Digital Badges to Meet Workforce Demands
IMS Global Summit on Digital Credentials

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Colorado Community College System Overview

• The state’s largest system of higher education, serving approximately 137,000 students annually
• 13 colleges and 39 locations across Colorado
• Career and Technical Education in our 13 colleges, more than 160 school districts, and six other post-secondary institutions.
• By partnering with business and industry, CCCS helps employers meet workforce needs and prepares students for direct entry to their chosen career pathway.
• In 2016, nearly 169,000 Colorado workers have been trained
Colorado Community College System
Competencies Are Key to Employment

• "Employers need to understand the competencies of applicants in order to make appropriate hiring and promotion decisions, thereby increasing the value and effectiveness of their organizations.”

Digital Badges Capture Competency in Different Ways

• Are easily understandable
• Assure quality
• Up to date
• Be interconnected
• Enable comparisons.

Digital badges can be used by anyone to instantly display the skills and competencies they have acquired from training or professional development opportunities.
Badge Hierarchy

- Worked with employers and faculty to identify the skills most needed in the advanced manufacturing industry.
- Three tiers of competence: expert, mastery, and excellence.
- The first series of badges the colleges developed were in technical math, machining, and engineering graphics.
Badge Development Process

Industry Needs

Subject Matter Experts

Instructional Design Experts

Competency Crosswalk/Mapping
Current Workforce Targeted Badges
Technical Math – MAT 108
Engineering Graphics

• Engineering graphics badges designed with our 4-year partner Metropolitan State University within their Engineering Technology department.

• Competencies and badges were developed by MSU’s business advisory board in collaboration with MSU faculty. The badge competencies were then backwards designed into CCCS’ 2-year Engineering Graphics programs.
By the numbers (engineering graphics):

- Total of 72 badges have been created by CCCS
- 535 badges have been awarded to 202 unique individuals.
- As of July 25, 2017, the badges have had over 91,200 views either by direct URL to the participants’ specific badge or through social media:
  - 13% shared through Facebook
  - 78% shared through LinkedIn
  - 9% shared through Twitter
Colorado First and Existing Industries Customized Training Grant Program

- Colorado’s job training programs invest in its labor force and incentivize business growth in Colorado by providing grants to companies that are locating or expanding in Colorado.
Future Development - Internal
Build on Successes and Connect the Dots

| Program Development Grants | • Industry Sectors
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| Digital Badge Development | • Align with credit competencies
|                            | • Prior learning assessment |
| Work-Based Learning       | • Apprenticeships
|                            | • Internships
|                            | • JIT training |
Future Development - External Build on Successes and Connect the Dots

- Work Based Learning
- University
- Community College
- K-12
- Co-Curricular Activities

Learner
WHY ARE WE DOING THIS?

Digital badges will help the Colorado by:

HELPING JOB SEEKERS
Helping job seekers develop the skills they need to land jobs and earn promotions.

HELPING EMPLOYERS
Helping employers make better hiring Decisions.

HELPING BUSINESSES
Making Colorado businesses more productive and competitive in the global economy.
Thanks!

Any questions?

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