Aligning Industry Competencies and Education to Streamline Career Pathways

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The Comprehensive Learner Record (CLR) and the Wellspring Project

Dan Blickensderfer, Technical Program Manager, IMS Global
IMS: Over 20 Years of Learning Impact

We are K-12, higher education, corporate learning, government, and edtech solution providers.

IMS members are united by a passion to continuously improve educational experiences so that every learner can make a difference in the world.

Together, we are shaping the future of digital teaching and learning.
Digital Credentials Ecosystem

Support competency-based models and connect educational credentials with the full scope of learning achievements and experiences.

Digital credentials are reshaping the delivery of education and professional learning by enabling lifelong learner-control of evidence-based knowledge, skills, and achievements to respond to today's education and job market needs.

- Badge Connect™
- Competencies and Academic Standards Exchange® (CASE®)
- Comprehensive Learner Record (CLR)
- Open Badges
- Wellspring Project
Comprehensive Learner Record

A Longitudinal Record of Learning, Achievements and Milestones
Officially Recognized and Adopted by AACRAO

AACRAO Issues Guidance for College Registrars and Admissions to Adopt IMS Global Learning Consortium Digital Standard for Learner Records

For our review, the CLR Standard from IMS Global is the only comprehensive data standard in place today that meets the objectives of an official institutional learning-focused and comprehensive learner record.
Supporting A Wide Array of Achievement Types

Assessments
Certifications
Co-Curricular Achievements
Competencies and Skills
Courses
Degrees
Internship/Experiential Learning
Licenses
Microcredentials as Open Badges
Workplace Achievements and Milestones

Extensible to meet domain-specific needs in education and workforce
Digital Credentials Ecosystem

Comprehensive Learner Record
- Degrees
- Certifications
- Courses
- Micro-credentials
- Competencies

Secure, Digital, Verifiable Credentials

K-12
Lifelong Learning
Career Advancement
Higher Education
Military Service
Career
Standard Format for Learning and Employment Records

Including evaluation rubrics, authentic assessments and evidence of skills
CLR + CASE Connect a Credentials Ecosystem
An open standard for publishing frameworks in a digital form for interconnection

Unique Id: d499f1b8-aad2-11ea-b166-0242ac1c0003
Wellspring Project

Realizing the potential of digital credentials
The Wellspring project advances the education-to-employment digital ecosystem by improving the flow of data between candidates’ competency-based learner records and employers’ skills-based talent systems, better connecting learners with employers.

Wellspring Phase II Workstreams

- Connected competency frameworks
- Primary employer research into digital credential readiness
- Pilot software prototypes that demonstrate skills-aligned digital credentials
Wellspring Initiative  3 Workstreams

Hands-on connected frameworks, primary employer research and pilot software

8

Education Providers

Interconnected Competency Frameworks (CASE)

16

Employer Partners

Primary Employer Research

750 Employers
Readiness Plans
Cost-Benefit

The Center for the Future of Higher Education and Talent Strategy

Functioning Demonstration Software available to IMS Members

Learning Outcomes Framework (CASE)

CREDENTIAL HUB

and WALLET

Search

Submit CLR

Wellspring is building a demonstration ATS. The products listed are examples of possible products to consume CLR.

Sponsored by 1EdTech Foundation and supported by the Charles Koch Foundation and the Walmart Foundation. See Phase I report
CAEL Work.
CAEL works with organizations of all types to better support and serve the education to employment needs of adults.
CAEL Expertise - What we are known for

★ Anything involving Adult Learners!
★ Credit for Prior Learning (CPL / PLA)
★ Initiatives to Improve Services to Adult Learners/Students
★ Education to Career Pathways/Career Exploration
★ Convening and Consensus-Building
★ Sustainable Industry and Education Partnerships
CAEL Services & Solutions

- Staff Capacity Building
- Technical Assistance and Initiative Support
- Tools & Platforms
- Events & Membership

Industry Education Partnerships

- Energy Coalition (EPCE)
The Energy Providers Coalition for Education (EPCE) is an industry coalition that represents energy employers across the country working together to create, sponsor, and offer easily accessible online education and training pathways for the energy workforce.

- Communications Coalition (NACTEL)
The National Alliance for Communications Technology and Learning (NACTEL) educates and trains the communications workforce through a partnership between Pace University and a consortium of telecom companies and unions.

cael.org
Career Pathway: Sustainable Industry Education Partnerships Drive Adult Learner Career Pathways

**Employers** - Investing in workforce solutions

**Education Partners**
Removes adult learner barriers

**CAEL** - Provides direction to a better adult focused ecosystem

cael.org
About EPCE

EPCE Governance Committee and Industry Members

Energy Industry Educating and Training the Workforce

Council for Adult and Experiential Learning (CAEL)

EPCE Education Partners
- Bismarck State College (BSC)
- Excelsior College
- Worcester Polytechnic Institute
- Clemson University
CAEL’s Work on the Wellspring Project.
Employer Perspective on Competencies

- Recognizing the value of aligning competencies to education/training
- Importance of industry employer representation (EPCE)
- Increase employee engagement and retention
- Roadmaps for employee career development
  - Pathways for transitioning workers affected by plant closures
Education Perspective on Competencies
Mapping Leadership Certificate

★ Bringing Education and Employers together
★ Identify Competencies from Job Description
★ Identify 21st Century Skills needed based on Job description
★ Identify Course Outcomes
★ Create T-profile with Identified skills
★ Align in framework
★ Validate framework
Employer and Education Partners

Deanna Myers
Senior Manager
Learning Development
Sargent & Lundy

Kimberly Otero
Director
Partnership Development
Excelsior College
Job Analysis Methodologies

Job Context:

What does the *employee* need to be able to do?

- Common Resources: Job Description, Performance Evaluation, Training Guide, Interview Guide

Course/Program Context:

What does the *student* need to be able to demonstrate?

- Common Resources: Learning outcomes, Syllabus, Tests, Course description
# Operations Supervisor Job Description

## Position Summary
Standard Operations Position. Supervise a high performing operations team while driving the safe, efficient and cost-effective use of resources according to policies and procedures. Assure safe, reliable, and compliant operations and ensure customer satisfaction. Ensure consistent and effective use of standard tools and processes. Support attainment of corporate and business unit goals and objectives, and process and performance metrics. Serve as a strong communicator of key strategic and operational changes.

## Essential Responsibilities

<table>
<thead>
<tr>
<th>Essential Responsibilities</th>
<th>Percent of Time</th>
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<tbody>
<tr>
<td>a) Safety:</td>
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<td>Provide visible safety leadership and drive real time safety accountability by engaging employees/crew through safety meeting facilitation, job briefs, audits, training, accident investigation/event assessment, and job site observations. Work in close partnership with Safety Consultant.</td>
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<td>b) Business Optimization &amp; Strategy:</td>
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<td>Evaluate team performance based on operational efficiency, reliability and quality metrics; monitor trends, and take corrective action where appropriate. Ensure and reinforce the importance of process adherence and data integrity. Identify continuous improvement opportunities and drive adoption of process changes through effective communication of expectations and objectives.</td>
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<td>c) Operational Effectiveness:</td>
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<td>Responsible for crew productivity and quality of execution. Maintain a consistent presence in the work environment. Assist in removing barriers with pre-requisites, materials, stakeholder, and other issues. Align crew skills and availability to work activities through coordinators, planners, and schedulers, prioritizing customer satisfaction and reliability.</td>
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<td>d) Talent Management:</td>
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<td>Project Management Grad Courses</td>
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<td>Level III- Project Management</td>
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<td>BUS550 CONTINGENCY PLANNING</td>
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<td>BUS 518 Leading Teams</td>
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## Creating a T Profile

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<tr>
<th>Initiative</th>
<th>Creative Problem Solving</th>
<th>Collaboration</th>
<th>Intercultural Fluency</th>
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<td>• Conflict management</td>
<td>• Coordination</td>
<td>• Social perspective</td>
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<td>• Employee engagement</td>
<td>• Conflict management</td>
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<td>Resilience</td>
<td>Critical Thinking</td>
<td>Oral Communication</td>
<td>Empathy</td>
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<td>• Monitoring operations performance</td>
<td>• Active listening</td>
<td>• Conflict management</td>
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<td>• Speaking</td>
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<td>• Adjust for tone</td>
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<td>• Convey information effectively</td>
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<td>• Presenting/meeting facilitation</td>
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(1) Not Important   (2) Somewhat Important   (3) Very Important

### Framework Systems Operations Supervisor

**Senior Management**
- Safety leadership
- Meeting facilitation
- Evaluate team performance
- Operation Strategy and Execution
- Financial Planning/Budget
- Security Analysis
- Training
- Mentoring
- Documentation
- Talent Acquisition and Development
- Project Management

**Mid Level**
- Mentoring
- Project Management
- Training
- Familiarity with regularity and safety requirements
- Lead flow analysis
- Power system analysis
- Distributed computing
- SCADA
- AC/DC
Employer Internal Process

★ Key staff involved in process
★ Obstacles and Opportunities
★ Benefit of project
Education Provider Internal Process

★ Key staff involved in process
★ Obstacles and Opportunities
★ Benefit of project
Recommendations for working with Employers

★ Bring the right people to the table
  ○ Interest in workforce solutions
  ○ Hiring Managers, HR, Training, Supervisors
★ Listen to employer workforce needs and how to improve outcomes
★ Consider both current and future workforce needs
★ Include employers in program/course development, review and process
★ It isn’t a one time exercise, it is a continuous living process
★ Be flexible
Lessons Learned

Overall
★ Always keep the adult learner needs centric to the process
★ A common language for competencies and skills is needed
★ Support from institutional and employer executive leadership is essential for success

Employer
★ Bring Human Resources and Hiring Managers into the work
★ Improving job descriptions and postings to include skills focused practices is important

Higher Education
★ Bring faculty and marketing staff into the conversations
★ Education curricula must explicitly tie to job requirements to quickly respond to changing needs