

Address the Skills Gap Challenge With Micro-Credentialing

Identifying and Recognizing our Brilliance!



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- M.Ed. Adult Education, Curriculum Development
- Taught adults around the world for over 20 years
- D2L for 7 years
- Former Sr. Instructional Designer, Team Lead
- Currently on an Open Badge mission!

Agenda

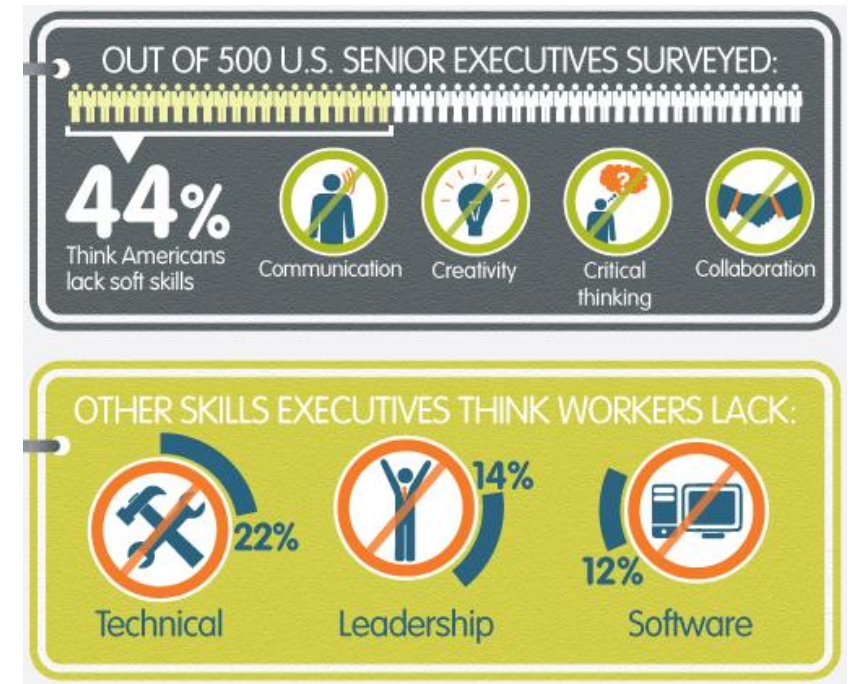
1. What is the Skills Gap?
2. Are organizations prepared?
3. How can we fill the gap?
4. What are Open Badges and how do they work?
5. What challenges can badges solve?
6. What types of badges should we create?

What is the Skills Gap?

Gap between the skills people currently have, and the skills needed to do work now and in the future

Adecco found that out of 500 Sr. Executives surveyed in the US:

- 44% think employees lack the 4 C's of soft skills: Communication, Creativity, Critical Thinking, Collaboration
- 22% think we lack technical skills
- 14% leadership skills
- 12% software skills

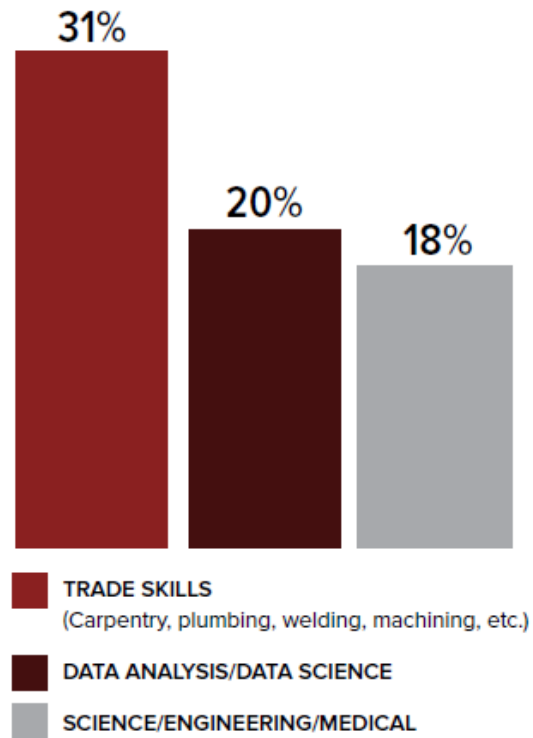


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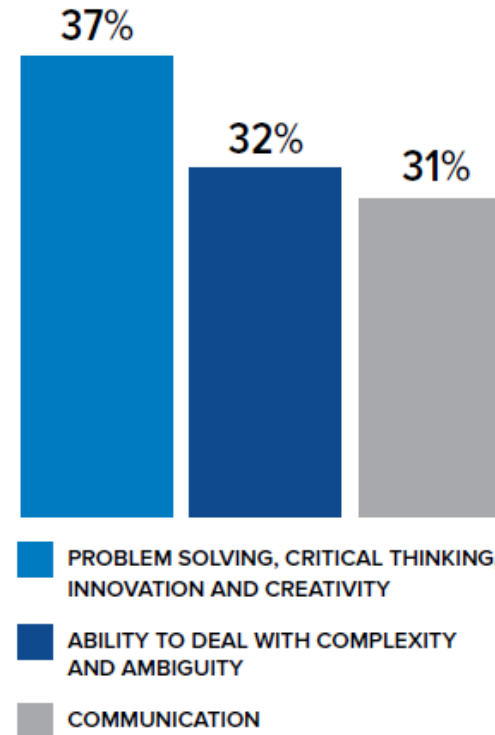
<https://www.adeccousa.com/employers/resources/skills-gap-in-the-american-workforce/>

What are we missing?

TOP 3 MISSING TECHNICAL SKILLS



TOP 3 MISSING SOFT SKILLS

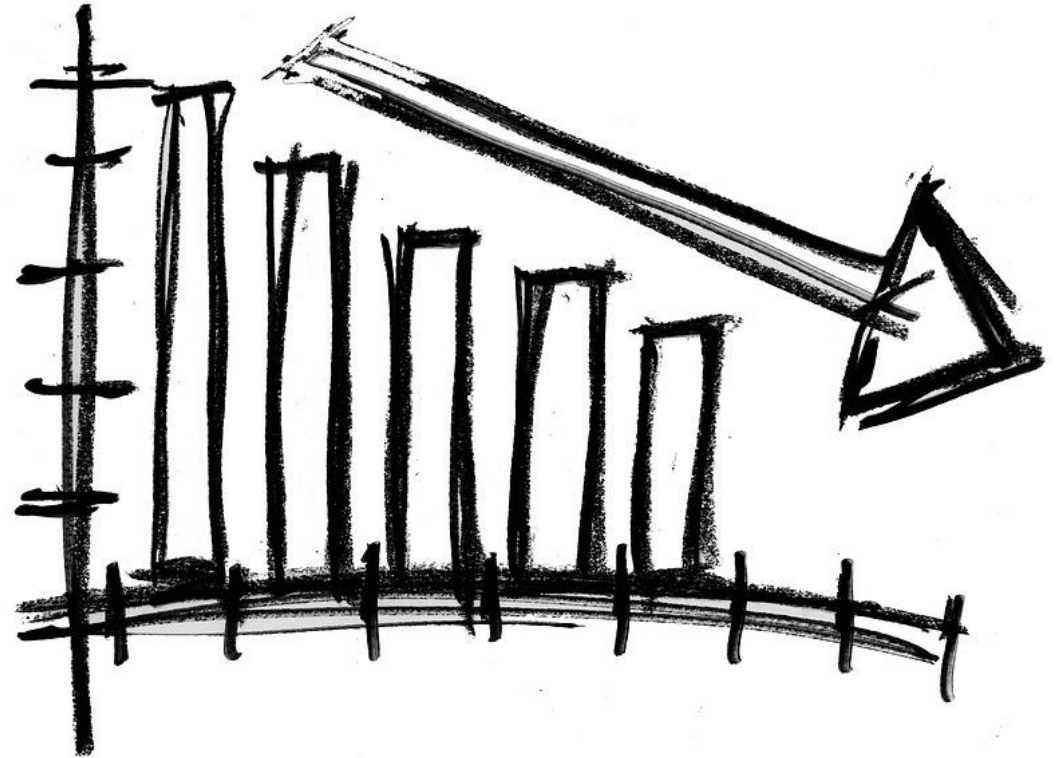


SHRM (2019). *The Global Skills Shortage: Bridging the Talent Gap with Education, Training, and Sourcing* (Rep.). Alexandria, Virginia: Society for Human Resource Management.

The skills gap isn't going away or fixing itself—over 50% of respondents feel that skills shortages have worsened or greatly worsened in their organizations in the last two years. Less than 10% of respondents report skills shortage improvements.

What are the consequences of the skills gap?

- Unfilled work
- Higher unemployment
- Fewer growth opportunities
- Lack of product innovation
- Loss of profitability



Who's responsible to fill the gap?

- All Educational Institutions
- Self-directed employees
- Companies
- Professional Organizations
- Community Programs

The solution as I see it:

- Partnerships at all levels
- Create a common language
- CBE based learning

Most Organizations Are Unprepared

We do not have a company-wide plan in place for filling our skills gaps among skilled workers in critical roles at this time

55%

We have a company-wide plan for filling our skills gaps among skilled workers in critical roles through the next 12 months

33%

Source: Brandon Hall Group Skills Gap Survey

How are Organizations Addressing the Gap?

- Hiring outside their locale
- Investing in training of all shapes and sizes, lots of online
- More mentorship across the organization
- Provide incentive for continuous learning
- Retraining their own workers for new roles
- Working with Educational institutions to identify areas for improvement in programs to go straight into work



Our need in the workplace...

- Way to track our current skillset to identify gaps
- A way to verify our skillset to others (Consumers)
- A common language to verify our skills
- Institutions willing to offer training and to verify our skills
- A mindset that we all need to continuously develop

Let's look at an example...

Addressing the Skills Gap



Danielle Wilton
B.Sc Computer Science - 2011
5 years developer at D2L
3 years developer at start up
10 LinkedIn recommendations



Surekha Kaur
B.Sc Computer Science - 2011
5 years developer at Google
2 years at start up
5 LinkedIn recommendations

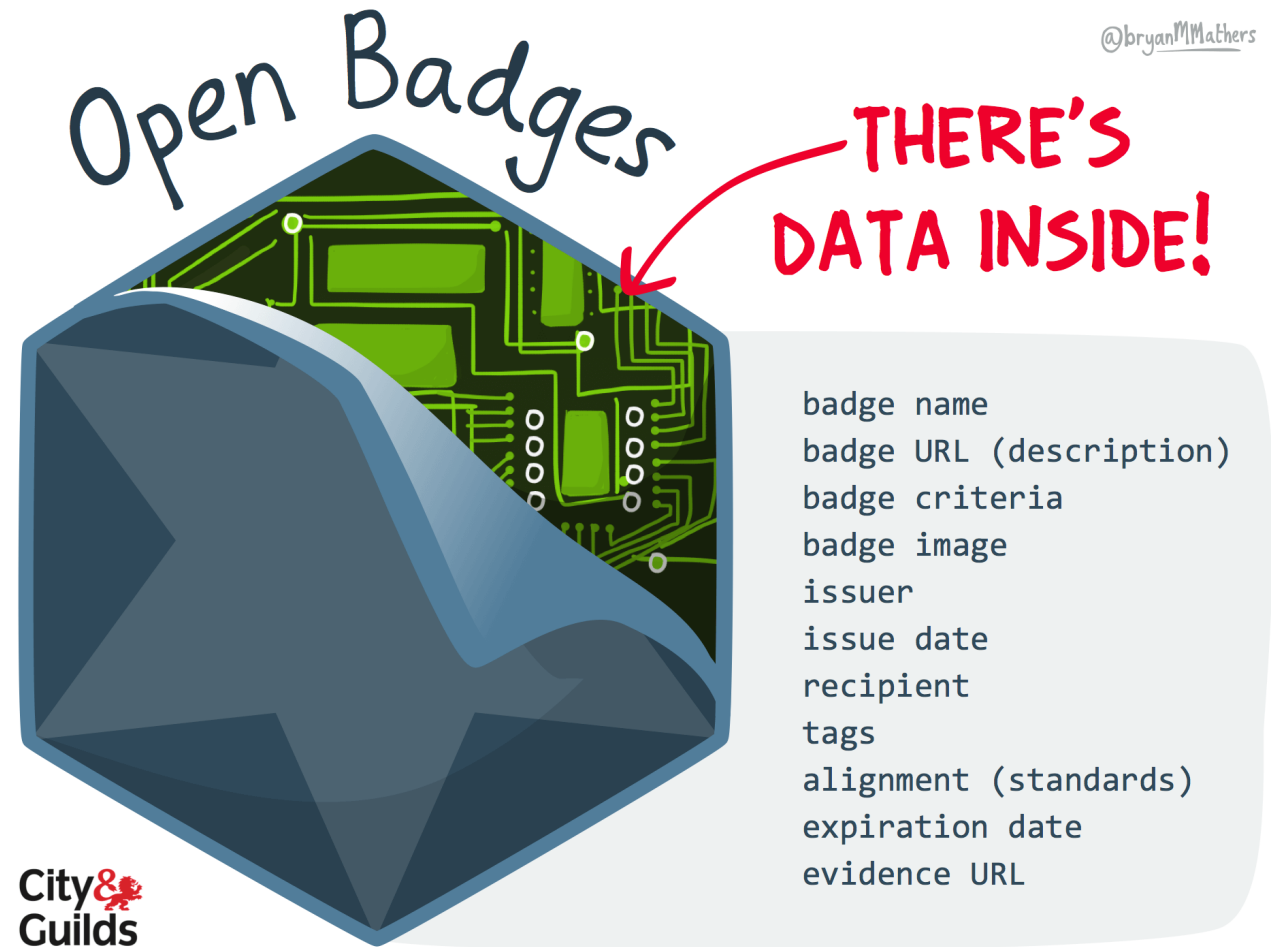


Who are you likely to interview?



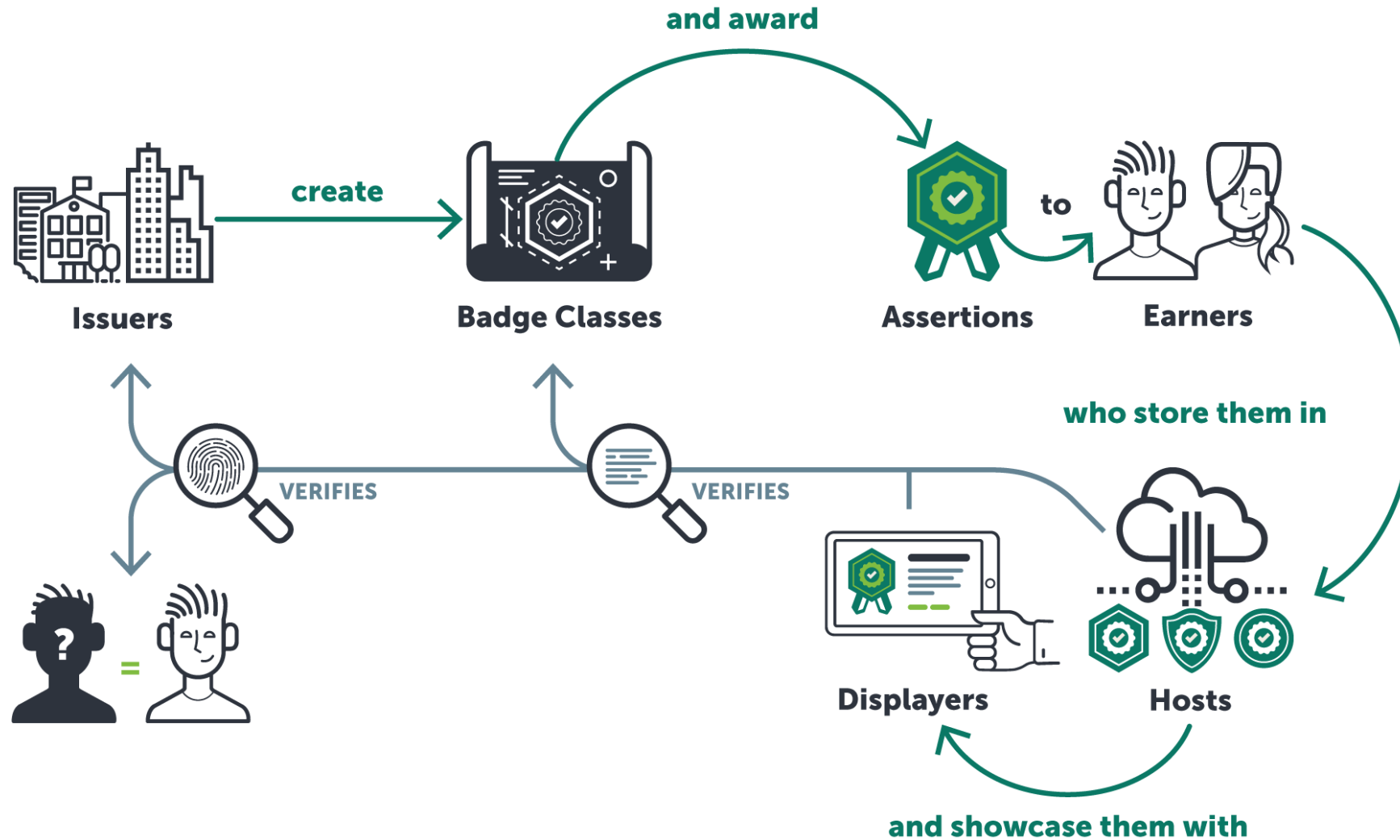
Open Badges

- Open Badges are a representation of a competency earned through participation, progression or completion of learning.
- Verifiable
- Can be shared across a variety of platforms



Open Badges Peeled by [Bryan Mathers](#)

How do Badges Work?



Source:
<https://www.imsglobal.org/sites/default/files/Badges/OBv2p0Final/impl/index.html>

Who's using Badges already?

Corporations



Microsoft

Professional Organizations



Worldchefs culinary badges

K12 Colleges Universities



Purdue University

How can we receive badges?



What does it solve?

For the individual

- Incentivizes us to pursue new skills
- Digital accreditation that you can take with you
- Provides others with insight into our professional development
- Demonstrates continued efforts to improve ourselves
- Acts as a currency in the workplace

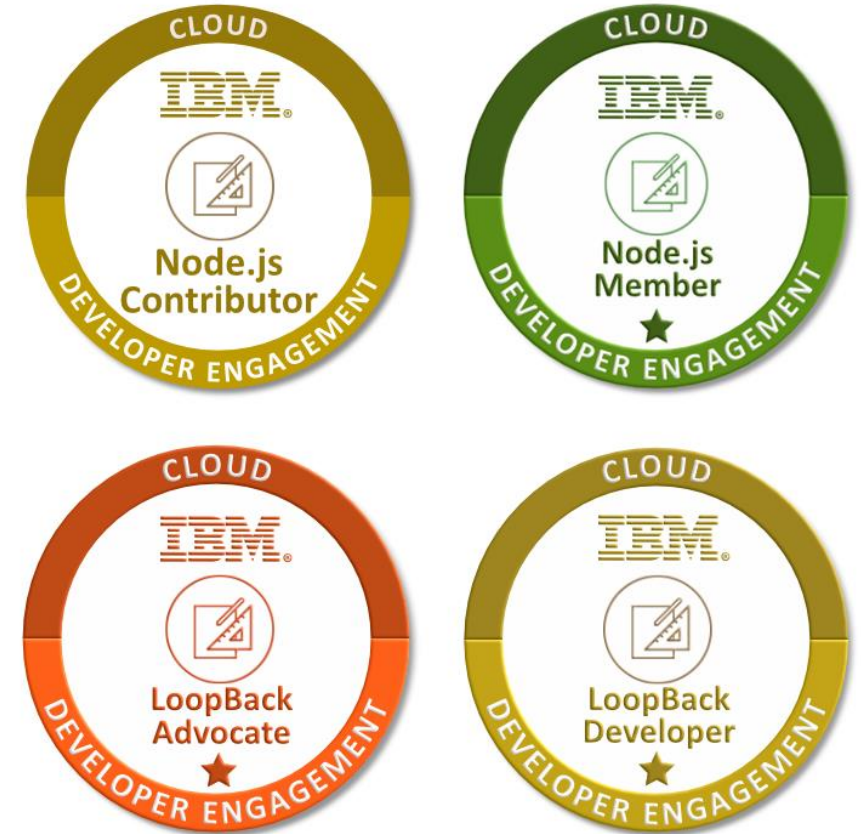


New World of Work's
21st Century Skills Badges

What does it solve?

For the organization

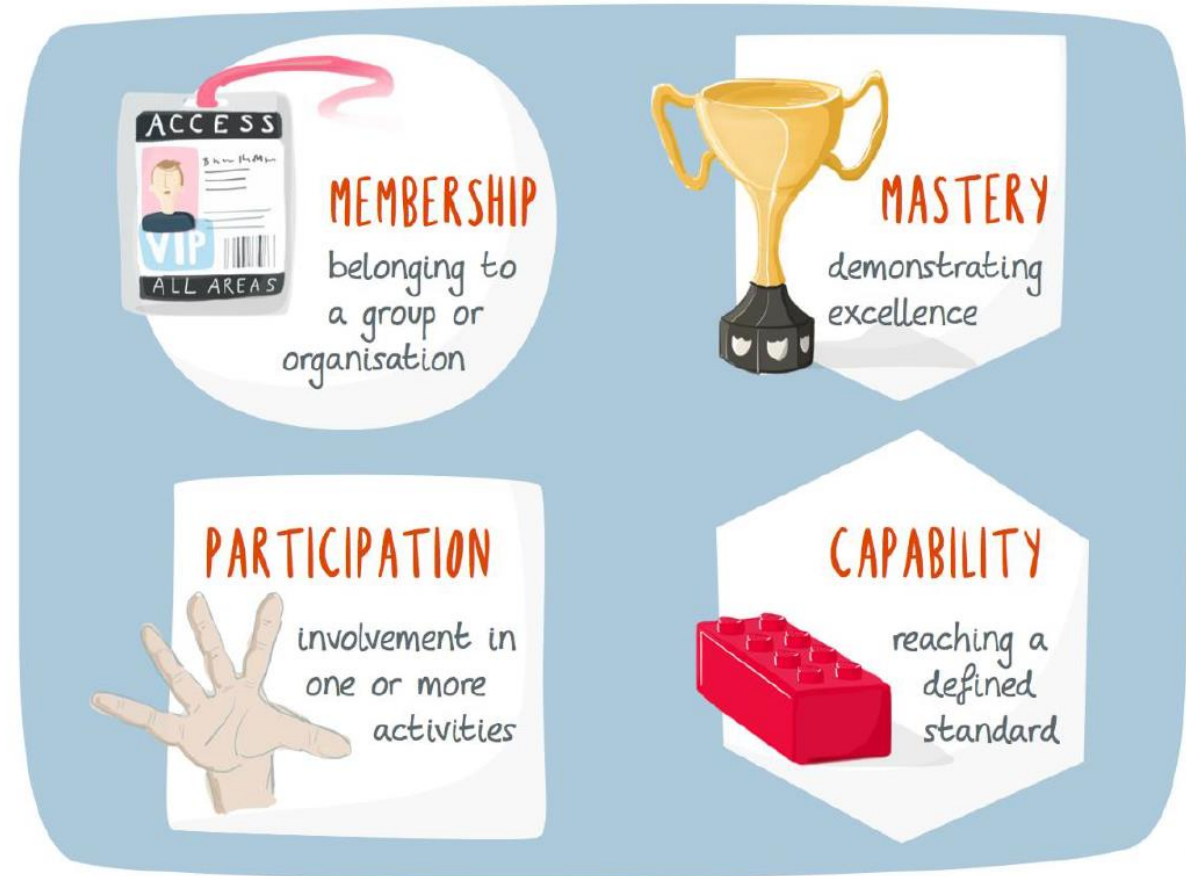
- Identifies areas for improvement
- Increase outputs, productivity
- Demonstrates a culture of learning in an organization
- Helps to identify hidden talents among our employees
- Identify distribution of talent and gaps



IBM's Digital Credentials

What badges to create?

- Ask yourselves:
 - What do we value?
 - What do we need now and in the future?
- Tie them to the core competencies that your organization needs
- Create badges based on completion, measurement, progress, experience



Types of Badges at D2L

Professional Development



A11y Champion

This badge is awarded to learners who complete the AODA Training 2019 with the specified level of competency.

AODA Training 2019

Expiry Date: Never

Issue Date: Tuesday, March 5, 2019 4:36 PM

Issuer: D2L SPARK Academy

Credit: 1

Evidence:

Receives greater than or equal to 80 % on the quiz:
Quiz: AODA Training Course

Close

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Achievement



Ovation X 2 2016

Badge for 2 Bravo Ovations in 2016

Spark Award

Expiry Date: Never

Issue Date: Thursday, August 11, 2016 1:06 PM

Issuer: D2L SPARK Academy

Evidence:

Ovation X2: Awarded to those who have been recognized by peers for consistent execution of D2L's vision.

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Compliance



Completion of Security Essentials 2016

For successfully completing the Security Essentials 2016 course

Security Essentials 101

Expiry Date: Never

Issue Date: Wednesday, June 1, 2016 1:54 PM

Issuer: D2L SPARK Academy

Evidence:

Receives greater than or equal to 80 % on the quiz:
Security Essentials 101 Quiz - 2016

Close

Generate Certificate

Fun Badges



Chili Cookoff

Awarded to those who participated in the Chili Cookoff event.

Spark Award

Expiry Date: Never

Issue Date: Wednesday, November 30, 2016 8:02 PM

Issuer: D2L SPARK Academy

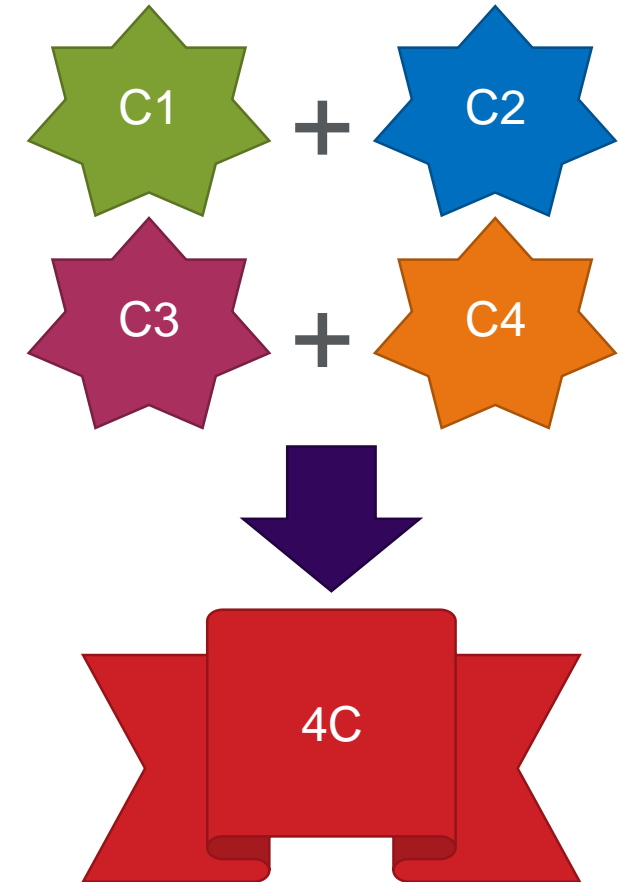
Evidence: Chili Cookoff Winner 2016

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When considering badge types

- We all have different motivations (competitive, collaborative)
- Create badges that represent company values
- Consider technical and interpersonal skills (4 C's)
- Not everyone should get the same badges
- Minimize completion, maximize performance badges
- Create meta-badges that are challenging to get
- Some badges may need to be manually issued



Knowing where to spend your time

Conduct a skills gap analysis

- During initial hiring phase to identify areas for improvement
- Change in their duties/role
- New project that requires additional skillset
- Ongoing

Can be a self-assessment, 360 feedback, management feedback

What might this look like?



In an ideal state, the LMS would handle:

- The existing skills and gaps of an individual
- A dashboard showing the common and unique competencies across an organization
- The analysis that would provide recommendations for offerings, coordinate support
- Personalized learning experiences at scale
- Manage assessment, and issue badges for successful completion

Thank you!