

**D2L**

The new CV: Micro-Credentials  
and the Future of Learning

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# Meet Your D2L Team



## **Ruth Cuthbert**

Learning Experience Consultant  
Learning and Creative Services

- Former Sr. Instructional Designer
- D2L for 3.5 years
- Assessment Strategies, Task Analysis, Instructional Design
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# Agenda

1

**The Skills Gap  
and our need for  
a solution**

2

**Open Badges and  
what they solve**

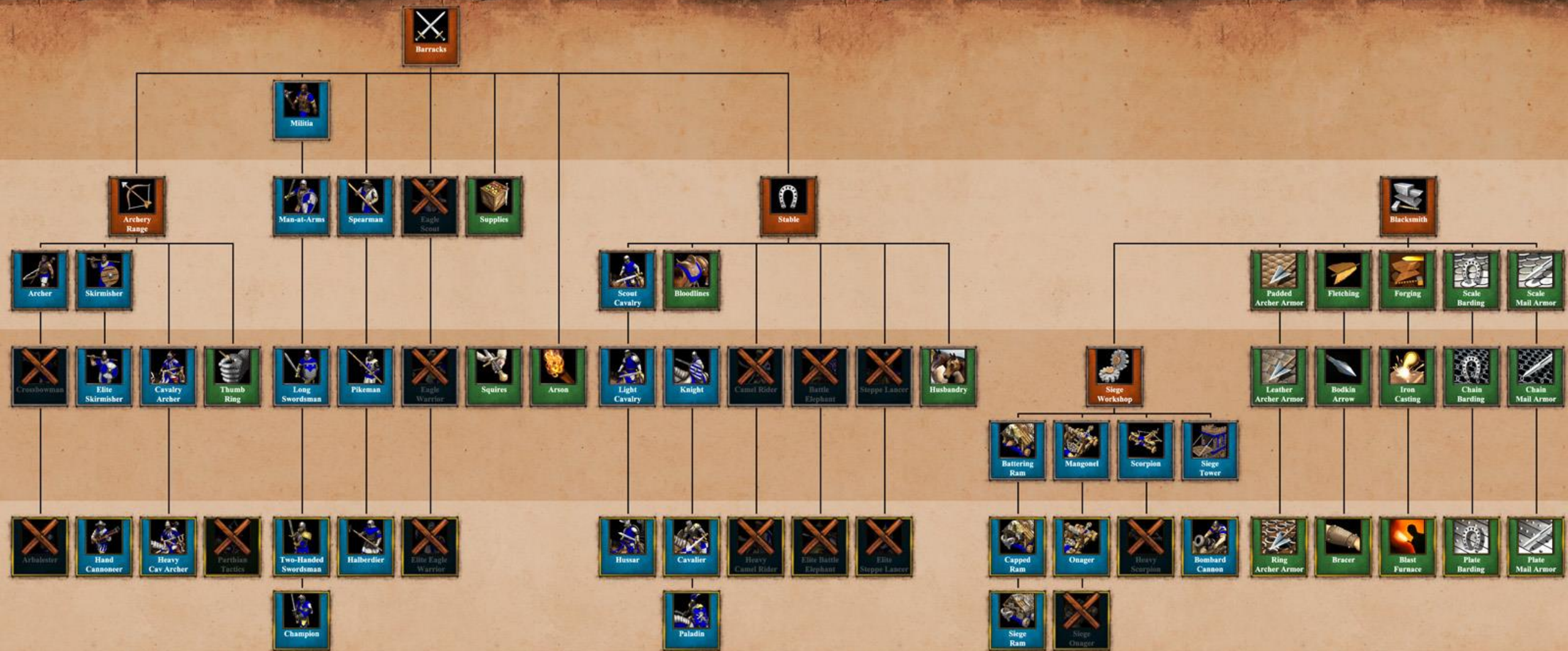
3

**Strategies for  
employing badges  
at your institutions**

4

**Programs using  
badges, and  
lessons learned**

# Upskilling in Games

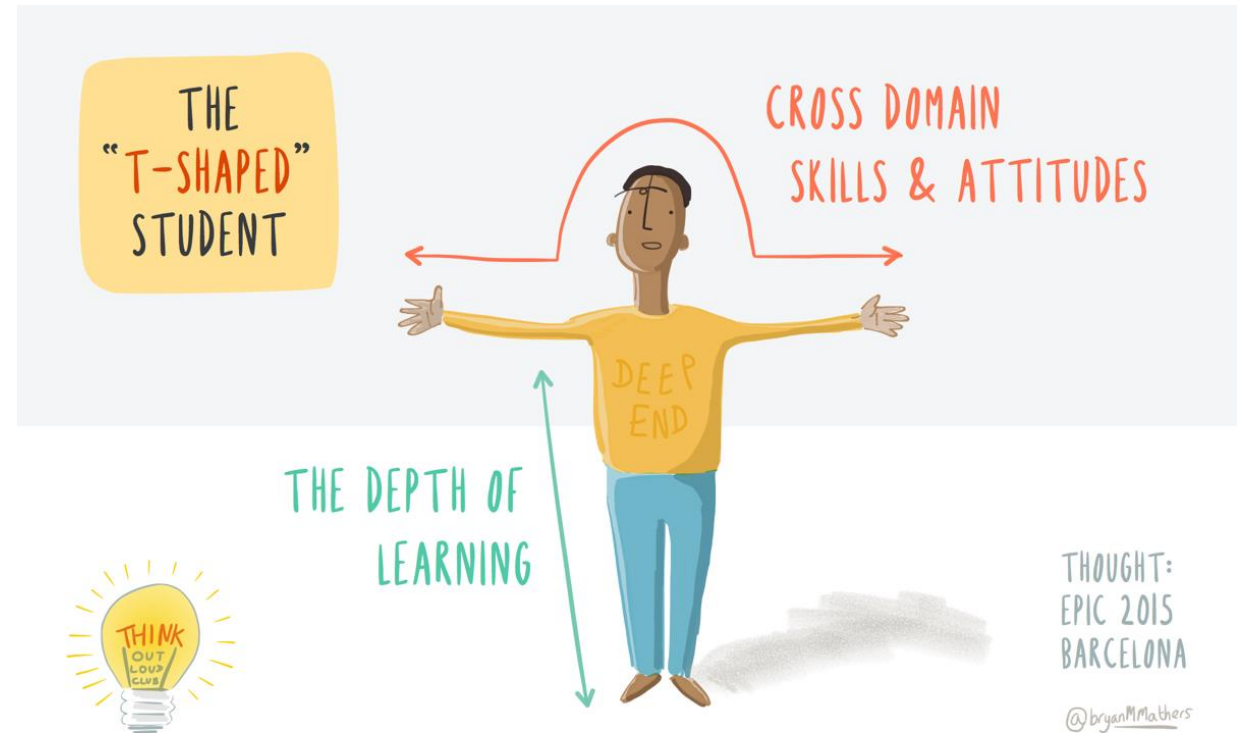


# Skills Needs have evolved

Moving from a Skills Ladder...



To a Skills Lattice



# Who's Responsible to fill the gap?

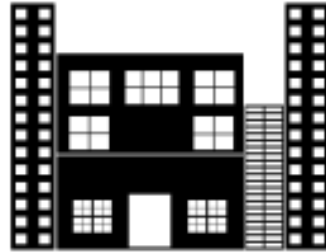
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Government



Formal  
Education



Membership  
Associations



Corporations



Individuals

It's going to take a concerted effort from all institutions and individuals to prepare individuals for the future

# Our need for the future...

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1. A way to track our current skillset and provide credentials for these
2. Institutions willing to offer training offerings and to verify our skills (internal, external education)
3. A way to verify our skillset to others
4. A common language to verify our skills that we can all agree upon validity
5. A way to demonstrate our skillset to current and future employers
6. A system of incentivization that encourages continuous development

# Addressing the Skills Gap



Lucy Baker  
B.Sc Computer Science - 2011  
5 years developer at Hooli  
3 years developer at start up  
5 LinkedIn recommendations



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



Who are you likely to interview first?



Conference activities  
- EDEN Conference Open Badges -

Career planning skills  
- Open University UK -

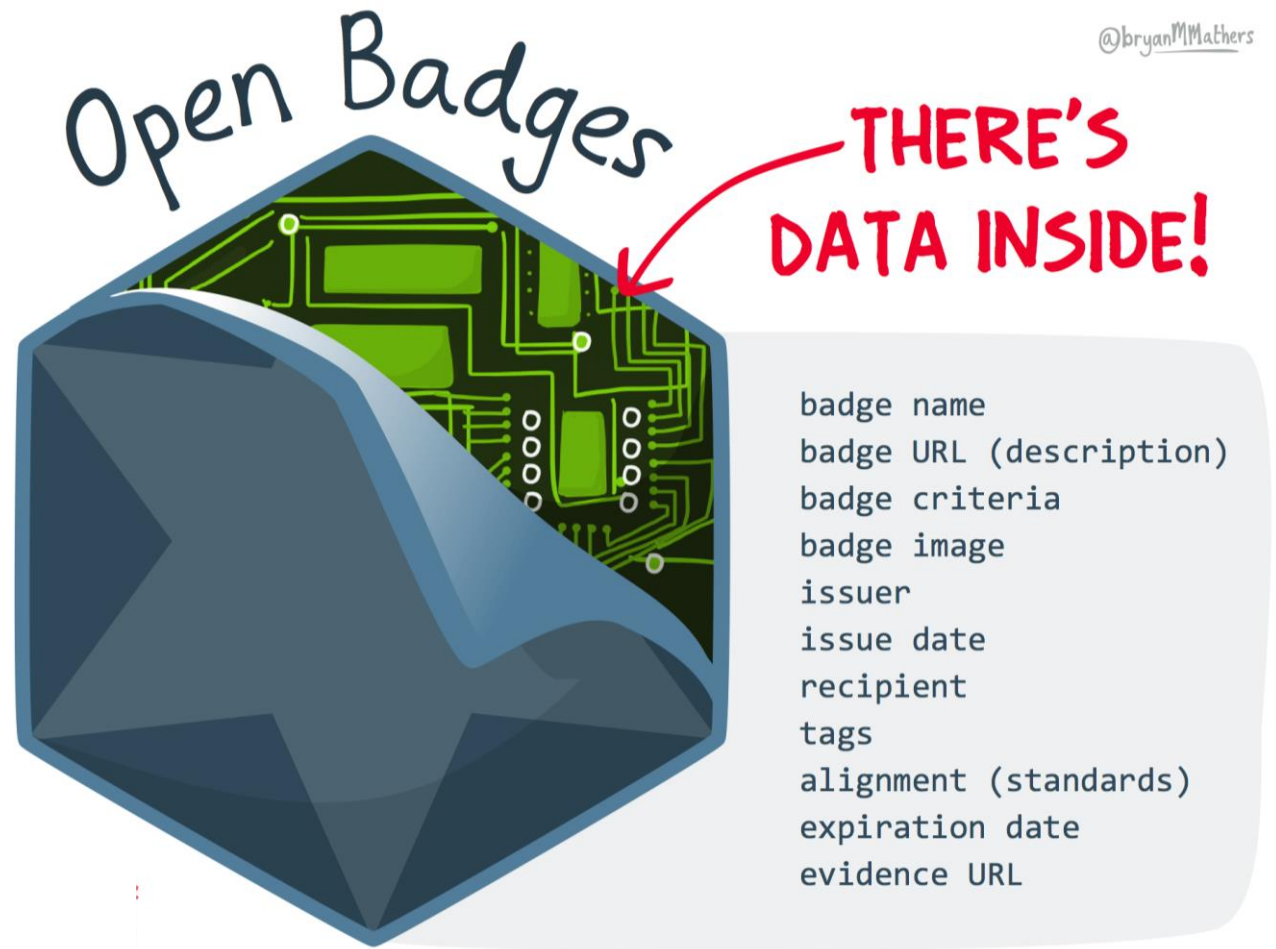




# Open Badges

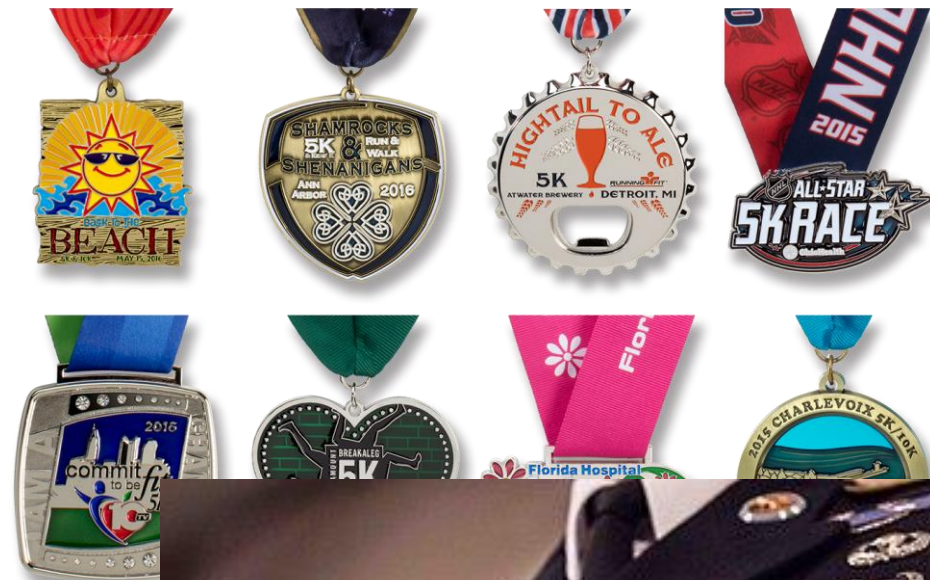
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- Open Badges are a representation of a competency or achievement earned through participation, progression or completion of learning.
- Verifiable from issuer
- Can be shared across a variety of platforms, social media



Open Badges Peeled by [Bryan Mathers](#)

# We have a long history of badge use



# What does it solve?

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## For the individual

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



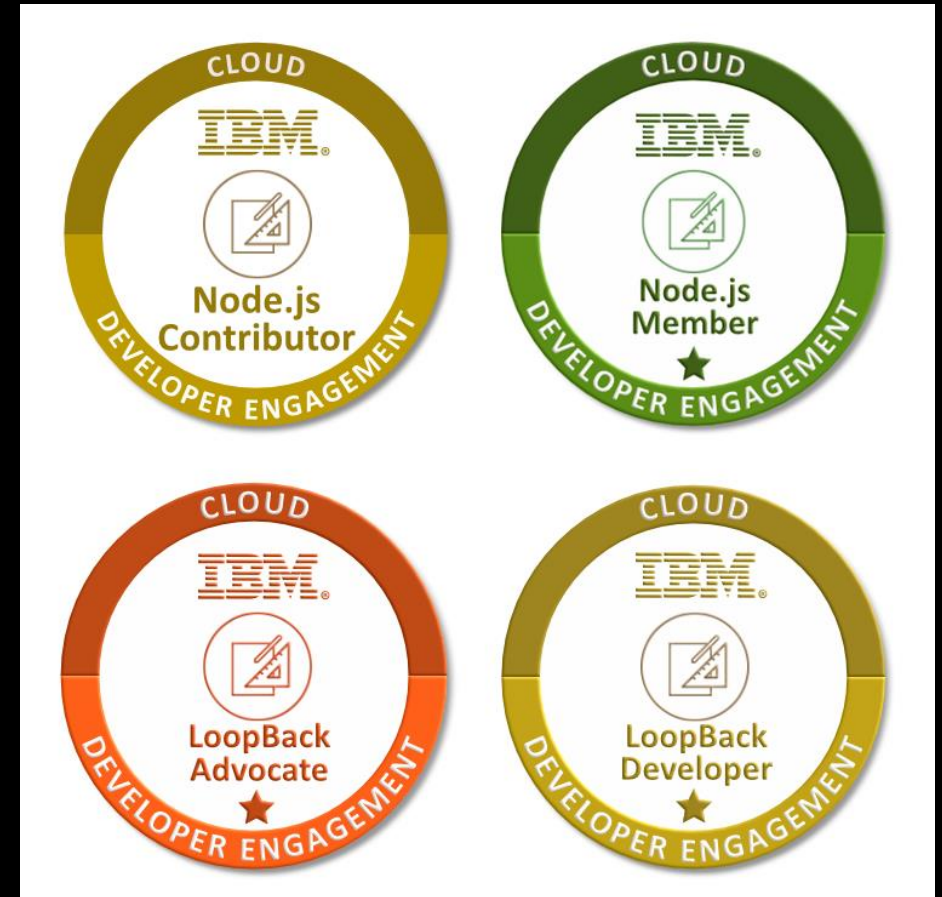
New World of Work's  
21<sup>st</sup> Century Skills Badges

# What does it solve?

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## For the organization


- Identifies areas for improvement
- Increase outputs, productivity
- Demonstrates a culture of learning
- Helps to identify hidden talents among our employees
- Across sectors, helps create alignment with skills needed for continuous improvement





IBM's Digital Credentials

# What did IBM find?

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 **129%**  
student  
enrollments

 **226%**  
# enrollees  
completing

 **694%**  
# passing EOC  
assessments



# Who's using Badges already?

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K12  
Colleges  
Universities



Purdue University

Professional  
Organizations



Worldchefs culinary badges

Corporations



Microsoft

# What badges to create?

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1. Ask yourselves:
  - What skills our needed for our learners?
  - What do we need now and in the future?
2. Tie them to the core competencies that your students need
3. Create badges based on completion, measurement, progress, experience
4. Do not blend professional certification badges and gamification badges

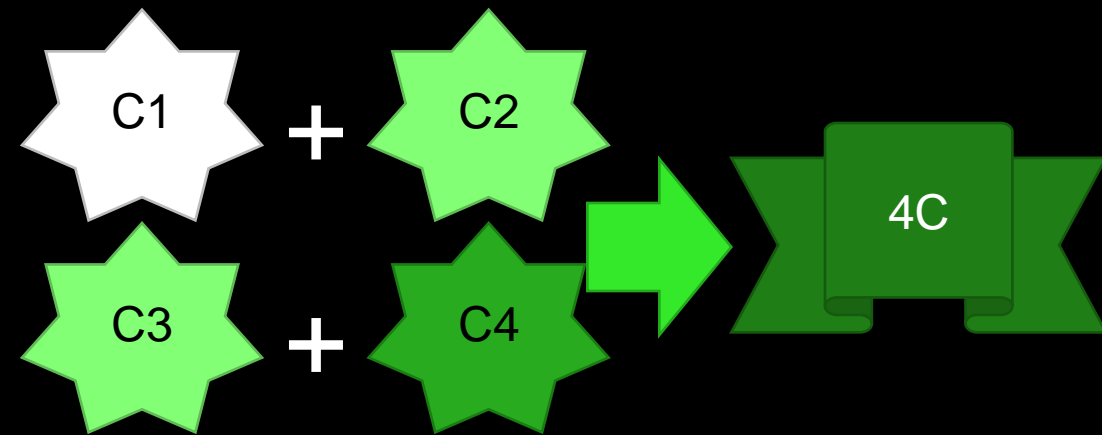


@bryanMMathers

# 8 Tips for considering Microcredentialing

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1. We all have different motivations for learning
2. Consider technical and interpersonal skills (4 C's)
3. Start with a small goal, and test against it.
4. Small, micro-learning courses or modules are more consumable
5. Partner with local industry to validate skills and endorse your programs
6. Minimize completion, maximize performance badges
7. Some badges may need to be manually issued, which supports unsolicited models
8. Create meta-badges that are challenging to get





- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.



# Programs in Canada Running Microcredentials

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- University of Lethbridge – helping displaced oil and gas workers transfer into the expanding Alberta film industry. Collaborating with Calgary Economic Development to bring on labour union to validate the program.
- Université Laval – Currently running 13 “nanoprogrammes” for pharmacology. Courses are 90-135 hours, built with external industry partners developing in-demand professional competencies.
- Thompson Rivers University - First North American university to accept international transfer of open learning micro-credentials, earned through the Open Education Resource universitas network

**\*Partnership/Endorsement is key for validation**

# Programs in Netherlands

## Surf Cooperative

SURF



edubadges

- Establishing infrastructure for 16 Dutch institutions to issue digital certificates, called edubadges.

Testing badging strategies for:

- Cross-institutional recognition of badges
- Participation of extracurricular activities
- Professional Development for Staff members
- Qualifications for specialized equipment use
- Learning Pathways to help create a logical sequence

### Participating Institutions:

- Albeda
- Amsterdam University of Applied Sciences
- Avans University of Applied Sciences
- Deltion College
- Eindhoven University of Technology
- Erasmus University Rotterdam/  
Rotterdam School of Management
- Hanze University of Applied Sciences
- Maastricht University
- NHL Stenden University of Applied Sciences
- Rotterdam University of Applied Sciences
- Tilburg University
- University of Twente
- Utrecht University
- Vrije Universiteit Amsterdam
- Wageningen University & Research
- Windesheim University of Applied Sciences

# Programs in Netherlands

## Lessons Learned

SURF



edubadges

- Badges are for life, so a clear strategy in small phases will minimize early mistakes
- GDPR security can make these challenging to issue as privacy can be revoked but badges aren't so easy so data processing agreements must be in place and certain officials involved
- “There is a big difference between use as a microcredential in regular accredited education, or use as a form of recognition for extra-curricular activities. The situation is still a fluid one” – Frank Pinxt, Development Service Provision, SURF

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# Questions?

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