



CALIFORNIA COMMUNITY COLLEGES

Doing What **MATTERS**™

FOR JOBS AND THE ECONOMY



# 21<sup>st</sup> Century Skills Badging

A Bridge Between Education and Workforce



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# Shannon Wells

Technical Assistance Provider (TAP)  
Employability Skills  
California Community Colleges  
Headquartered at Shasta College







# Doing What MATTERS for Jobs and the Economy

- **Skills Gap**

- By 2025, 30% of all job openings in California, or 1.9 million jobs, will require some form of postsecondary education short of a four year degree- middle skills jobs
- California's education pipeline is not keeping pace with the high level of skills and education required by employers

- [Doing What Matters for Jobs and the Economy](#) (DWM): four-pronged framework to respond to the call of the nation, state, and regions to close the skills gap. Launched by CCCCCO in 2013 as California began its comeback from the economic downturn. Goals are:

- Supply in-demand skills for employers
- Create relevant pathways and stackable credentials
- Promote student success
- Get Californians into open jobs



# Strong Workforce

- The Strong Workforce Taskforce, consisting of 26 members provided recommendations to enhance career and technical education and workforce training to meet the demands of the economy and the labor market
- \$200 million annual investment by the Governor and State Legislature to spur career and technical education (CTE) in the California Community College system
- Focus is on more and better CTE driven by labor market need that leads to jobs, livable wages and brighter employment outlook
- CCCCO encourages regional collaboration among community colleges and their partners including workforce development boards, adult education block grant consortia, K-12 partners, and other stakeholders
- Strong emphasis on alignment in sector strategies to engage with industry partners; align CTE programs with leading & emergent sectors as well as regional partnerships



# Soft/Employability Skills

- Employers are shifting from degree-based hiring to competency-based hiring
- The competencies that today's employers find increasingly important are "soft skills," now more commonly termed 21<sup>st</sup> Century Skills
- 21<sup>st</sup> Century Skills are knowledge, work habits, and traits necessary for success. It can be taught and learned through exposure, reflection, and practice
- Digital badges help students and workers demonstrate these critical skills that are less academic yet necessary for success in the workplace



# 21<sup>st</sup> Century Skills Badging

A bridge between education and workforce



- Micro-credentials that supplement learners' traditional academic measurements
- Allow learners to showcase skills acquired in the classroom and in work-based learning experiences on a more granular level
- Signal knowledge and competency to employers and showcase soft/employability skills



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# 21<sup>st</sup> Century Skills Badging

- Developed by New World of Work (NWoW) and the Foundation for California Community Colleges (the Foundation) through support by the California Community College Chancellor's Office Doing What MATTERS for Jobs and the Economy framework and in partnership with Mozilla Foundation and W3 Workshop
- Badges are issued through LaunchPath (LP), a work-based learning program management tool managed by the Foundation and are aligned with NWoW's curriculum and resources for its "Top 10" 21<sup>st</sup> Century Employability Skills



Powered by:



mozilla





CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# New World of Work



## New World of Work

- The New World of Work (NWoW) 21st Century Skills program provides free video, curriculum, assessment, and digital badging resources for California Community Colleges and their partners, including secondary institutions, workforce boards, and employers
- Funded by Doing What MATTERS for Jobs and the Economy framework, NWoW collaborates with employers, workforce development boards, educators, and research organizations across the country to build college/career-ready, 21<sup>st</sup> century employability skills

Powered by:



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY





# NWoW “Top 10” 21<sup>st</sup> Century Skills

- Adaptability
- Analysis/Solution Mindset
- Collaboration
- Communication
- Digital Fluency
- Entrepreneurial Mindset
- Empathy
- Resilience
- Self-Awareness
- Social/Diversity Awareness

**SELF-AWARENESS**  
**LITERACY**  
**COMMUNICATION**  
**SOCIAL/DIVERSITY**  
**EMPATHY** RESILIENCE  
**MINDSET**  
**ADAPTABILITY**  
**ENTREPRENEURIAL**  
**ADAPTABILITY**  
**COLLABORATION**



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
 FOR JOBS AND THE ECONOMY

# Development 2015

- Commenced with digital badging advisory group meeting held in Sacramento, California
- Leaders in the Community College system, state government, and the business community convened to provide input on digital badge assessments
- Consultant was hired to develop digital badge assessments to be housed in LaunchPath



**ConnectEd**  
 The California Center for College and Career



CENTER for  
**LAND-BASED  
 LEARNING**

**POPSUGAR**



State of California  
**Franchise Tax Board**



**SUNPOWER®**





# Development

## 2016

- Digital badges were designed for postsecondary learners with two sets of badges for each of NWoW's "top 10" skills, an instructor and employer verified badge
- A learner can first earn an instructor verified badge after they receive instruction in NWoW's lessons for that skill and complete an online assessment through LP
- Passing the online assessment results in the awarding of the instructor verified badge, this unlocks the opportunity for a learner to try to earn an employer verified badge if they are in a work-based learning experience





# Development

## 2016

- NWoW learning objectives and professional competencies & attributes form the foundation of the 21<sup>st</sup> Century Skills Badging assessments; all assessments are housed in LP
- Instructor verified badge assessments are part computer scored and instructor graded including true/false, multiple choice and constructed response item types
- Employer verified badge assessments are an online competency based evaluation by the site supervisor
- In August, 40 instructors representing 13 community colleges were trained in 21<sup>st</sup> Century Skills Badging and LaunchPath through an Industry Driven Regional Collaborative (IDRC) grant funded by the Chancellor's Office Doing What Matters framework and managed by New World of Work



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# Pilot 2017

- Instructor verified badges were piloted with six partner community colleges through the IDRC grant
- 214 community college students participated and 376 instructor verified badges were awarded





CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# Launch

## 2017-2018

- New World of Work is officially endorsed by the CCCCO and recommended for statewide adoption among all 114 community colleges. 21<sup>st</sup> Century Skills Badges and LP are available to practitioners who complete a two-day NWoW 21<sup>st</sup> Century Employability Skills Training on curriculum, instruction, data and digital badges
- Practitioners include community college faculty and staff, adult education providers, K-12 educators, workforce development board staff and community based organizations and can offer 21<sup>st</sup> Century Skills Badges as a resource for college students, adult learners and clients



# Promising Practices

- College of the Canyons is offering a module for each of the ten NWoW skills and 21<sup>st</sup> Century Skills Badges through Community Education
- American River College is integrating NWoW curriculum and 21<sup>st</sup> Century Skills Badging in their design program which includes a work experience course and internship at the campus Design Hub
- College of Siskiyous is integrating NWoW curriculum in its Cooperative Work Experience program with plans to use 21<sup>st</sup> Century Skills Badges
- Folsom Lake College will be offering workshops to students through its Work Experience Program that incorporate NWoW curriculum and 21<sup>st</sup> Century Skills Badges





CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# 21<sup>st</sup> Century Skills Badging Successes

- NWoW curriculum and 21<sup>st</sup> Century Skills Badging being integrated in California Community College CCCMaker Initiative which promotes STEAM and maker education through coursework and work-based learning
- NWoW curriculum and 21<sup>st</sup> Century Skills Badging incorporated in Retail Ready California, a statewide partnership with Apple Retail to enhance retail/hospitality/tourism programs and work-based learning within community colleges
- Partnerships with Mozilla Foundation, Badgr, and IMS Global
- 21<sup>st</sup> Century Skills Badging assessment consultant selected by Mozilla Foundation to write badge assessment guidelines for field
- Recognized as promising practice in higher education and included in a white paper written by Sheryl Grant, HASTAC Director of Badge Research at Duke University
- National-level partnership with MDRC Research Group to determine best practices in soft skill digital badge assessments and employer engagement



CALIFORNIA COMMUNITY COLLEGES  
**Doing What MATTERS™**  
FOR JOBS AND THE ECONOMY

# Thank You!

Shannon Wells

[swells@shastacollege.edu](mailto:swells@shastacollege.edu)

**California Community Colleges** <http://www.cccco.edu/>

**CCC Doing What MATTERS for Jobs and the Economy**

<http://doingwhatmatters.cccco.edu>

**New World of Work** <https://www.newworldofwork.org/>

**LaunchPath** <http://www.launchpath.com/>

**Foundation for California Community Colleges** <https://foundationccc.org/>