IMS Global
Digital Credentials Summit

Employer Perspectives on Digital Badges
+ Learner Records

Education Design Lab   +   CNM>   ALAMO COLLEGES DISTRICT

Who We Are

Don Fraser, Jr.
Director of
21st Century Skills Badging

Asa Stone
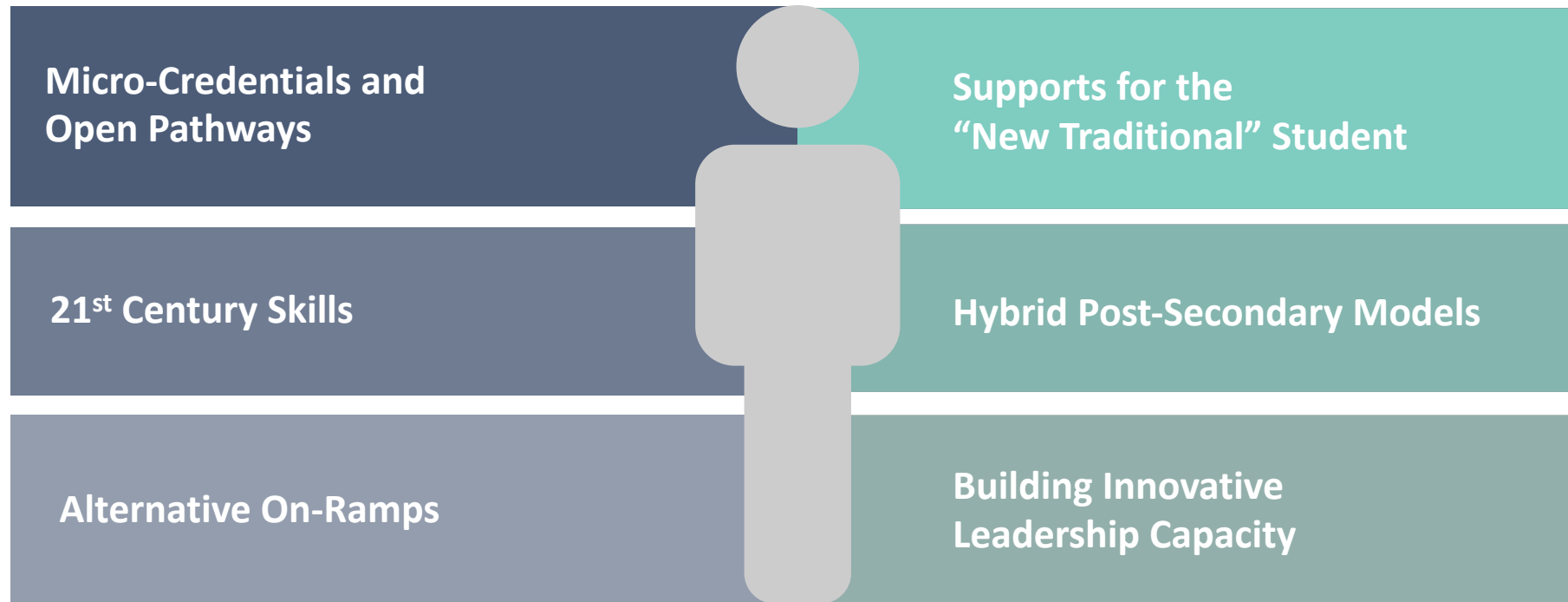Presidential Fellow
Central New Mexico

Jen-Beth Ball
Senior Multimedia Specialist
Alamo Colleges District

Education Design Lab

Session at a Glance

1. Lab Overview

2. The #TeeUpTheSkills Cohort

3. Insights from Our Employer Credential Design Sessions

4. Hear from College Partners

5. Question + Answer

Non-profit Designing Education Toward the Future of Work
Through an Equity Lens

Micro-Credentials and Open Pathways

Supports for the "New Traditional" Student

21st Century Skills

Hybrid Post-Secondary Models

Alternative On-Ramps

Building Innovative Leadership Capacity

Education Design Lab

Improve affordability, relevance, portability for

1,000,000 learners

by 2025

(>50% underserved)

Overview:
#TeeUpTheSkills

Education Design Lab

The Lab's 21ˢᵗ Century Skills

Education Design Lab

TEE UP
THE SKILLS

first of its kind pilot to test hiring signal

Students will receive a meaningful "employer-endorsed" credential

Employers will consider hiring badge earners against non-badged candidates

#TeeUpTheSkills Institutions

#TeeUpTheSkills Employers

The #TeeUpTheSkills Cohort: Learnings from the field
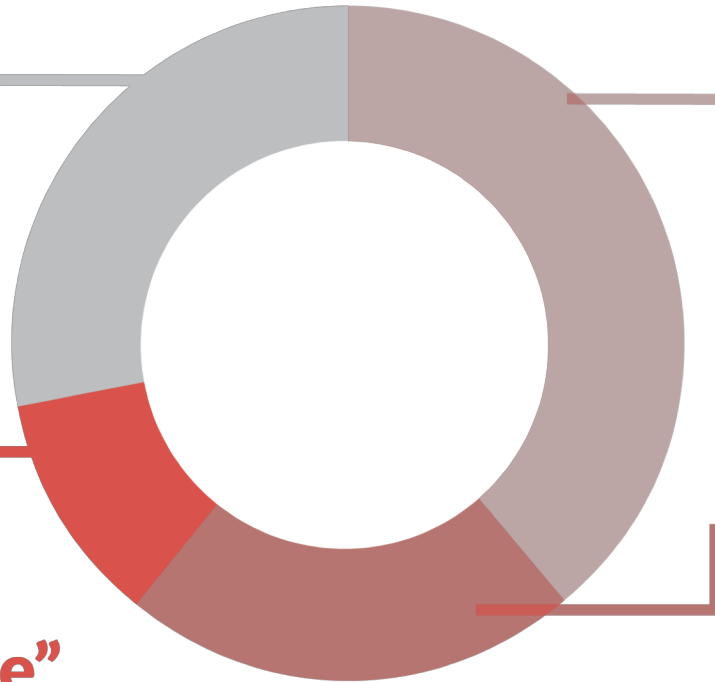
Employers Aren't Seeing the Skills they Need

17%

are pleased with the 21st Century Skills (non-technical skills) of college graduates

(Survey of TeeUpTheSkills Employer Partners, 2018)

Education Design Lab

Employers Are Becoming Aware of Micro-credentials

27.8%
not at all familiar

38.9%
"I've heard of them"
somewhat familiar

11.1%
"I've strongly considered or have earned a digital badge"
very familiar

22.2%
"I've looked into them"
familiar

Education Design Lab

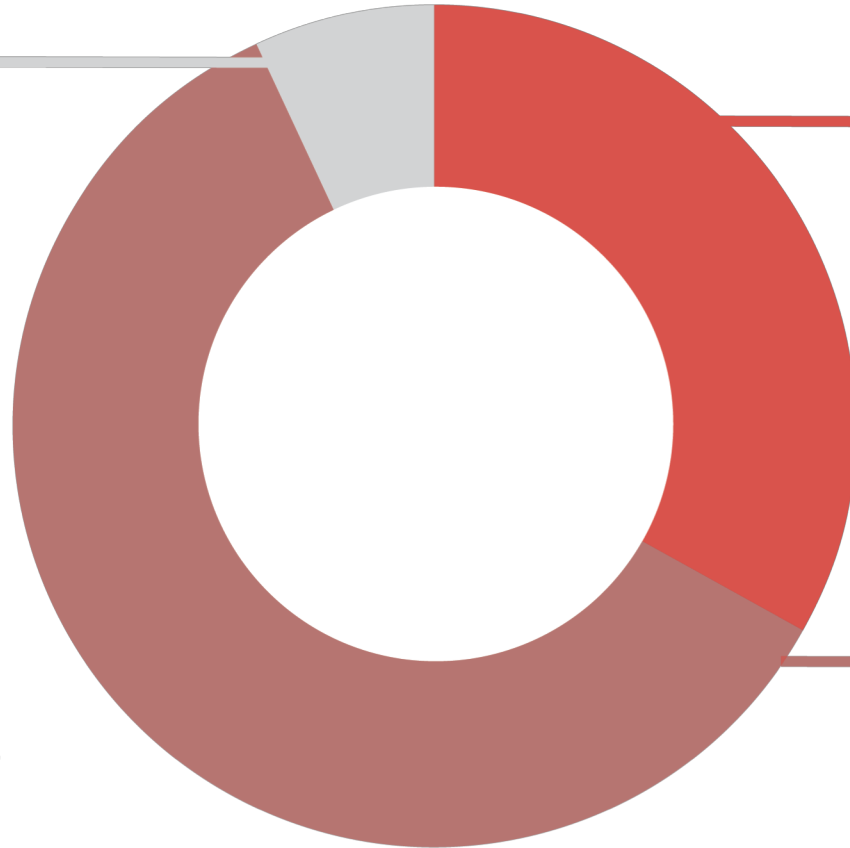*(Survey of TeeUpTheSkills Employer Partners, 2018)*

Employers are Interested in Micro-credentials

6.7%
interesting, but don't carry much weight

0%
not at all valuable

33.3%
potentially as valuable as other credentials
(e.g. bachelor's degree)

60%
want to learn more

(Survey of TeeUpTheSkills Employer Partners, 2018)

I am Interested in New Ways to Assess Skills of Recent Graduates

78%
Strongly Agree

22%
Somewhat Agree

Education Design Lab

(Survey of TeeUpTheSkills Employer Partners, 2018)

I am Interested in New Ways to Assess Skills of Recent Graduates
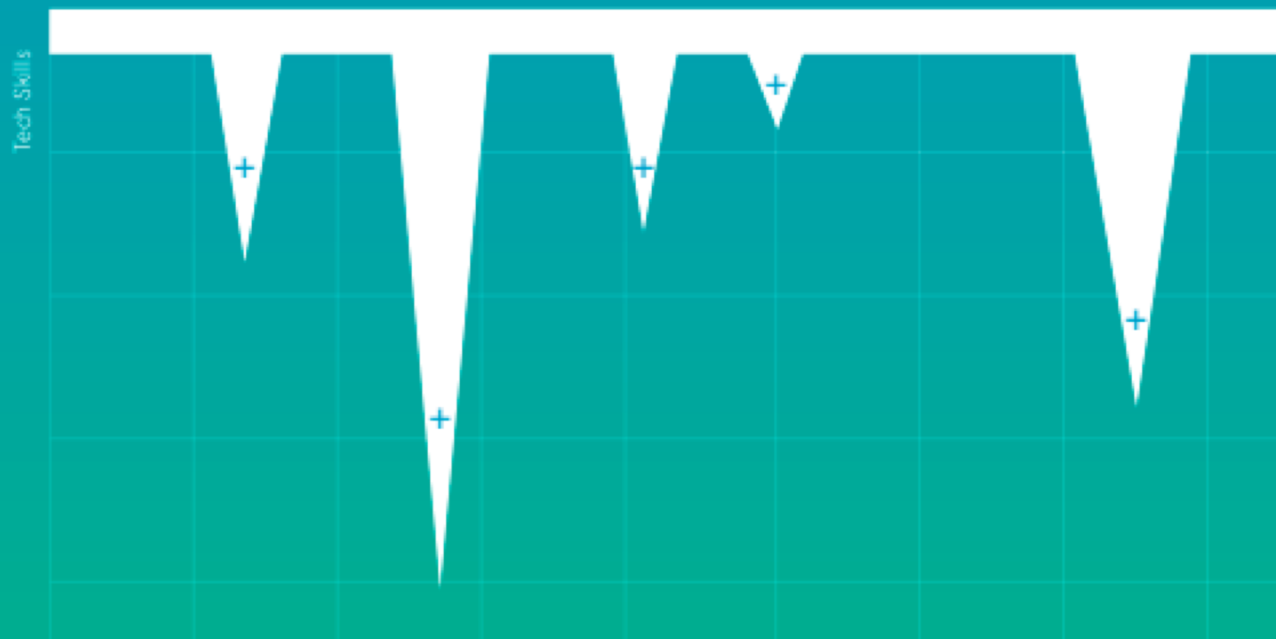
0%
Disagree

Education Design Lab

T-Profile is the Tool We're Using

Figure 10.
In the future, workers will need to return to learning throughout a 100-year work life.

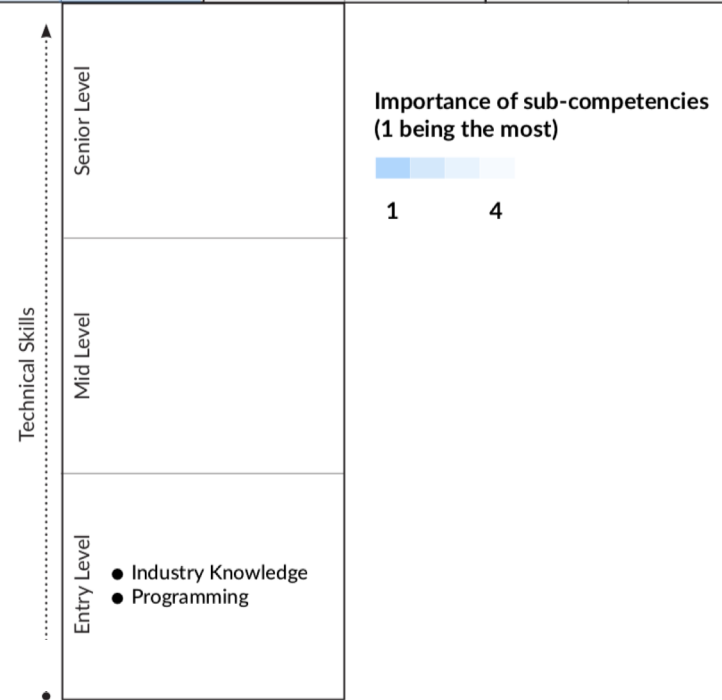Human Skills for a 100-Year Work Life

Tech Skills

Education Design Lab

(Strada, Future of Work)

Building out a library of "employer-endorsed" T-Profiles

Business Systems Analyst, Valero Energy

Initiative		Creative Problem Solving		Collaboration		Intercultural Fluency	
lead without title	act as a catalyst	identify patterns	manage ambiguity	focus on solutions	listen actively	curiosity	challenge biases
self-awareness	learn from experience	iteration	convergent / divergent thinking	diverse perspectives	strengthen relationships	self-awareness	diverse perspectives
Resilience		Critical Thinking		Oral Communication		Empathy	
exhibit flexibility	focus on solutions	identify patterns	draw conclusions	listen actively	clarity/ precision	listen actively	recognize needs
self-awareness	learn from experience	question assumptions	gather relevant info	storytelling	adopt tone/ word choice	validate others' feelings	diverse perspectives

Technical Skills

Senior Level

Mid Level

Entry Level
- Industry Knowledge
- Programming

Importance of sub-competencies
(1 being the most)

1   4

Education Design Lab

The T-profile

Business Systems Analyst, Valero Energy

Initiative		Creative Problem Solving		Collaboration		Intercultural Fluency	
lead without title	act as a catalyst	identify patterns	manage ambiguity	focus on solutions	listen actively	curiosity	challenge biases
self-awareness	learn from experience	iteration	convergent / divergent thinking	diverse perspectives	strengthen relationships	self-awareness	diverse perspectives
Resilience		Critical Thinking		Oral Communication		Empathy	
exhibit flexibility	focus on solutions	identify patterns	draw conclusions	listen actively	clarity/ precision	listen actively	recognize needs
self-awareness	learn from experience	question assumptions	gather relevant info	storytelling	adopt tone/ word choice	validate others' feelings	diverse perspectives

The T-profile

exhibit flexibility	focus on solutions	identify patterns	draw conclusions	listen actively	clarity/ precision	listen actively	re...
self-awareness	learn from experience	question assumptions	gather relevant info	storytelling	adopt tone/ word choice	validate others' feelings	c... pers...

Technical Skills

Senior Level

Mid Level

Entry Level
- Industry Knowledge
- Programming

Importance of sub-competenc...
(1 being the most)

1   4

T-Profile Industry Patterns

Position: Accountant

Initiative		Creative Problem Solving		Collaboration		Intercultural Fluency	
lead without title	act as a catalyst	identify patterns	manage ambiguity	focus on solutions	listen actively	curiosity	challenge biases
self-awareness	learn from experience	iteration	convergent / divergent thinking	diverse perspectives	strengthen relationships	self-awareness	diverse perspectives
Resilience		**Critical Thinking**		**Oral Communication**		**Empathy**	
exhibit flexibility	focus on solutions	identify patterns	draw conclusions	listen actively	clarity/ precision	listen actively	recognize needs
self-awareness	learn from experience	question assumptions	gather relevant info	storytelling	adopt tone/ word choice	validate others' feelings	diverse perspectives

Technical Skills — Senior Level / Mid Level / Entry Level
- Basic accounting skills
- Data entry
- GAA tech and professional accounting
- Project scoping

Position: Systems Developer

Initiative		Creative Problem Solving		Collaboration		Intercultural Fluency	
lead without title	act as a catalyst	identify patterns	manage ambiguity	focus on solutions	listen actively	curiosity	challenge biases
self-awareness	learn from experience	iteration	convergent / divergent thinking	diverse perspectives	strengthen relationships	self-awareness	diverse perspectives
Resilience		**Critical Thinking**		**Oral Communication**		**Empathy**	
exhibit flexibility	focus on solutions	identify patterns	draw conclusions	listen actively	clarity/ precision	listen actively	recognize needs
self-awareness	learn from experience	question assumptions	gather relevant info	storytelling	adopt tone/ word choice	validate others' feelings	diverse perspectives

Technical Skills — Senior Level / Mid Level / Entry Level
- Java, C++
- Technical aptitude

Position: Nurse

Initiative		Creative Problem Solving		Collaboration		Intercultural Fluency	
lead without title	act as a catalyst	identify patterns	manage ambiguity	focus on solutions	listen actively	curiosity	challenge biases
self-awareness	learn from experience	iteration	convergent / divergent thinking	diverse perspectives	strengthen relationships	self-awareness	diverse perspectives
Resilience		**Critical Thinking**		**Oral Communication**		**Empathy**	
exhibit flexibility	focus on solutions	identify patterns	draw conclusions	listen actively	clarity/ precision	listen actively	recognize needs
self-awareness	learn from experience	question assumptions	gather relevant info	storytelling	adopt tone/ word choice	validate others' feelings	diverse perspectives

Technical Skills — Senior Level / Mid Level / Entry Level
- RN license
- Clinical rotations

Which 21st Century Skills are Most Important to Employers Across Industries?

- Critical Thinking
- Collaboration
- Oral Communication
- Initiative
- Creative Problem Solving
- Resilience
- Empathy
- Intercultural Fluency

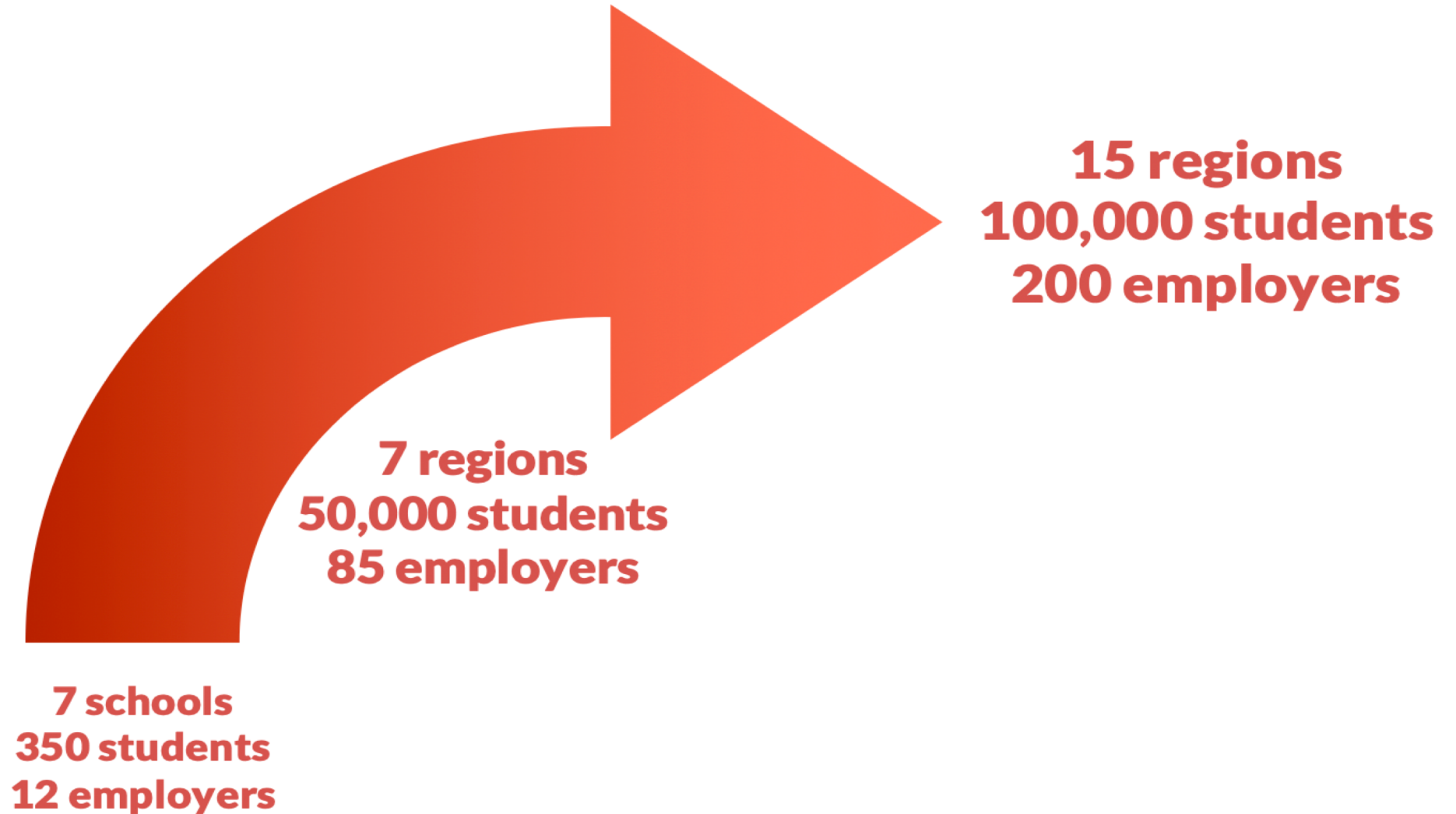**Education** Design Lab

Based on completed T-Profiles

Employer Bottom Line on Badges:

If you educate us, we're willing to experiment WITHOUT THE NEED FOR VALIDATION

**Because we are desperate for new tools to identify talent, particularly diverse talent
IN THE SEA OF APPLICATIONS**

Scaling the ecosystem from a cohort to regions

15 regions
100,000 students
200 employers

7 regions
50,000 students
85 employers

7 schools
350 students
12 employers

Education Design Lab

College +
"First Mover" Employer Partners

Three Things You Can Do

- More targeted meetings to discuss the combination of skills employers are seeking

- Influence curriculum design (tagging 21st c skills, making sure LOs align to CASE standards)

- Shared ownership of 21st century skill development (internships, job shadows, case studies, etc.)

Education Design Lab

Question + Answer

Thank You!

To learn more about TeeUpTheSkills, please visit eddesignlab.org/tee-up/

For updates, join our Innovator Network at eddesignlab.org/InnovatorNetwork

Other Insights

- Job descriptions don't always identify the 21st century skills that matter most

- Not always agreement across hiring managers on what 21st century skills are most important

- When hiring managers are in lockstep, the T-profiles were very close if not identical

Education Design Lab