

A woman with dark hair in braids is pointing at a laptop screen while a man with glasses and a beard looks on. They are in a modern office with other people working in the background. The image has a dark overlay with white text.

Evidence + Evaluation: A Formula for Validating Skills

Unlocking Potential: How Validation and Credential Wallets Enable Workforce Transformation

A **three-part learning series** about how **skills validation** + **LERs** (learning and employment records) create and communicate **accurate information** about an individual's skills.

Session 1

Validating
Durable ("Soft")
Skills:
A Four-Part
Framework

February 27, 2025



Led by

Education Design
Lab

Session 2

Evidence +
Evaluation:
A Formula for
Validating Skills

March 12, 2025



Led by

Education Design Lab

Session 3

Digital Wallet
Design and
Discovery
Workshop

April 2, 2025



Led by



Your Presenters



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Director
Skills Development + Validation



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Education Designer
Skills Validation


Today's Objectives

1. Discover a **simple formula** for validating skills
2. **Apply the formula to your context** by creating a validation concept



About the Lab

Education Design Lab



We co-design, test, and build new models and approaches to better address program **affordability** , **relevance** , **portability** , and **visibility** in a rapidly changing knowledge economy.

1,190

Colleges
+ Universities
+ Organizations

950

Employers

24

Ecosystems

States, systems, cities

Designing Postsecondary Education **with** Learners

Who are the learners
we primarily work with?

Frontline Workers

Transfer Students

Single Parents

Non-degreed Adults

First-generation Students

Underinvested Communities



Learners

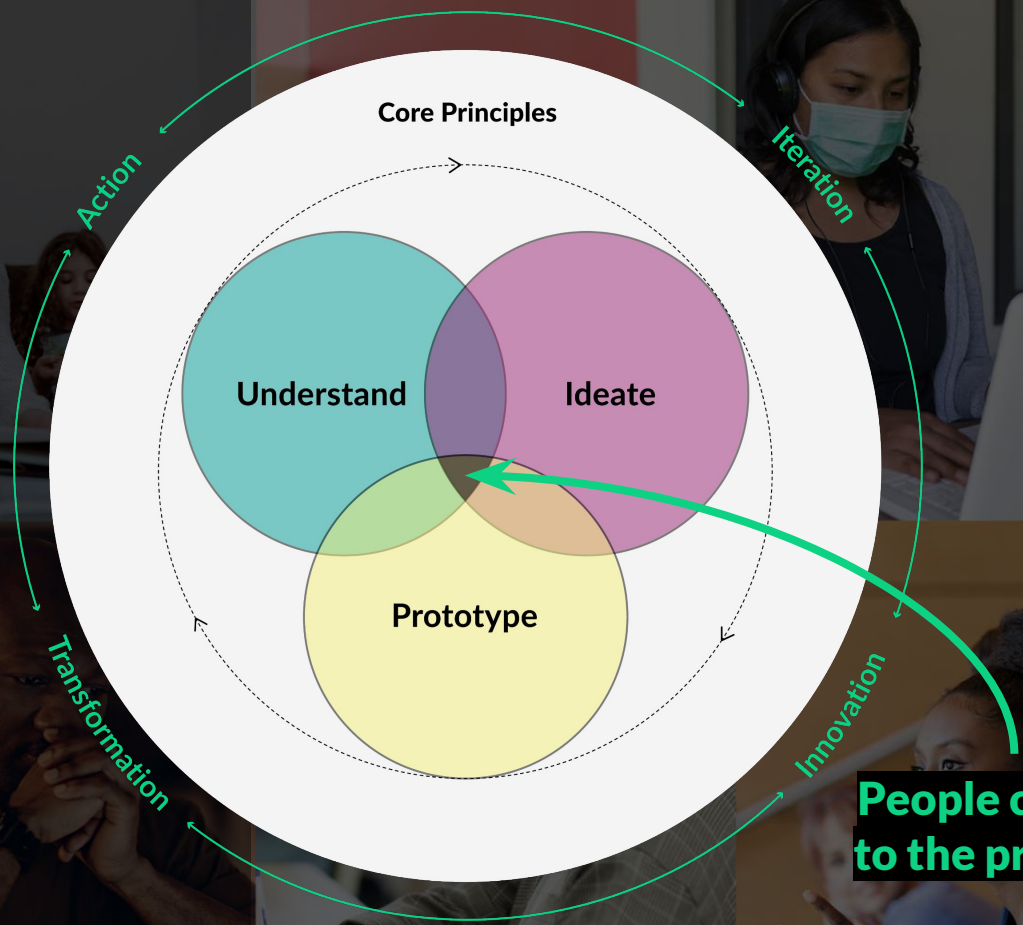


Institutions



Employers

Above all, our design approach serves as an **engine for action and iteration** in addressing barriers that exist between so many of us and our hopes for the future.



People closest to the problem

CENTER FOR SKILLS VALIDATION

—— Education Design Lab ——

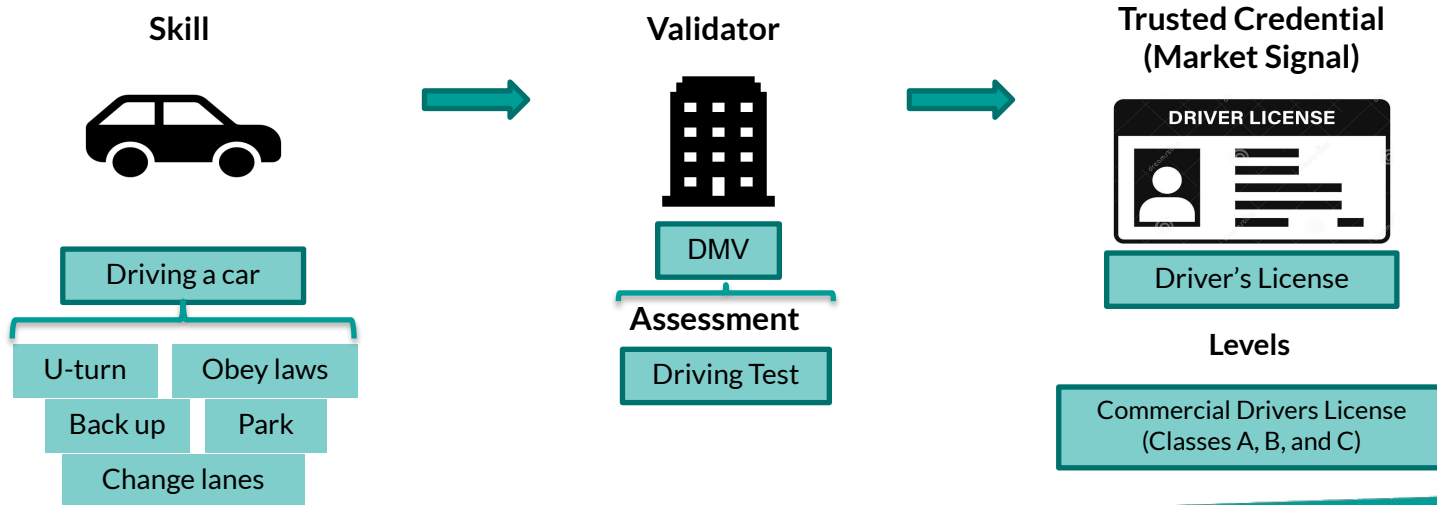


Design Question

How might we **validate (and credential)** durable skills to make (l)earners more **visible** in the talent marketplace?

What is Skills Validation?

- Typically conducted by qualified third-party
- Based on a “shared understanding” of the meaning of that skill
- Indicates level and context
- Conducted through various methods (e.g., assessment, demonstration, artifact)



Validating Durable Skills: A Four-Part Framework

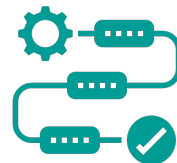
1 DEFINITION

Define a skill, along with what it looks like in practice



2 METHOD

Identify the method by which the skill will be validated



3 LEVEL

Identify the level at which the skill must be demonstrated



4 CONTEXT

Identify the context in which the skill must be demonstrated



Defining Skills Validation Methods

A (Draft) Formula

VALIDATION
METHOD



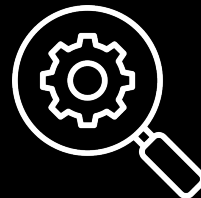
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Evidence



+

Evaluation



Why multiple methods?



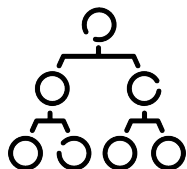
Any not so good test-takers in here?

- Diverse experience requires diverse ways to demonstrate skills.
- A variety of methods helps you meet individuals where they are and increase their odds of success.
- Able to leverage evidence that you already have or that's easy to gather.

EXAMPLE

OUR METHOD SIMULATION-BASED ASSESSMENT

EVIDENCE



Individual's responses to a branching scenario-based assessment

EVALUATION



Automated comparison of responses against a set of established criteria



EXAMPLE 2

METHOD

PERFORMANCE REVIEW

EVIDENCE



Documentation from an individual's performance review - shared by a supervisor, colleagues, and direct reports

EVALUATION



Comparing documentation to a role-specific set of expectations or skill taxonomy to determine level of performance

DESIGN YOUR OWN VALIDATOR!

Evidence + Evaluation

Design Activity



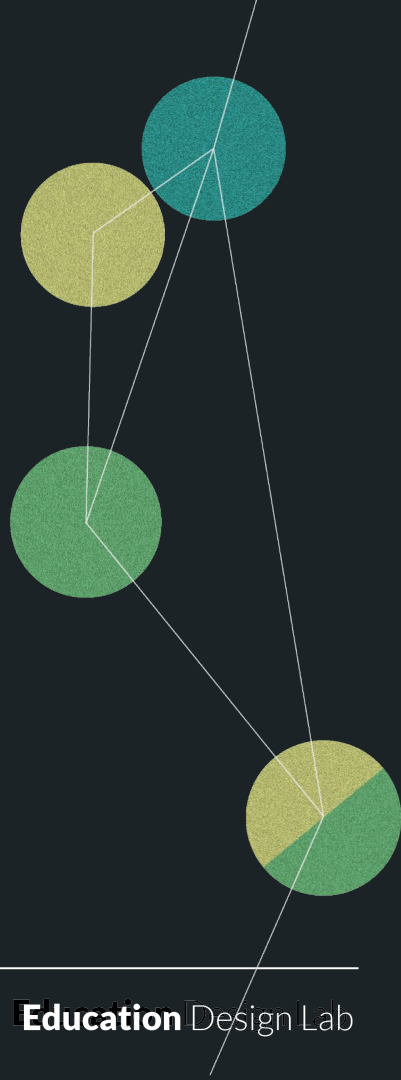
tinyurl.com/DesignAValidator

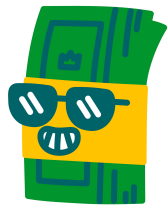
- Determine what competency/skill you are measuring
- Choose your validation method: Evidence + Evaluation
- Flesh out your idea

DISCUSSION

How might your method:

- widen your talent pipeline?
- strengthen your educational programming?
- ensure better, more reliable skills data?





Paid Survey Opportunity!

tinyurl.com/RONsessionfeedback

- Provide feedback on today's session
- Get a \$25 gift card!



Thank You!



Tara



Meghan