Talent Stream: From Digital Credentials to Hiring

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campuslabs

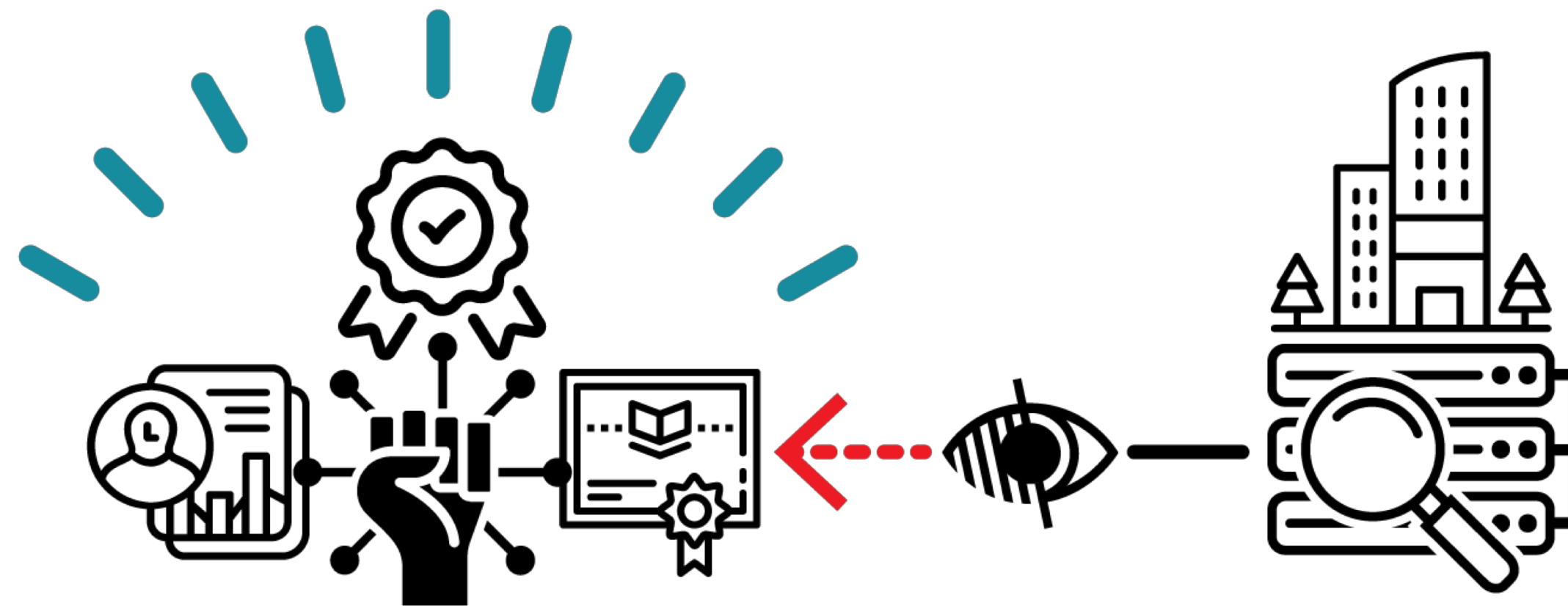# What is *Talent Stream?*

It's not a real thing. *Not yet.*

Talent Stream is a **new group** forming at IMS to tackle some of the challenges of the digital credentials ecosystem as it relates to hiring and applicant tracking.
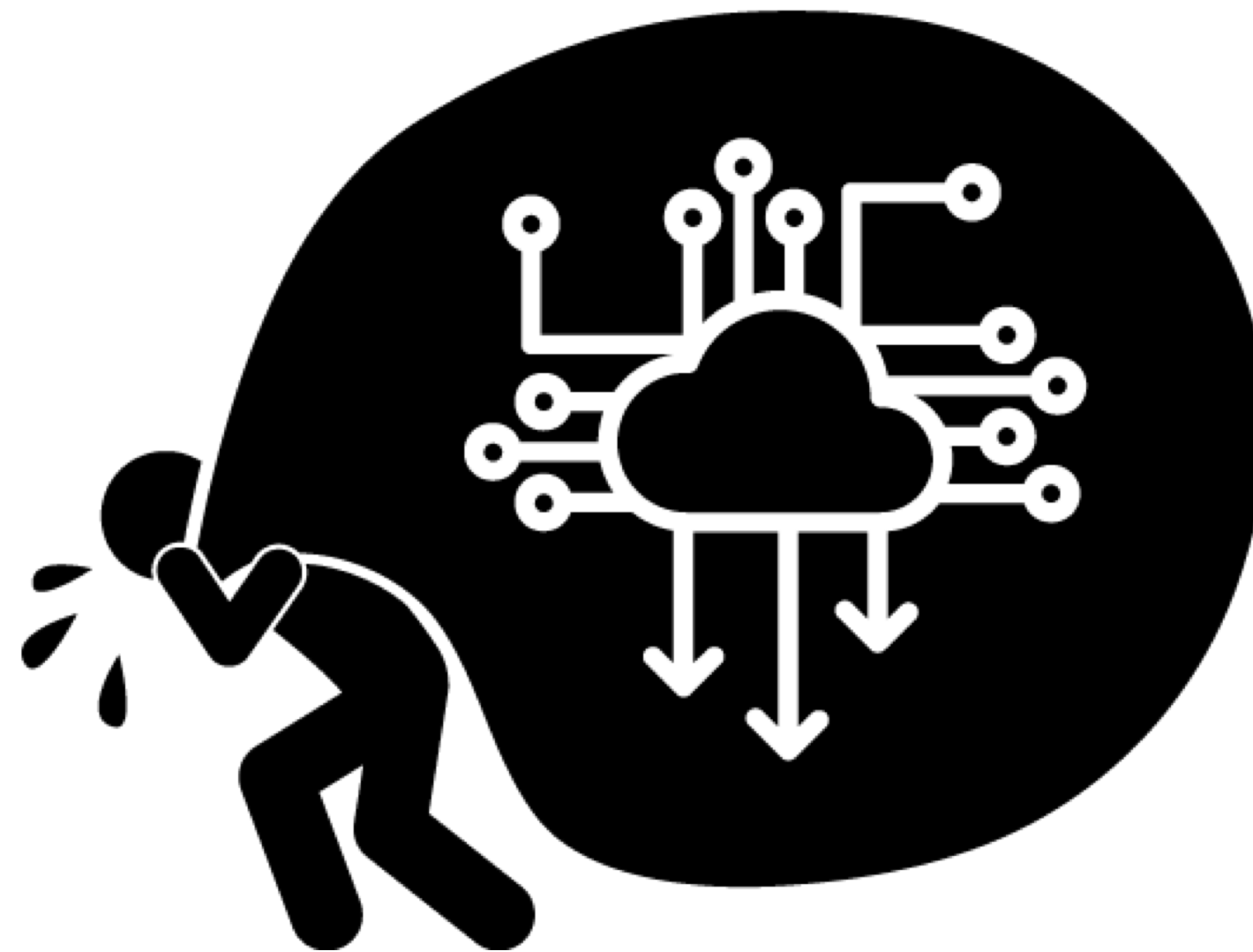
The Problem(s)

Problem 1: How do make the digital credentials data we're generating accessible to HR/ATS?
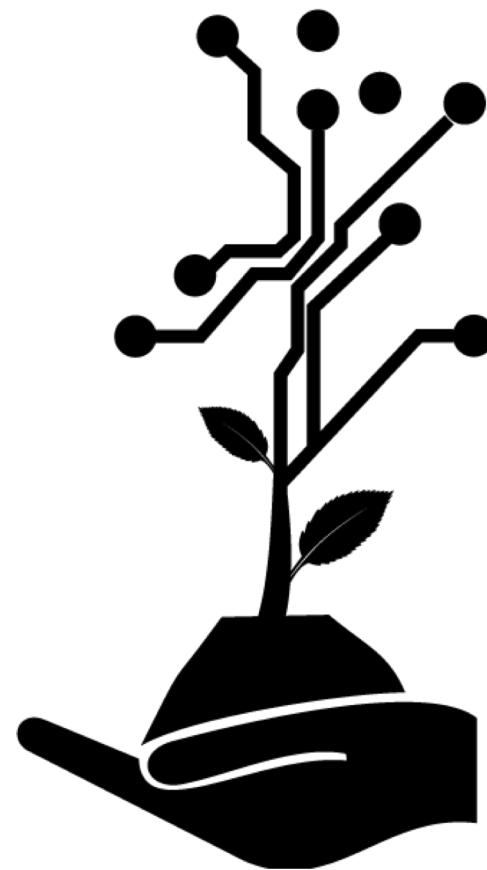
The Problem(s)

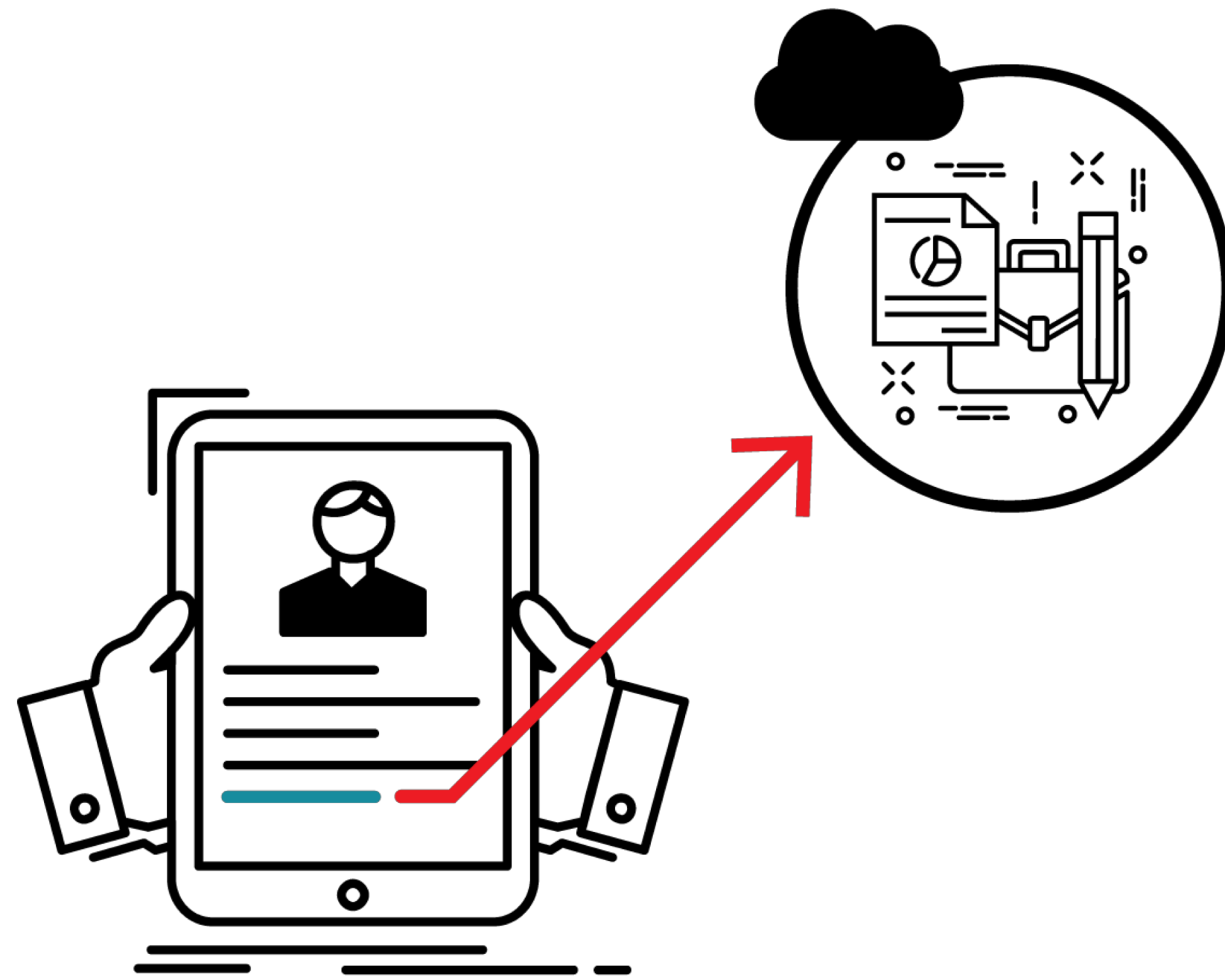**Problem 2**: How do we avoid burdening parties with lots of overhead to implement a solution?

The Problem(s)

Problem 3: How can we leverage the workflows of today while being prepared for tomorrow?

What's Happening Today?

Resumes still rule.

Candidates are submitting resumes or deconstructed equivalents via job sites, applicant tracking tools and email.

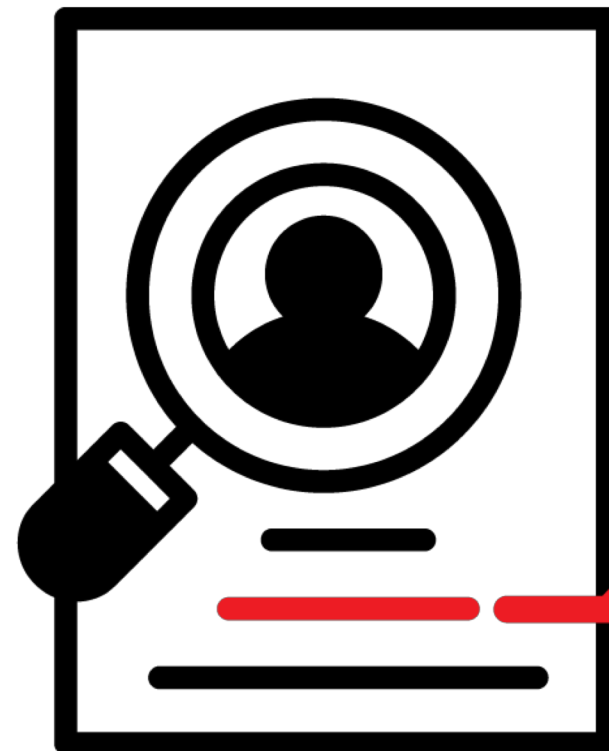*Some* of those people are including links to eportfolios and digital credentials.

Incomplete Exposure of Credentials

Candidates who are already linking portfolios or badge collections in resumes are providing HR systems with a source of valuable data—it's just not machine-readable.
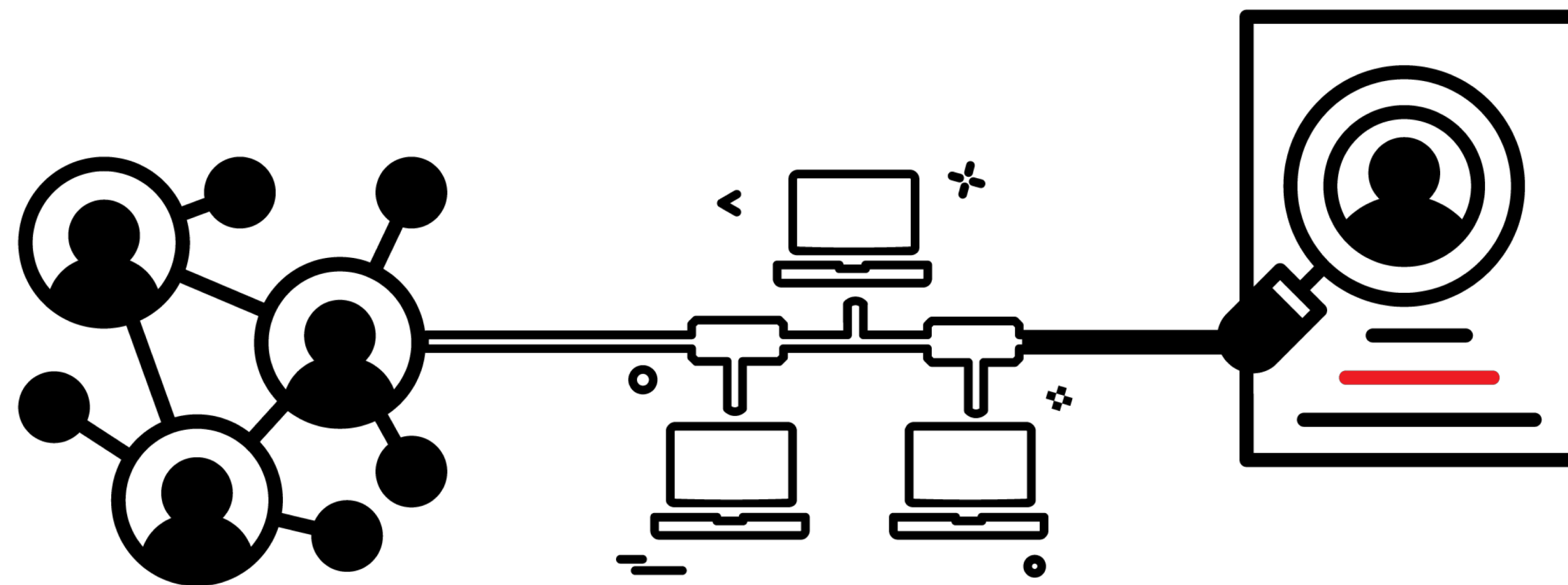
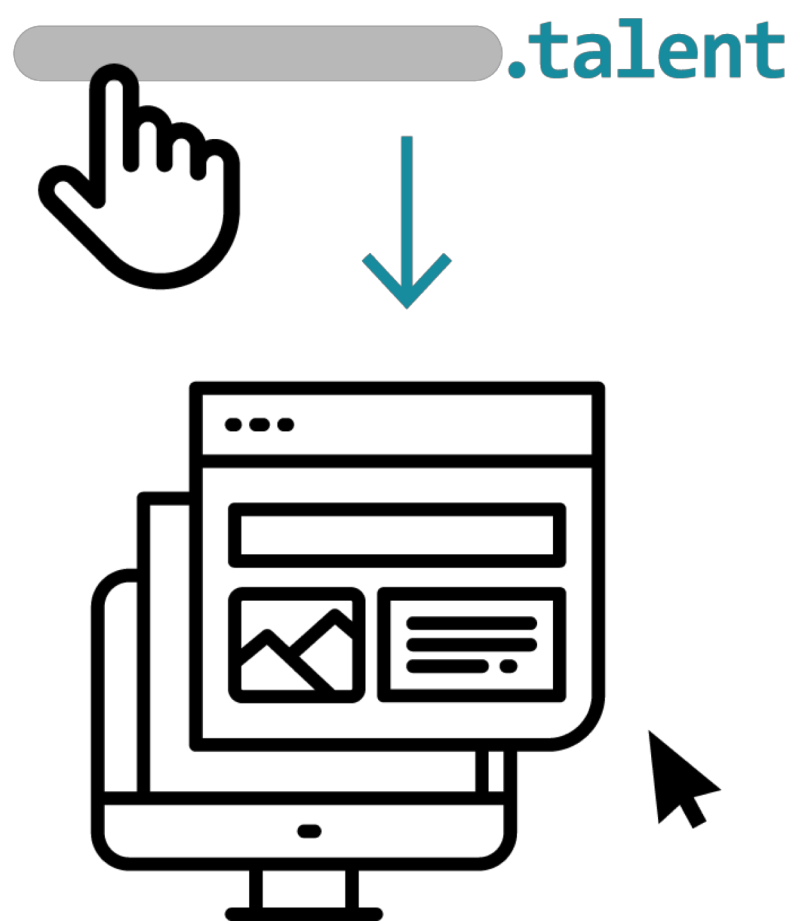# Machine-Detectable Collections

`https://` ⬤⬤⬤⬤⬤⬤ **.talent**

What if we created a pseudo extension: **.talent**?

URLs ending in .talent would indicate to an ATS parsing content that this represents a credentials/portfolio data source and has a machine-readable view.
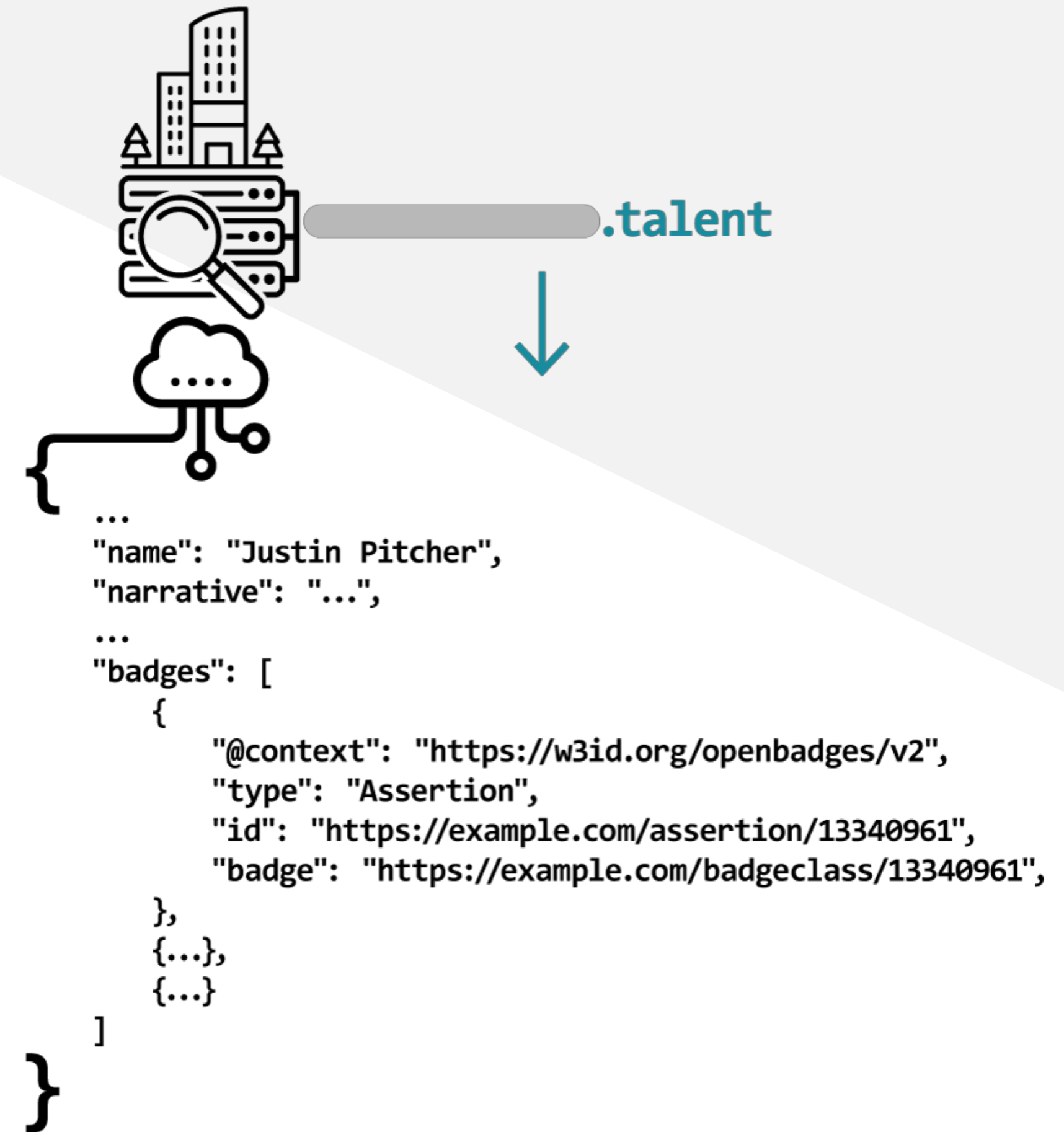
Two Sides of the Same Coin

GET Accept: text/html

GET Accept: application/json*

.talent

.talent

```
...
"name": "Justin Pitcher",
"narrative": "...",
...
"badges": [
    {
        "@context": "https://w3id.org/openbadges/v2",
        "type": "Assertion",
        "id": "https://example.com/assertion/13340961",
        "badge": "https://example.com/badgeclass/13340961",
    },
    {...},
    {...}
    ]
}
```

Quick Demo

Right Now, Just Thinking Out Loud

```
Accept: "application/x-talent-badge,application/x-talent-artifact"
```

Multiple content types and standards supported? CLR? Skills Wallet?

Leverage Badge Connect's response envelope?

Don't use extensions? HTTP `Link` Headers to declare alternate views?

I believe as a group we can design an attractive solution that quickly gets the data we're already generating into the ecosystem ready for consumption by applicant systems.

Thank You.
Let's Build this Together!

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