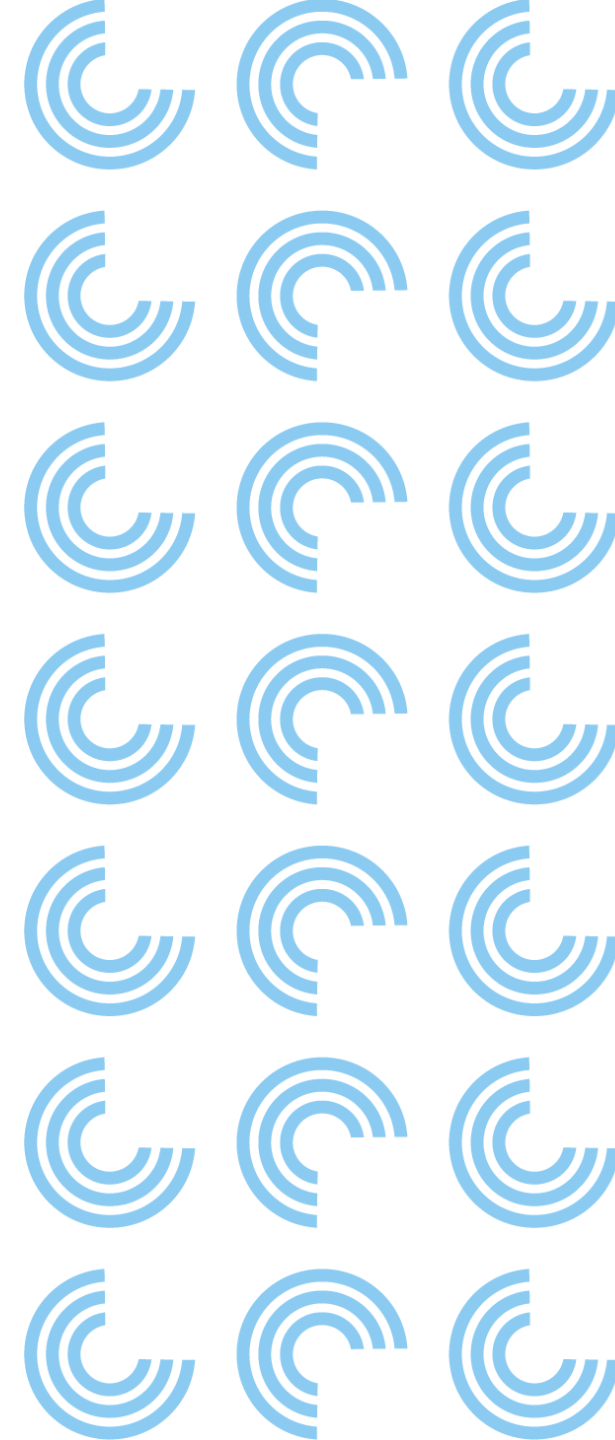




Learning and Employment Records

What Are LERs?

Learning and Employment Records (LERs) are digital records of a person's jobs and skills acquired through education, credentialing, in the workplace, and through service and life experience. The records are verifiable and secured according to web standards, and are controlled by users, who can curate and use them to pursue educational and employment opportunities as they see fit.



Trends Impacting Learning Beyond High School

- Population demographic shifts in age, race, and region
- Digital transformation and knowledge economy creating a new world of work
- Increase in necessity for learning beyond high school for economic mobility

To respond, we need a comprehensive learning system

- Every adult will earn a high-quality credential that leads to further education and work
- Recognition of learning, however it is obtained
- Learning designed for individuals of all ages who have adult lives and will be required to reskill and upskill over a lifetime

Competencies as Currency

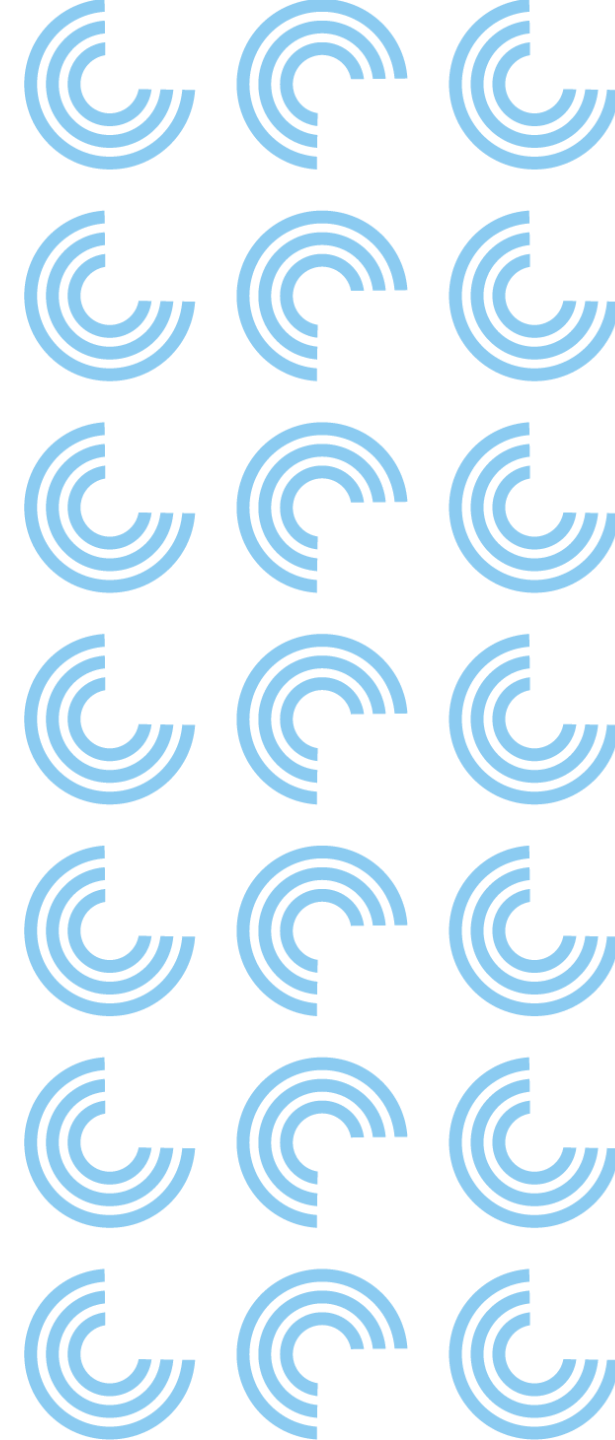
When systems use competencies as the
currency of learning,

we can connect, compare, and validate

learning across multiple contexts using a
shared competency language.

Employers

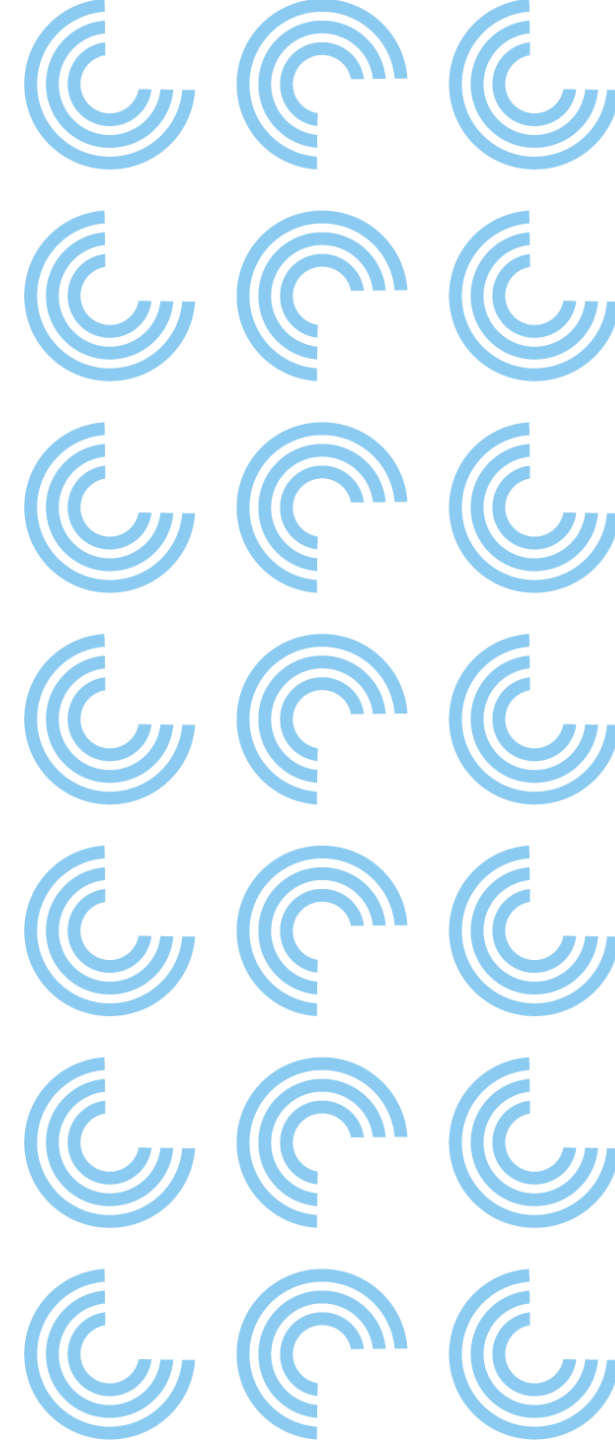
Skills-based hiring is a recruitment approach that focuses on screening in candidates based on their skills, rather than excluding them based on their education or past work experience.



Educators

Competency-based education (CBE) is focused on actual student learning, and the application of that learning, rather than time spent in class/on material.

Learners progress as they demonstrate their competence through a system of rigorous assessments, meaning they prove they have mastered the knowledge and skills required, ensuring each learner graduates ready for what's next.



Systemic Shifts to Skills-Based Economy

Alabama Talent Triad

Navajo Nation

American Association of Colleges of Nursing

Illinois Early Childhood Education Initiative

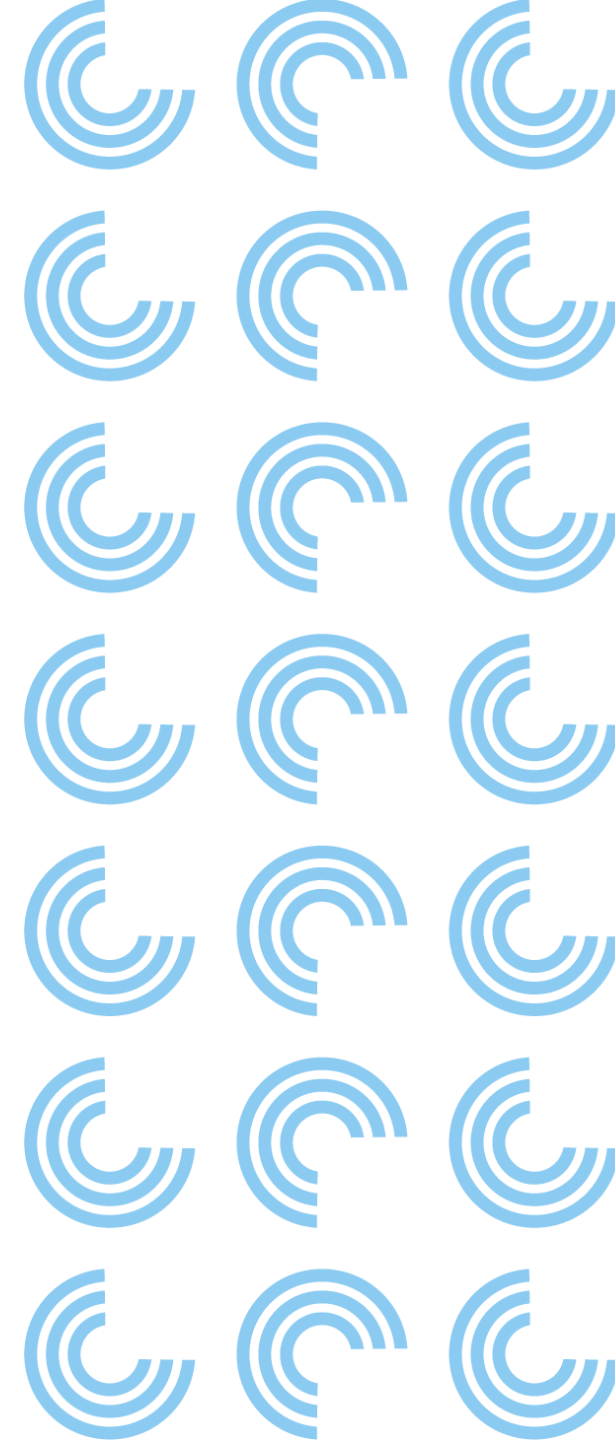
US Office of Budget and Personnel Management (EO for SBH)

SHRM, US Chamber of Commerce, Business Roundtable

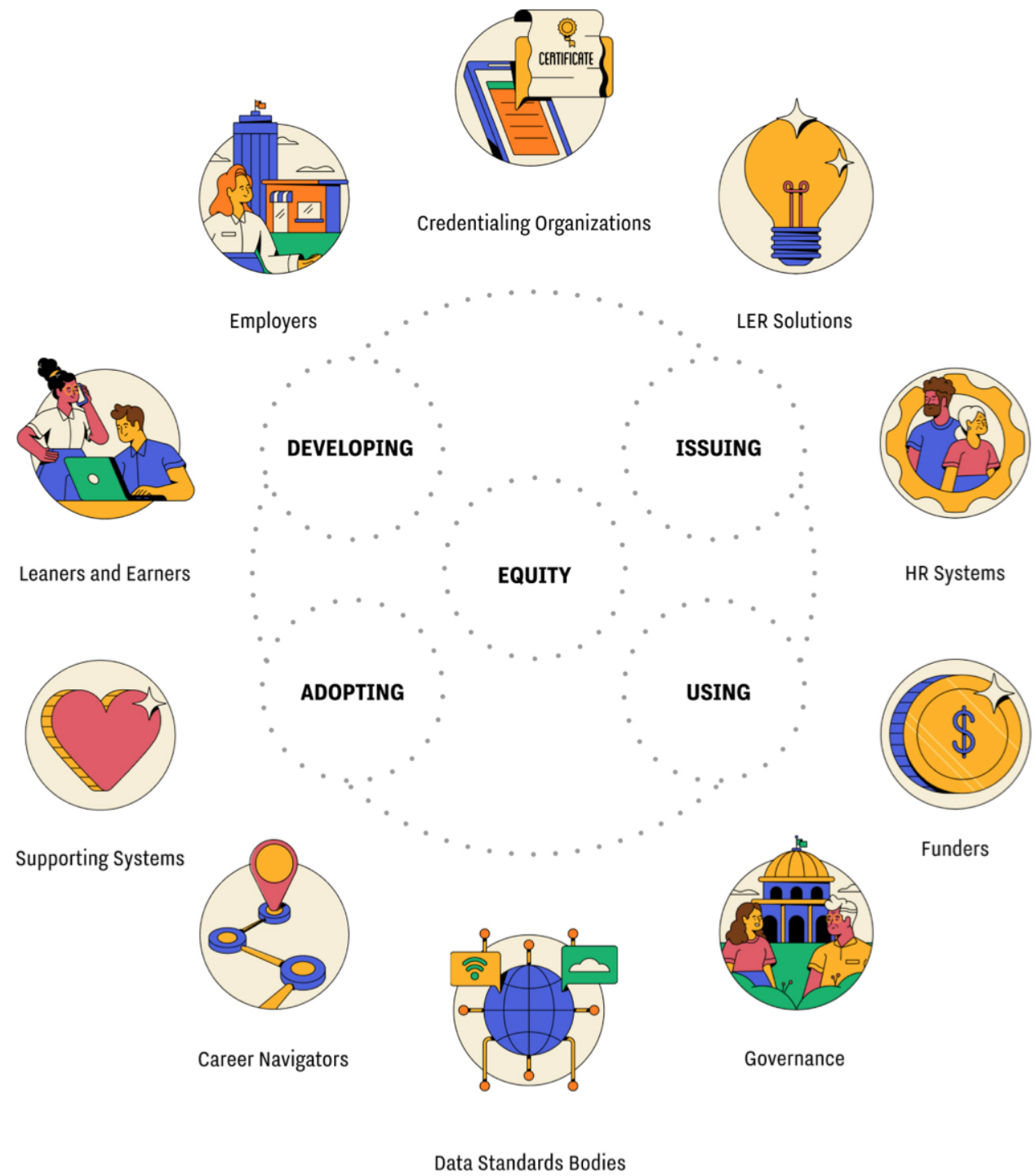
Where do Learning and Employment Records fit in?

What Are LERs?

Learning and Employment Records (LERs) are digital records of a person's jobs and skills acquired through education, credentialing, in the workplace, and through service and life experience. The records are verifiable and secured according to web standards, and are controlled by users, who can curate and use them to pursue educational and employment opportunities as they see fit.

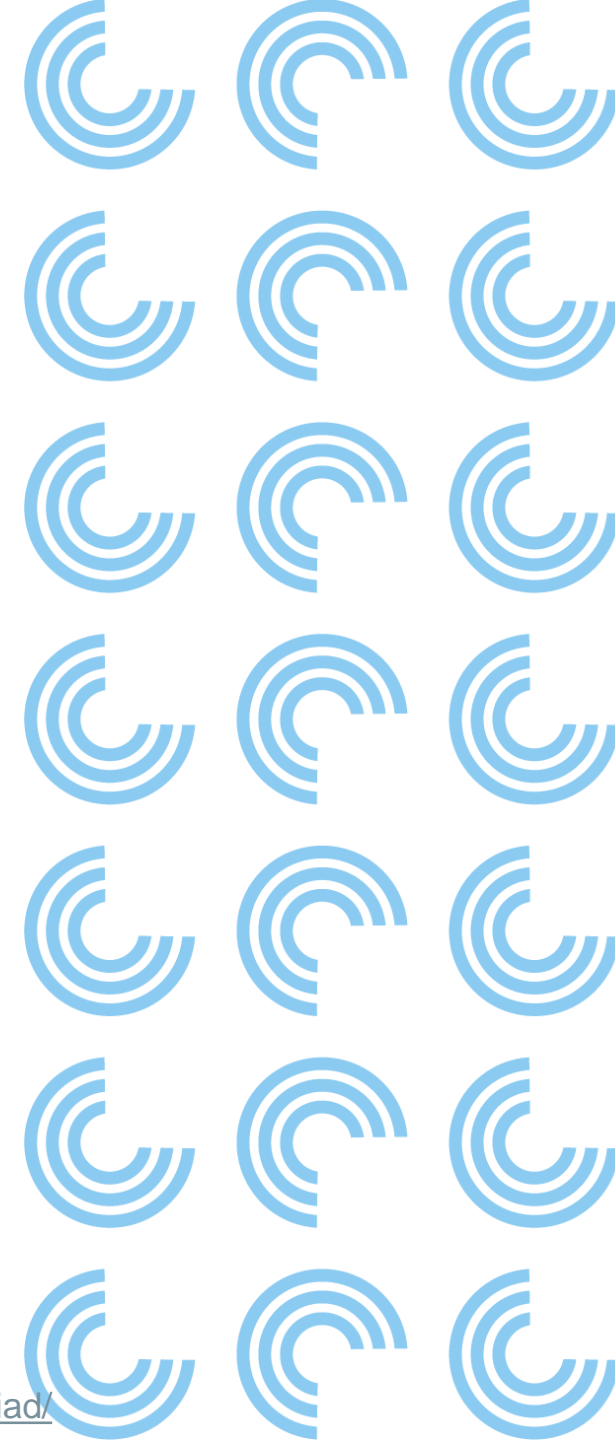


LER Road Map Stages and Stakeholders



Employer Use of LERs: Early Lessons from Alabama

- Validation- **proving** the skills; assessment
- Verification- record of truth
- Eliminates need for background check
- Use of validated and verified skills fuels skills-based hiring



LER Road Map Stages and Stakeholders

Where are you on the map?

What next steps can you take on your LER road map?

