worlds (...) begin to devise a **common coin** which makes possible **new kinds of joint endeavour**. (...) Boundary objects act as anchors or bridges, (...). ”

Star & Griesemer (1989)

<http://www.icesi.edu.co/blogs/zoogestion/files/2014/10/StarGriesemer-BoundaryObjects-SSS.pdf>



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Thank you!

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beuthbonus.beuth-hochschule.de

<http://openbadgenetwork.com>





Modern Employment and Digital Credentials

Break out sessions: Case Studies or Tech Track