

Learn & Work

▪ ECOSYSTEM LIBRARY ▪

Learn & Work Ecosystem Library

Workforce Matters Workshop

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1 Credential Transparency

- Credential Engine
- Credential Registry
- Open-platform schemas and languages

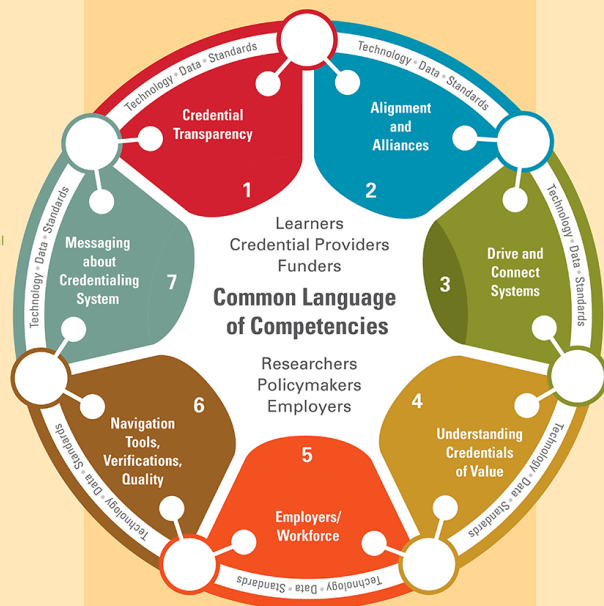
2 Alignment and Alliances

- State/regional projects
- Military (Dept of Defense, Navy)
- Public/private ROI
- Credentials of value
- Aligning bachelor's degrees and industry-recognized certifications
- T-Profile builder

3 Drive and Connect Systems

- Credential Engine: Credential Registry Learn and Build Summit Series (apps)
- T3 Innovation Network (10 pilot projects)
- Workcred: Data-sharing among organizations awarding non-degree credentials
- Non-Degree Credential Research Network
- Understanding the landscape of industry certifications

Stakeholders and Key Initiatives for a Connected Learn-and-Work Ecosystem



4 Understanding Credentials of Value

- State identification of credentials of value
- Public-private education/credentialing data infrastructure
- Credential Registry use in Eligible Training Provider List and other eligibility determinations
- Incremental higher education credentialing system framework
- SocialTech's unumudl.com

5 Employers/Workforce

- Jobs Data Exchange
- Talent Pipeline Management Initiative
- Competency/skills/competency calibrator
- Hiring for competencies/skills
- Workforce Partnership Initiative

6 Navigation Tools, Verification Quality

- Digital learner records
- The Quality Assurance Commons
- Google Education and Pathways Search

7 Messaging about Credentialing System

- Gallup surveys
- Media messaging
- Research: number of credentials

2018 - 2020

Lumina Foundation – The Learn and Work Ecosystem

An updated map of the learn-and-work highway (Blog)
Holly Zanville • Jan. 23, 2020

1 Drawing board (conceptual stage)

2 New effort, under construction, supported extramurally

3 Created, in testing (proof of concept) phase, supported extramurally

4 Created, tested, scaling, supported extramurally

5 Created, tested, scaling, at/or past tipping point, financial sustainability

Stages



January 2020

One Project + Two Studies Informed Library Development

Foundation Project to Map Learn/Work Ecosystem

- . 2018: Meeting of ~40 foundations resulted in request to map “key initiatives” in various stages of development being funded by foundations
- . 2019: Multiple foundations identified 17 projects; Lumina Foundation housed 1st map
- . 2020: Published 3rd edition with 36 initiatives (up from 23 in 2nd edition)

Exploratory Study at GWU to Inform Planning

- . 2021: Reviewed 18 websites for definitions, key words, referrals
- . 2021: Produced annotated list of websites

Groundwork for Library Ontology at GWU

- . 2021: Surveyed ~300 experts in learn/work ecosystem (23% response rate)
- . 2021: Rated 12 key categories + 97 sub-categories for importance
- . 2022: 1st ontology developed from research

12 Key Components of Learn-and-Work Ecosystem

- All components must be connected and coordinated so that **INDIVIDUALS** can move seamlessly through marketplace using a variety of credentials to communicate the skills and knowledge acquired in multiple settings (school, work, service, self-study)
- **SCHOOLS** can count learning obtained outside of academic settings toward a degree or other credential
- **EMPLOYERS** have more detailed and externally-validated information for hiring, reskilling, and upskilling workers
- **PUBLIC** is informed about the learn-and-work ecosystem





Connecting Education & Work

Informing the evolving learn-and-work ecosystem



Use Our AI Library Assistant

[Index \(989\) →](#)[Glossary \(295\) →](#)[Archive \(4\) →](#)[Key Components \(12\) →](#)

Topics (94)

Important subjects or themes which define and describe the learn-and-work ecosystem

[View All →](#)

Initiatives (309)

Key projects working to improve the learn-and-work ecosystem

[View All →](#)

Organizations (275)

Alliances and intermediary organizations working to improve the learn-and-work ecosystem; some focus in 1-2 areas, others on many areas of the ecosystem

[View All →](#)[Search The Collection →](#)

INDEX

GLOSSARY

Growth in Content

	<u>12/1/22 Launch</u>	<u>06/10/24</u>
Key Components	12	12
Subcomponent Topics	71	95
Glossary	--	300
Initiatives/Projects	88	310
Organizations	118	277
Relational Maps (prototypes)		5
	<hr/> 286	<hr/> 999
New content/wiki request forms		33
Correction requests		23

Growth in Users

12/02/22 668 distinct tracked users

06/10/24 22,558 distinct tracked users

3,100 repeat visitors

32,373 sessions

57,263 page views

520 downloads

1 min avg. session

Dynamic Content Index for Topics, Initiatives, Organizations, and Glossary Terms

TOPICS (95)

IMPORTANT SUBJECTS OR THEMES WHICH DEFINE AND DESCRIBE THE LEARN-AND-WORK ECOSYSTEM

- Academic Advising
- Accreditation
- Adult Learners: Second-chance Options, Accelerated Options
- Alternative Credentials
- Apprenticeship
- Articulation / Transfer
- Auto-award (Automatic)
- Automated Screening for Hiring Processes / Applicant Tracking System
- Badge Backpack
- Badge, Skills Badge, Open Badge, Competency Badge
- Blockchain
- Career Coaches, Career Coaching
- Career Pathways
- Certificate
- Certification
- Classification of Instructional Programs (CIP)
- College Education in Prisons
- Common Job Descriptions; Job Postings in Language of Competencies/skills
- Community College Baccalaureate Degrees (CCB)
- Competency Models, Skills Models & Learning Frameworks

INITIATIVES (310)

KEY PROJECTS WORKING TO IMPROVE THE LEARN-AND-WORK ECOSYSTEM

- 1EdTech Open Badges Standard
- 1EdTech's Digital Credentials Learn & Lead Roundtables
- 2nd Chances@Work Initiative – Orijin
- 2U / edX Bootcamp Partnership
- AACRAO Alternative Credentials Initiative / Report
- AACRAO Credit Mobility Initiative
- AACRAO Digital Interoperability Initiative
- Accelerate ED
- Accelerating Opportunity: Kansas
- Access in Prison Initiative – JSTOR
- Adult Learner Centered and Equity Framework (ALCEF) in a SNAP Network – CAEL
- Adult Learning & Literacy Network (ALL IN)
- ADVANCE Integrated Education and Training (IET)
- Advancing Equity and Upward Mobility through Community College-Employer Partnerships (ACE-UP)
- AI Education Policy & Practice Ecosystem Framework – WCET
- AI Incubator Network
- Alabama Partnership with Credential Engine
- Alabama Talent Triad
- Alternative Credentials: Considerations,

ORGANIZATIONS (277)

ALLIANCES AND INTERMEDIARY ORGANIZATIONS WORKING TO IMPROVE THE LEARN-AND-WORK ECOSYSTEM

- 1EdTech Consortium
- AARP Foundation
- Accelerate Montana
- Accredible (digital badge & certificate platform)
- Achieving the Dream (ATD)
- ACT
- Advance CTE
- Advisera
- AFL-CIO Working for America Institute (WAI)
- African American Mayors Association (AAMA)
- Albert Shanker Institute
- Alliance for Excellent Education (All4Ed)
- America Achieves
- American Association of Colleges and Universities (AAC&U)
- American Association of Collegiate Registrars and Admissions Officers (AACRAO)
- American Association of State Colleges & Universities (AASCU)
- American Council on Education (ACE)
- American Dental Education Association (ADEA)
- American Health Information Management Association (AHIMA)
- American Indian Higher Education

GLOSSARY (300)

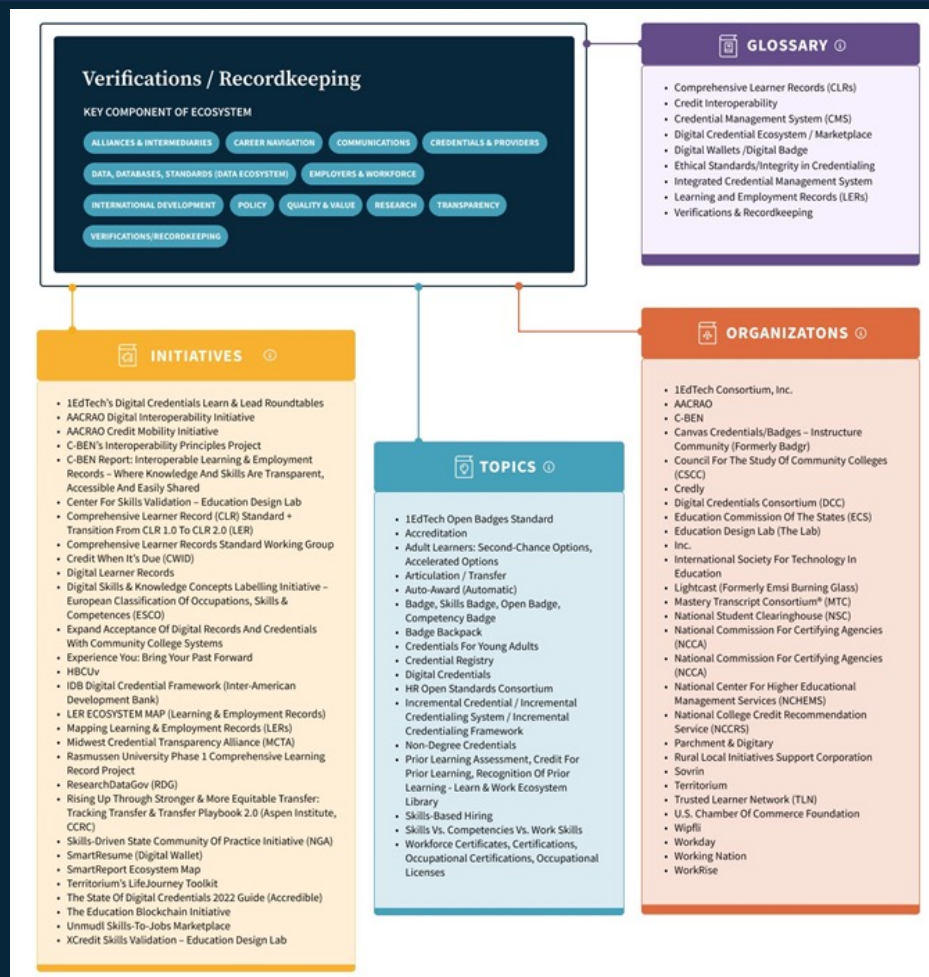
CURATED LIST OF TERMS AND DEFINITIONS, FOCUSING ON IMPORTANT SUBJECTS OR THEMES THAT DEFINE AND DESCRIBE THE LEARN-AND-WORK ECOSYSTEM

- Academic advising
- Accreditation
- Achievement Wallet
- Adult Education
- Adult Learners
- Alternative Credential Platforms
- Alternative Credentials
- Alternative Provider
- Applicant Tracking System (ATS)
- Applied Liberal Arts
- Apprenticeship Intermediary
- Apprenticeships
- Articulation / Transfer
- Artificial intelligence (AI), Generative AI, & AI Prompts
- Asian American and Native American Pacific Islander-serving Institution (AANAPISI)
- Assertion
- Assessment
- Assessment in Badging
- Asylum Seeker
- Auto-award
- Badge Baking
- Badge, Skills Badge, Open Badge, Competency Badge

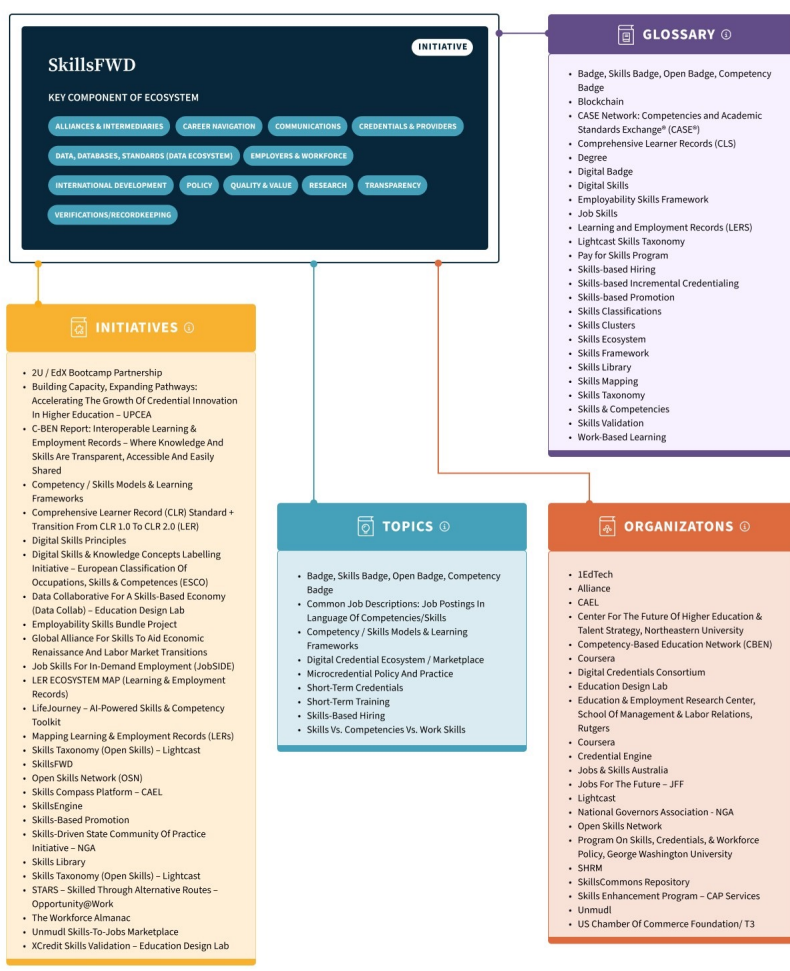


Prototype Relational Maps

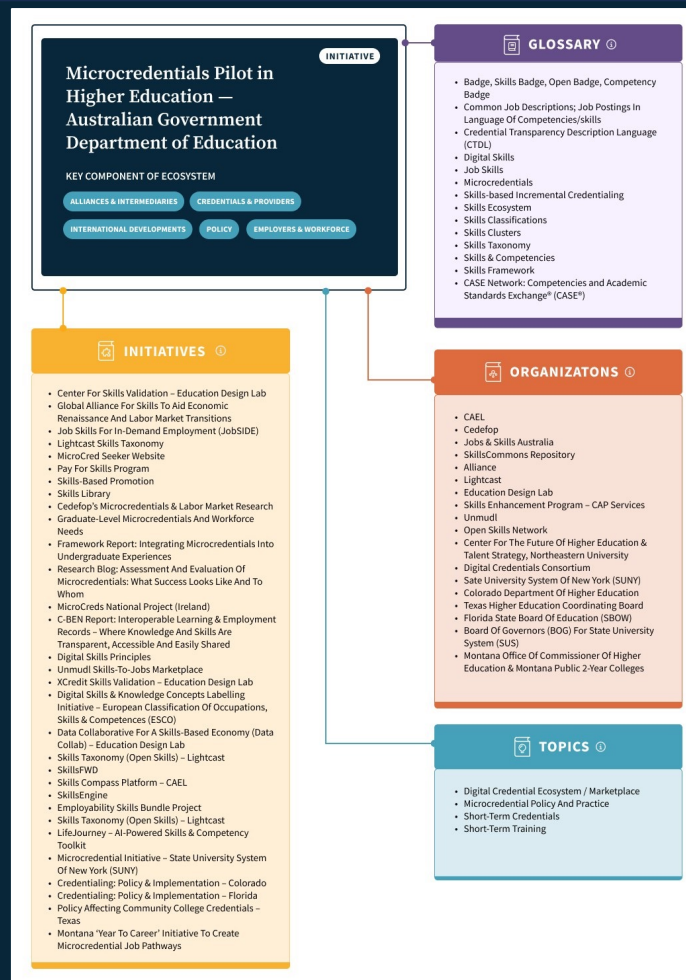
- Show connections within the ecosystem
- Contain active links to take users to artefacts within library collection
- Updated as new related content is added to the library collection
- Leverage human judgment and A.I. to create connections beyond basic keyword matches



Second Example



Third Example



3 Developments



RESEARCH CENTER



Library Lens

The Library collection, constantly evolving as new content is added and new connections are generated, is itself an information database to be analyzed. Through the Library Lens, our briefs and reports explore trends within the ecosystem and insights revealed by analysis of website use.



Professional Development Hub

A space dedicated to professional development resources produced by the Library, including webinars and a newsletter.



Special Projects

A space dedicated to collaborative projects designed to support the use and improvement of the Library. These may include: exploring use of Library as an open educational resource or instructional tool, user case studies, and assessment of the content's currency and adequacy.



Consultation with Librarian

If you're having trouble finding the information you seek or are unsure whether the Library addresses your specific research question, a librarian is available to help. Questions submitted by email or contact form will initiate an asynchronous email consultation and present options for further collaboration.



Researcher Showcase

A space for researchers to present their projects and findings related to the Learn-and-Work Ecosystem. Reports and findings that are coded to the Library Classifications (cross-referenced) are found here.



Online Newspaper

Through a partnership between the Learn & Work Ecosystem Library and The EvoLLLution, Library users have access to thousands of relevant articles. With over 60,000 monthly visitors, the Toronto-based EvoLLLution (a project of Open Campus) is a go-to source for opinions and information. It works with over 2,500 contributors, including college deans, state system presidents, working adults, hiring managers, government officials, and researchers. Since 2012, The EvoLLLution has recognized the importance of diverse viewpoints and provided a unique platform for contributors to share their stories, opinions, and experiences.

Online Newspaper

Access Evergreen Learn-and-Work Insights

Through a partnership between the Learn & Work Ecosystem Library and The EvoLLLution, Library users can easily access articles on evergreen topics in the learn-and-work ecosystem. With over 60,000 monthly visitors, The EvoLLLution: A Modern Campus Illumination, is a go-to source for opinions and information. The publication is made up of over 2,500 contributors including college deans, state system presidents, working adults, hiring managers, government officials, and researchers to publish timely articles. Since 2012, The EvoLLLution has recognized the importance of diverse viewpoints and provided a unique platform for contributors to share their stories, opinions, and experiences for the benefit of the field. There is 81% overlap in themes addressed at The EvoLLLution and this Library.



Search for articles from leaders on topics relevant to the learn-and-work-ecosystem

[Visit EvoLLLution.com](https://www.evoLLLution.com)

See examples of the types of articles available from The EvoLLLution below:

FOCUS CATEGORY: OPPORTUNITIES AND CHALLENGES



February 13, 2024

Navigating Uncharted Waters in Higher Ed: A President's Perspective

Stephen Easton | President, Dickinson State University

[Read Article →](#)

FOCUS CATEGORY: PROGRAMMING



February 7, 2024

The Power of Learn-and-Earn Programs

Jane Swift | President, Education at Work

[Read Article →](#)

Special Projects



**USER GROUP
SPECIAL
PROJECT:
LEARNING &
EMPLOYMENT
RECORDS (LER)
POSTSECONDARY
ACCELERATOR
INITIATIVE**
06/10/2024

[Read More »](#)



**USER GROUP
SPECIAL
PROJECT:
JOURNALISTS'
GUIDE TO USING
THE LEARN &
WORK
ECOSYSTEM
LIBRARY**
05/31/2024

[Read More »](#)



**USER GROUP
SPECIAL
PROJECT: LEARN
& WORK
ECOSYSTEM
LIBRARY AS
INSTRUCTIONAL
TOOL**
05/14/2024

[Read More »](#)



**USER GROUP
SPECIAL
PROJECT:
CREDENTIAL
FUTURES
CONSORTIUM
(CFC)**
05/05/2024

[Read More »](#)



**REQUEST FOR
PARTICIPATION
(RFP):
COMMUNITY OF
LEARNERS/LIBRARY
PARTNERSHIP**
03/01/2024

[Read More »](#)

Library Meets AI: 3 Next Steps

Natural Language Query for Searches

- Training AI to Library ontology
- Offers natural language query to simplify searches

Build Relational Maps

- AI model builds maps on Components, Topics, Glossary Terms & Organizations
- Maps are refined using human feedback

Partner for Common Ontologies

- AI spiders out to websites with expected relevant content
- AI compares library ontology with others
- AI identifies best fits for aligning library with potential partners

Major Milestones / Lessons Learned

- Challenges of finding easily accessible and accurate information at websites – websites generally not connected, some have pay walls, some not kept up when funding ends
- There are more competing information resources / libraries
- Co-pilot bots are coming on strong – are they / will they be reliable?
- Challenges of updating library content
- Overwhelming – there is a lot of mostly discrete information – challenges of synthesis
- AI changes how we find and interrelate with information – need navigation pathways

Learn & Work

▪ ECOSYSTEM LIBRARY ▪

<https://learnworkecosystemlibrary.com/>

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For Discussion

- Where do you go to get information on topics such as these?
- Is anyone else doing something like this?
- Do you see the Library helping you with your efforts?
- How could we let your grantees know about the Library (e.g., what other efforts are working in areas they are to expand collaboration, leverage funds, find glossary terms)?