

USING DIGITAL CREDENTIALS TO BRIDGE THE SKILLS GAP

LESSONS TO LEARN FROM CCCS



INCREASING PRESSURE TO INNOVATE

Students are entering into a an increasingly harsh hiring environment where grades what a student can “do” is more valuable than transcript grades

Grades and transcripts “are worthless as criteria for hiring.”

- Laszlo Bock, Google Senior VP of People Operations

ABCDEF



WHY DIGITAL CREDENTIALS?

EMPOWER JOB SEEKERS

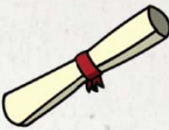
Help job seekers identify the skills they need to land jobs and earn promotions.

Help employers make better hiring decisions.

Facilitate Hiring Decisions

IMPROVE BUSINESS

Help Business manage talent to be more productive and competitive in the global economy.



2



BADGES IN THE REAL WORLD

IN PRACTICAL APPLICATIONS



COLORADO COMMUNITY COLLEGE SYSTEM

- Connecting to employers with our Technical Math for Industry, Advanced Manufacturing, Healthcare and Non-credit training digital badges



Measurement, Materials & Safety Mastery

Diana Montealegre

Recipient: Thomas Holsinger
 Issued: 03/25/2017
 Expires: 03/25/2020

This badge validates that an individual has the fundamental knowledge of standard steel



Sketchup Mastery

Claudia Romero

Recipient: Jeff Turner
 Issued: 12/01/2016
 Expires: 12/01/2019

This badge validates that an individual has the fundamental knowledge and skills to create advanced 2D to 3D models, using



Teamwork Expert Badge

Colorado Community College System

Recipient: Jinnie R Chieppo
 Issued: 03/14/2017
 Expires: 03/14/2020

This badge identifies that the badge earner has mastered the skills needed for working with others in a...



Welding

Colorado First and Existing Industry

Recipient: Susan Kay Manning
 Issued: 04/24/2017
 Expires: 04/24/2020

This badge validates the earner has the foundational welding skills necessary to be an introductory...



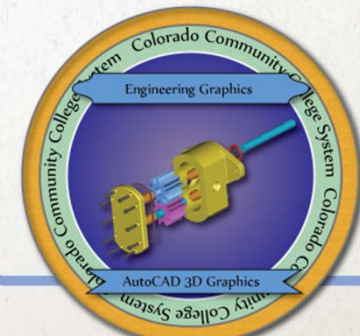
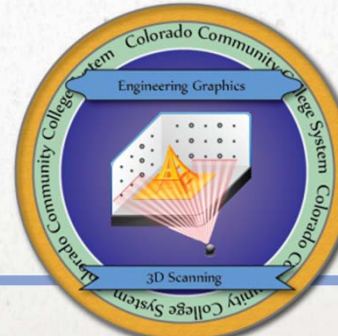
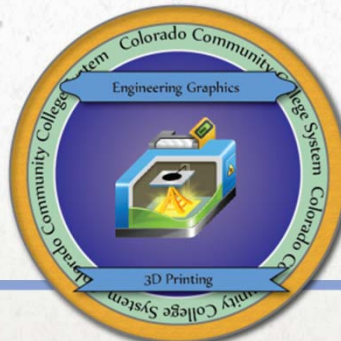
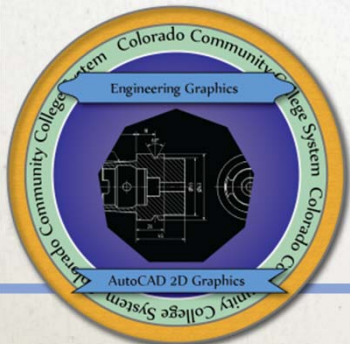
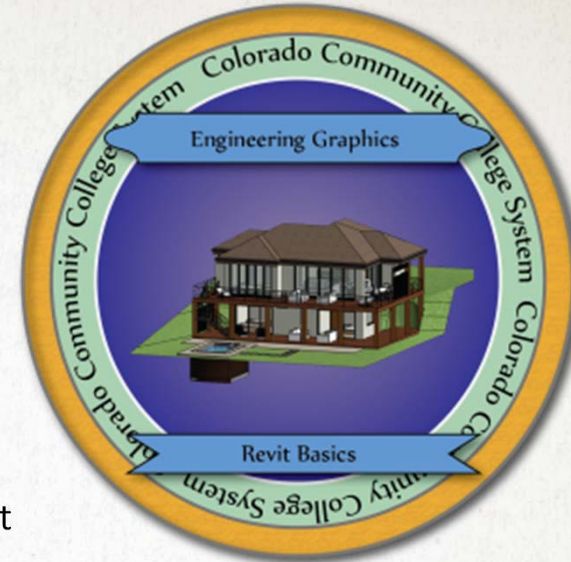
TECHNICAL MATH FOR INDUSTRY

- Employers stating “Your graduates Cannot do math”
 - MOOC launched for Advanced Manufacturing Industry Students to respond to
- Increase persistence through modules
- Reality---Advanced Manufacturing Employers were sending their employees to the MOOC to earn badges for reskilling, retention, and Upskilling

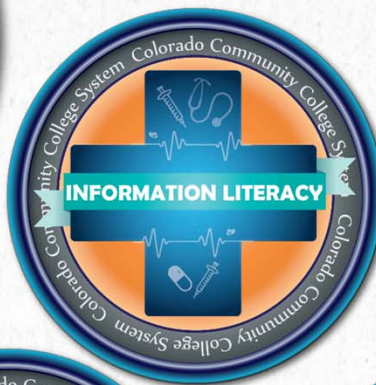


ENGINEERING GRAPHICS

- Request from Employers for transparent skills needed in the 3D Manufacturing Fields
- Reality---7 Industry Driven badges created
 - 2 months ago, a Denver Engineering firm—Virtual Arts, Found the CCCS Website with the Engineering Graphics Badges and within 2 weeks hired 3 Revit badged students for full time work



21ST CENTURY SKILLS HEALTHCARE



PROVIDE SKILL TRANSPARENCY FOR EMPLOYERS



Issuer

Colorado Community College...



Title

Teamwork Expert Badge

Description

This badge identifies that the badge earner has mastered the skills needed for working with others in a group, team or on a collaborative project. The badge earner can:

- Demonstrate effective collaboration and teamwork.
- Utilize the necessary components to create an effective workplace team.
- Evaluate the role of teams in the context of various healthcare delivery systems.
- Recognize and manage conflicts that arise in teams.

Criteria

The badge earner:

- Applies the qualities of successful teams and interprofessional/interdisciplinary interactions.
- Applies knowledge of the stages of group development to practical scenarios.
- Correctly identifies the role of individuals on the team.
- Assesses personality, preferences and communication style for impact on the performance of a team.
- Explains the components and challenges of the healthcare delivery system in the United States.
- Explains the importance of the interdisciplinary team on quality of care in a variety of delivery systems.
- Understand the dynamics of conflict.
- Utilizes techniques to diffuse conflict.
- Uses self-reflection and self-awareness in the face of conflict.

The badge earner has passed:

- Workplace Scenario Assessment (Individual Resource 7)
 - Interdisciplinary Healthcare Teams
 - Pre-test (Individual- Resource 8)
 - Post-test (individual-Resource 9)
 - Interdisciplinary Team Case Scenario (Small group/report out to class – Resource 10)
 - Personal Reflection/ Assessment of Skills Paper (Individual)
- Assessments passed at 80%

Issue Date

05/05/17

Expiration

05/05/20



EMPLOYERS USING BADGES IN TALENT MANAGEMENT

National

- IBM, Microsoft, Cisco
 - Bank of America
 - Deloitte
 - Home Depot
 - Hunter Douglas
 - Walmart
 - McDonalds
- Apple
 - Google
 - NASA
 - NOAA
 - USDA

Regional

- Colorado Department of Transportation
- BalSeal
- Sundyne
- Cemex
- Hunter Douglas
- Walmart
- McDonalds



INDUSTRY LED BADGES



WWW.CCCS.CREDLY.COM



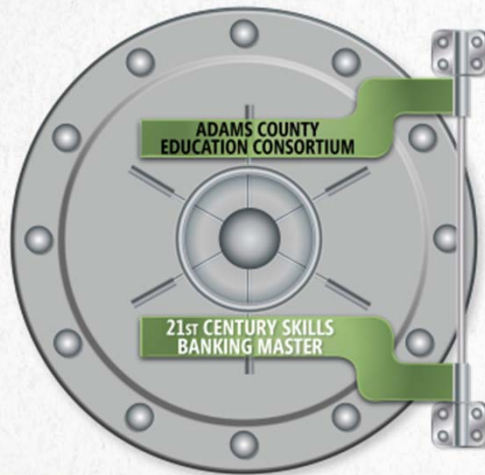
NON-CREDIT EMPLOYER TRAINING BADGES



<https://cccs.credly.com/#!/issuers/cfei>



CURRENT INDUSTRY LED INITIATIVE



RED ROCKS COMMUNITY COLLEGE

- Specific industry driven training backed up by CCCS digital badges for mastery of skills

SUNDYNE

SUNCORE REFINING



SPEAKER CONTACT INFORMATION

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