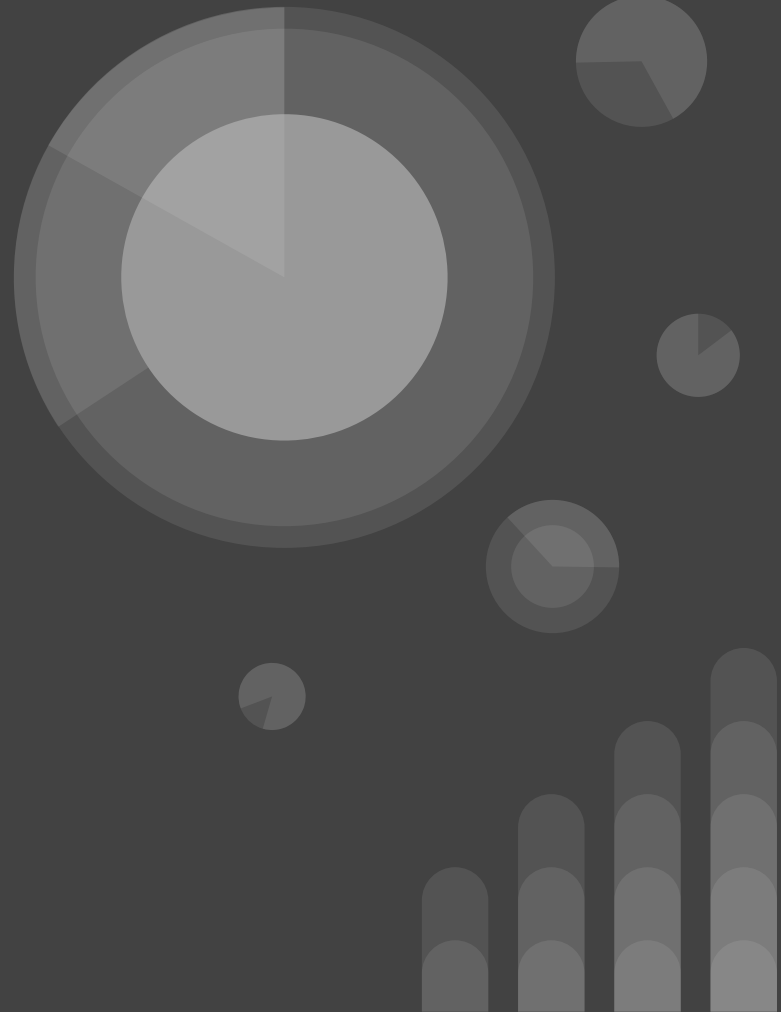


Open Learning Talks: Digital Credentials and the Last Mile to Employment

Philipp Schmidt & Brandon Muramatsu, MIT
Sharon Leu, Jobs for the Future
Sean Murphy, Walmart



We are building an infrastructure for digital academic credentials that can support the education systems of the future.

Read: [Whitepaper](#) | [Credentials to Employment: The Last Mile](#)



White paper: bit.ly/DCC-whitepaper

12 Founding Members

Delft University of Technology (Netherlands)

Georgia Institute of Technology (USA)

Harvard University (USA)

Hasso Plattner Institute, Potsdam (Germany)

Massachusetts Institute of Technology (USA)

McMaster University (Canada)

Tecnológico De Monterrey (Mexico)

Technical University of Munich (Germany)

University of California, Berkeley (USA)

University of California, Irvine (USA)

University of Milano-Bicocca (Italy)

University of Toronto (Canada)



Digital Credentials Consortium (DCC)

Vision

Create an education landscape that increases learner agency and promotes more equitable learning and career pathways

Mission

Create a **trusted, distributed, and shared infrastructure** that is the standard for **issuing, storing, displaying, and verifying** digital credentials



Learning and Employment Records

“A LER is a system that contains verifiable information about a person’s achievements spanning an inclusive range of contexts, whether education or training processes, formal or informal, classroom-based or workplace-based. LERs can seamlessly record, verify, transmit, and interpret information about learning achievements between learning institutions, businesses, and individuals.”

American Workforce Policy Advisory Board Digital Infrastructure Working Group.
(2020). *Learning and employment records progress and the path forward.*
<https://www.commerce.gov/sites/default/files/2020-09/LERwhitepaper09222020.pdf>

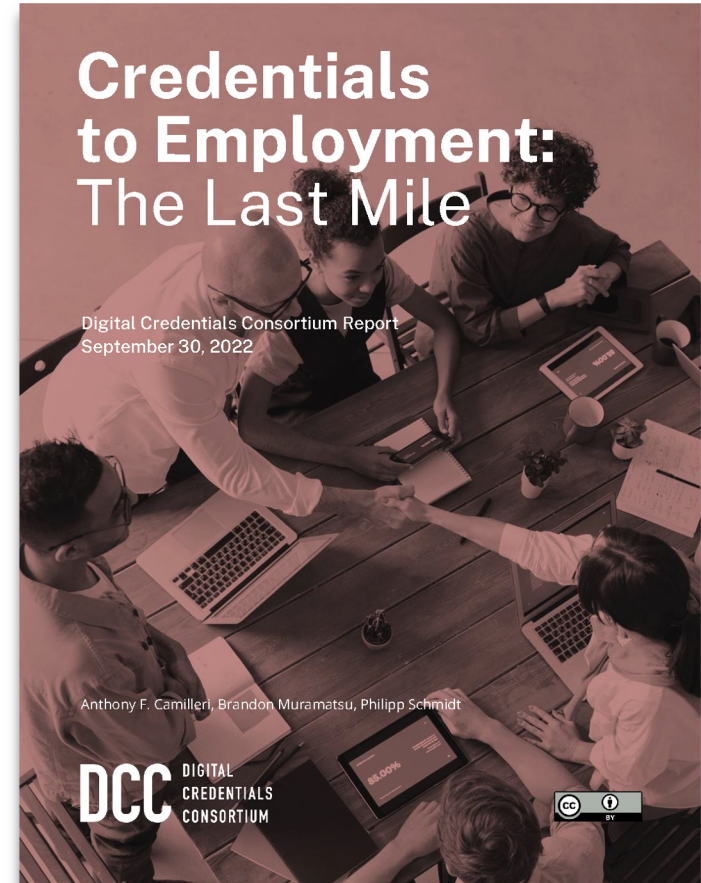


Introduction

<https://bit.ly/DCCLastMile>

Employers see potential value to:

- Better match candidates to jobs
- Broaden talent funnel
- Ensure authenticity of credentials
- Use credentials to manage the talent pathways





Selected Key Findings

Employers want to **match the skills held by applicants to jobs**, BUT there's a **disconnect** in current digital credentials

Resumes, paper and PDF, are still the **lingua franca**

Digital credentials **need to contain granular information** about learning outcomes or achievements to map to skills needed for a job

Adoption of Verifiable Credentials is directly related to the way they are **integrated into Human-Resource Management Systems**—not currently supported, won't be added by vendors unless there is demand

Skill-based hiring is held back by a **lack of coordination**



Highlights of Recommendations

Issuers (e.g., Universities)

- Accelerate issuing at scale, include skills and competencies, support interoperability

Employers

- Pilot credential issuing, participate in the development of competency frameworks

Governments

- Support innovation (remove barriers to use, encourage use in hiring for government jobs)



Highlights of Recommendations

Trust Providers

- Publish trust info as linked data, develop quality guidelines and processes

Joint Action

- Develop map of skills ecosystem, enhance evidence-base, develop tools to support validation of abilities and achievements