

# Wellspring Initiative

Phase II Projects Results

## Bridging the Gap - a Better Way to Hire

December 2021



# Wellspring Purpose

The Wellspring Initiative is a multiyear program that seeks to **create an open**, scalable foundation for a **lifelong learning ecosystem** based on verifiable **digital credentials** capturing learning achievements **and skills** to empower individuals to find jobs; and help to transform the education system from one valuing seat-time to a focus on outcomes, competencies and skills.



# Wellspring Phase II Sponsors & Partners, 2020-21

Sponsored by the 1EdTech Foundation in affiliation with IMS Global



With generous support from the Charles Koch Foundation and Walmart



Key project partners include

**Education** Design Lab



Northeastern University  
Center for the Future of Higher  
Education and Talent Strategy



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# Wellspring Phase II Participating Institutions

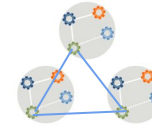


# Wellspring Phase II Projects

Collaborating on Competency Frameworks



Education Providers



Aligned and Linked Frameworks



Employers and Industry

Research Employer Readiness

Northeastern University

*Center for the Future of Higher Education and Talent Strategy*

Build Demonstration Software



CREDENTIAL HUB



WALLET



TALENT SEARCH & APPLICANT TRACKING

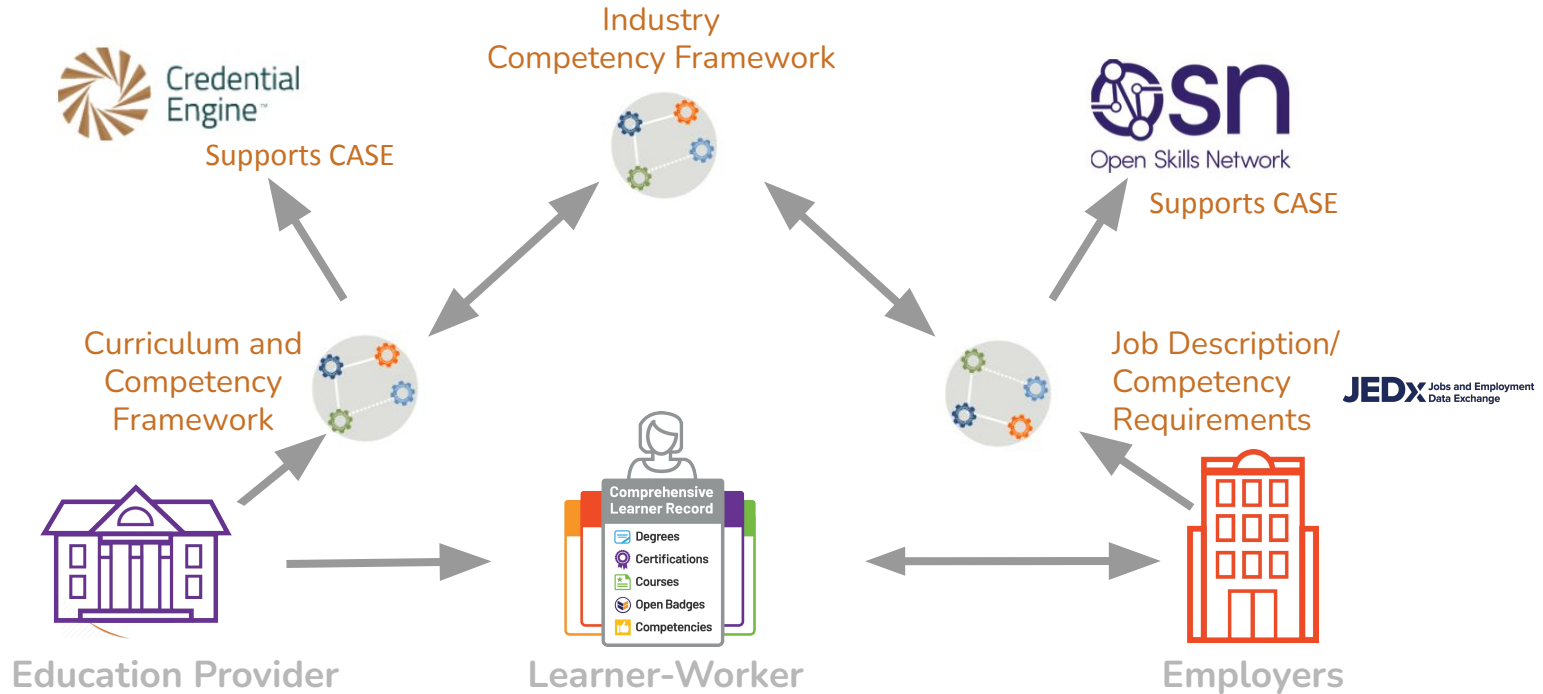


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# Vision for a Connected Skills Ecosystem



# Wellspring Initiative

## Collaborating on Competency Frameworks



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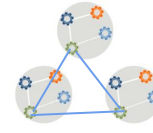


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# Collaborating on Competency Frameworks



Education  
Providers



Aligned and  
Linked  
Frameworks



Employers  
and Industry

## 2020-21 Wellspring Participants

\*Association of Massachusetts Wetland Scientists  
Bismarck State College  
Boys & Girls Clubs of Greater St. Louis  
\*Cape Cod Community College  
Cape Cod Mosquito Control  
College Unbound  
Con-Real, LP  
\*Energy Providers Coalition for Education  
ExecOnline  
Integrity Web Consulting  
InterHab, Inc.  
Keeley Companies  
Massachusetts Assoc. of Community Health Workers  
Maryville University  
Ohio Alliance of Direct Support Professionals  
Outer Cape Health Services  
Providence Community Health Center  
ResCare Central Kansas  
Rung for Women  
Sedgwick County Developmental Disability  
Organization  
TDAmeritrade  
United Way of Rhode Island  
University of Arkansas at Pine Bluff  
University of North Texas  
Wichita State University  
Xcel Energy

\*Started but did not complete

- Large group kickoff call and orientation (January 21, 2021)
- Large group 3-hour virtual workshop (February)
- 8 virtual workshops for individual cohorts (March-April)
- Develop, align, validate and finish competency frameworks (April-May)
- **Publish frameworks in CASE format via IMS labs platform (June-July)**
- Interview and assemble key findings across eight cohort teams (Aug-Sept)
- Document key learnings, issues and opportunities for the community in a final report and publish six short case studies for key topics (October-November)



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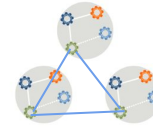
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## Collaborating on Competency Frameworks



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Education Provider	Academic Program	Employer	Job Role
Bismarck State College	Electric Power Program (Apprenticeship)	XCel Energy	Substation Helper
*Cape Cod Community College	Environmental Technology certification	*Association of Massachusetts Wetland Scientists	Environmental Technician
College Unbound	Institutional Learning Outcomes - Big 10 graduation requirement	United Way Rhode Island	Switchboard Supervisor
	Institutional Learning Outcomes - Big 10 graduation requirement	Providence Community Health Centers	Medical Front Desk Manager

\*Started but did not complete



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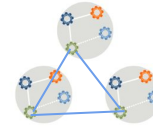


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## Collaborating on Competency Frameworks



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Education Provider	Academic Program	Employer	Job Role
Maryville University	Customer Service Representative certificate	Rung for Women	<b>Customer Service Representative</b>
	Construction Project Accountant	Keeley Companies	<b>Project Accountant</b>
U. of Arkansas Pine Bluff	Construction Engineer Technician Certificate	Con-Real	<b>Entry Level Project Engineer</b>
University of North Texas	Data Analytics certificate	TD Ameritrade	<b>Data Analyst</b>
Wichita State University	Direct Support Professional - 8 micro-credentials	Sedgwick County Devel Disability Org/InterHab	<b>Direct Support Professional (Basic Entry Level)</b>



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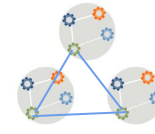


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# Highlighting Selected Frameworks



Education Providers



Aligned and Linked Frameworks



Employers and Industry

IMS GLOBAL CASE NETWORK Labs Labs Frameworks Logged in as Dan Blickensderfer (Super User)

### Project Accountant | Maryville University

Tree View Association View Log View **Verified**

Browse, edit, reorder, and create new items here. [Change Document](#)

Enable drag-and-drop reordering

Search...

- Project Accountant | Maryville University
  - Express an understanding of the concepts, processes, and...
  - Appreciate the breadth and responsibility of the...
  - Use decision modeling skills with appropriate technology...
  - Professionally communicate financial information...
    - Apply teamwork, communication, technology, and resear...
    - Complete tax return forms for IRS reporting and prepare...
    - Perform tax research and analyze tax options...
    - Apply auditing procedures and tests to actual scenarios...
  - Demonstrate the desire and ability to follow emergin...
  - Safety
  - Cost Estimation
  - Project Management
  - Contracts
    - Understand principles of construction contracts.
    - Be able to analyze construction contracts and project...**
    - Understand contract law.
    - Have basic negotiations skills.
    - Understand ethics in and of contracts.

**More Info**

Edit Delete Make This Item a Parent Add an Exemplar

Is Part Of

Keeley Company employee will be able to understand the basics of construction contracts and terminology

**Keeley Companies: Construction ...**

Related From

Individuals who can identify patterns add value in the 21st century workplace by making sense of data; recognizing commonalities among seemingly unrelated situations; and framing novel problems in familiar terms.

**The Lab's 21st Century Skills ...**

Understand internal controls unique to construction contracts

**Construction Accounting**



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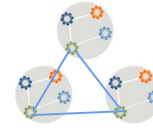
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# Framework Collaboration Case Studies

Click on images to open case study or report.



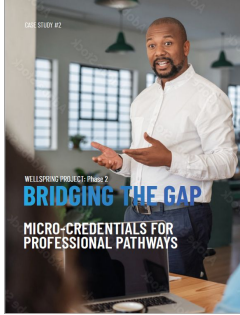
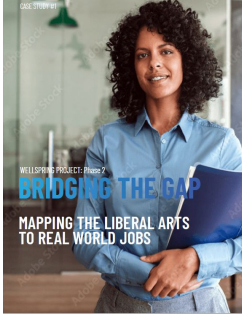
Education Providers



Aligned and Linked Frameworks



Employers and Industry



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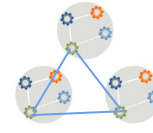


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## Framework Collaboration Case Studies



Education  
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### *Mapping the Liberal Arts to Real World Jobs*

- College Unbound and employer partners from Providence Community Health Center (PCHC) and United Way of Rhode Island
- Updating a liberal arts curriculum to meet the needs of diverse learners and align to the requests of employer partners
- Competency framework deliverables will inform the “College Big 10,” a unique set of competencies demonstrated for graduation and instrumental to learner flourishing and workplace professional behaviors.



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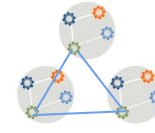


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## Framework Collaboration Case Studies



Education  
Providers



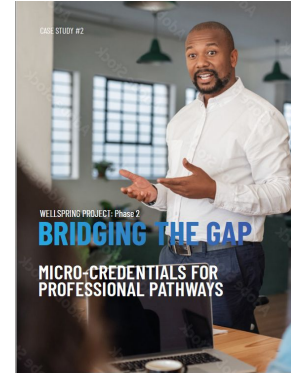
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### *Microcredentials for Professional Pathways*

- Community Connections Career Partnership Opportunity (C3PO) team: Wichita State University, Sedgwick County Developmental Disability Organization, InterHab, Inc. ResCare Central Kansas, and the Ohio Alliance of Direct Support Professionals
- Team incorporated broad employer and educational representation to inform, design, validate, and adopt a regional system for attracting, retaining, and upskilling direct support professionals (DSPs).



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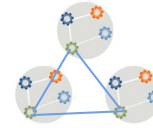


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## Framework Collaboration Case Studies



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### *Skills on the Horizon: Scaling the Communication of Skills*

- Participating teams of educators and employers of the Wellspring Phase II Project creating a competency-based structure to respond to the skills-based economy
- The foundational work and deliverables accomplished during the project duration provide key insights regarding the existing challenges to the widespread adoption of a skills strategy.



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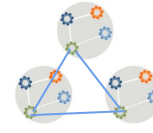


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## Framework Collaboration Case Studies



Education  
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### ***Competency-Based Education as a Catalyst for Closing Equity and Skills Gaps***

- University of Arkansas at Pine Bluff (UAPB), and Con-Real, LLC, a large construction company
- Power and necessity of partnerships in design and development of competency frameworks as foundation of institutional competency-based education strategy
- Result: future skill-validated certificate program, with industry certification, serving talent needs of business partners



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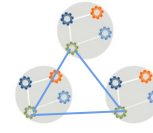
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## Framework Collaboration Case Studies



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### *Making Skills Visible for Learners and Employers*

- University of North Texas/TD Ameritrade, and Team St. Louis
- Highlighted competency framework deliverables as the mechanism to communicate achievement of skills in an academic credential to employers seeking talent in a particular job role



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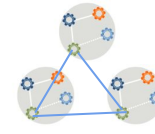


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## Framework Collaboration Case Studies



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### *Closing Gaps to Implement Skills-Based Hiring*

- Three teams: Team St. Louis, UAPB-Con-Real CBE Team, and UNT Data Analytics
- Highlights value of identifying and validating skills for career pathways
- Teams exemplified importance of relationships in forging skills-based learning and hiring practices



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# Wellspring Initiative

## Employer Readiness



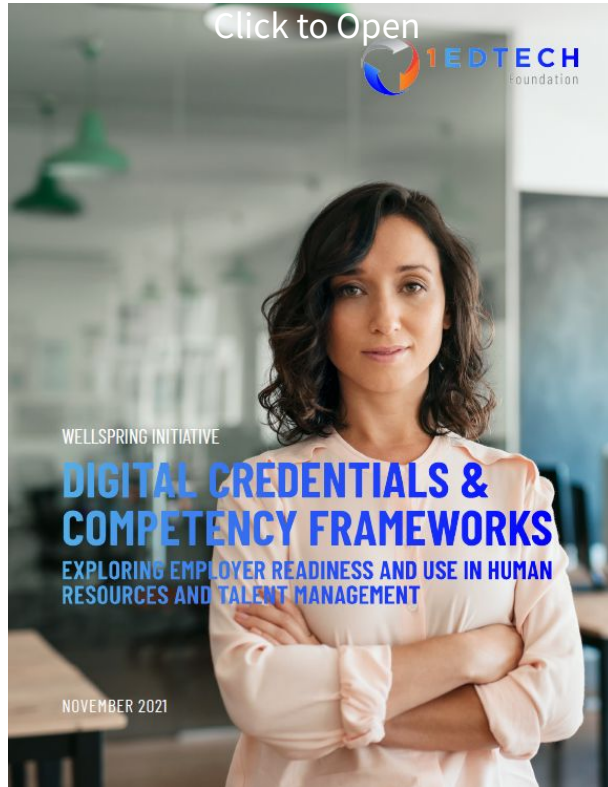
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# Research Employer Readiness

Northeastern University  
*Center for the Future of Higher Education and Talent Strategy*



Survey of 750 employers on readiness for digital credentials, skills frameworks and skills-based practices

## Activities Completed

- Collaborate with IMS staff, author, develop and vet 23 survey questions with feedback from industry and academic experts (October-February 2021)
- Submitted to Northeastern's Institutional Review Board (March)
- Survey opened (April)
- Data reviewed and analyzed; report written (May-June)
- Finalize report content (October)
- Report published by 1EdTech, IMS and Northeastern (November)



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## Skills Frameworks

- 75% of HR leaders report that they have some type of technology system or bank of competencies and roles to use when creating job descriptions
- Some type of skill or competency frameworks are commonly used for hiring, assessing candidates or employees' and staffing and resource planning
- 69% agree industry-led competency frameworks could be beneficial in creating a more fluid market for talent in their industry
- A majority of organizations (73%) reported some level of dedicated talent analytics efforts reflecting the availability of people analytics technology tools and the maturation of this emerging area within HR organizations.



### Skills-based Hiring

- Only 44% of HR leaders considered traditional transcripts very or extremely useful
- 34% of HR leaders organizations are operating with a skills-based hiring strategy, an increase from 23% in a similar survey question three years ago. An additional 42% of respondents say that their organization is exploring and considering these approaches
- The top motivations for skills-based hiring include more rigorous and better hiring outcomes (66%) and diversity, equity, and inclusion (62%)
- The most common skills-based hiring approaches include pre-hire testing/assessment (67%) and emphasizing structured interviewing (58%), among other approaches

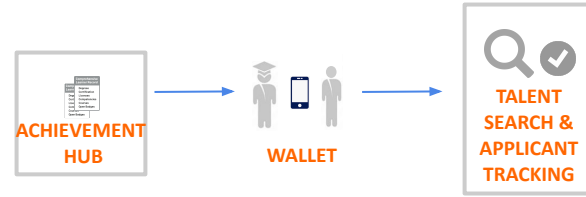


### Digital Credentials

- Respondents see value in making educational credentials more verifiable and trusted
- Awareness and experience with digital badges appears to have grown modestly, with 87% of HR leaders reporting that they have at least heard of digital badges, almost half have seen them in hiring but “don’t know much about them”
- When described, the value propositions of digital credentials to improve hiring, skill assessment, and training strongly resonate with HR leaders
- Top barriers of technical integration with other HR systems, lack of budget or time or coordinating with colleges and universities are surmountable problems - not based on deep policy, cultural or legal concerns

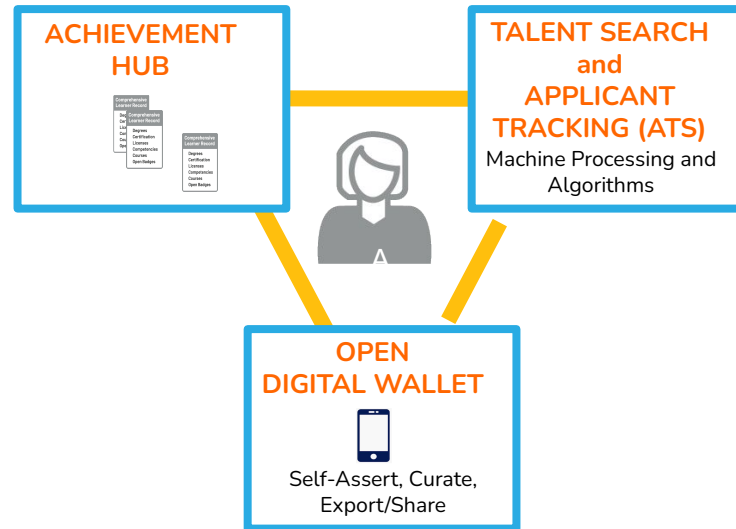


## Build Demonstration Software



# Wellspring Demo Software

- Achievement Hub
- Digital Wallet
- Talent Search, Applicant Tracker and Ranking Algorithm



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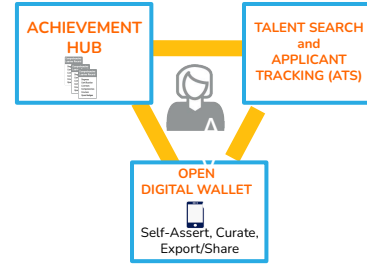


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# Wellspring Demonstration Software

## Short Videos



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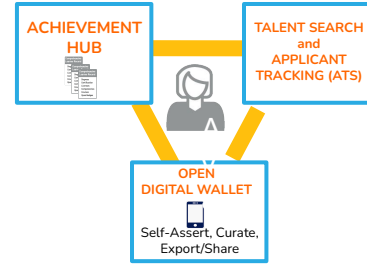
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# Wellspring Demonstration Software

## Applications

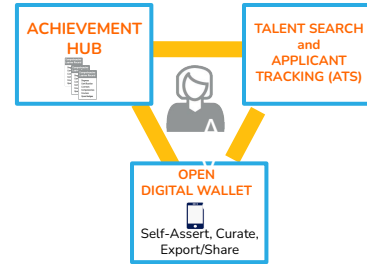


- **Achievement Hub** - Used by achievement “publishers” to publish learner-workers’ Comprehensive Learner Records
- **Digital Wallet** - Used by learner-workers to collect their achievements and share them with interested parties such as employers, the military, and schools
- **Talent Tracker** - Used by employers to discover talent and track applications using machine readable achievement data



# Wellspring Demonstration Software

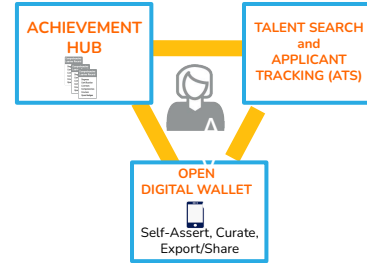
## Demonstration Scenarios



- **Nursing Assistant** - This demonstration uses the Achievement Hub and Talent Tracker. It demonstrates a simple use case with a low barrier to entry.
- **Master Mechanic** - This demonstration uses the Digital Wallet, Talent Tracker, and CASE Network. It demonstrates a simple use of CASE Network for precision hiring.
- **Cybersecurity Analyst** - This demonstration uses the Achievement Hub, Digital Wallet, Talent Tracker, and CASE Network. It demonstrates a more complex use of CASE Network to discover candidates from external partner institutions, internal employees, and job applicants.



# Wellspring Demonstration Software



## Achievement Hub Features

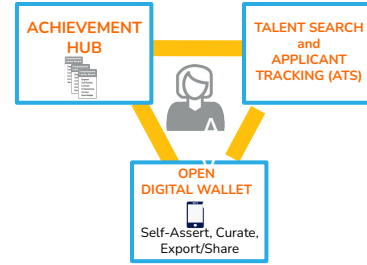
- Conformant implementation of the IMS CLR Standard Provider certification
- Learner-workers can track their progress against program requirements
- Learner-workers can control who has access to their data and track who has accessed their data
- Learner-workers can export their CLR to a “1clr” or Verifiable Credential file
- Self-contained code that can easily be adapted and used
- Forms-based “backend” interface to define and issue any kind of achievement
  - Easily replace the forms with data from internal systems over time



# Wellspring Demonstration Software

## Digital Wallet Features

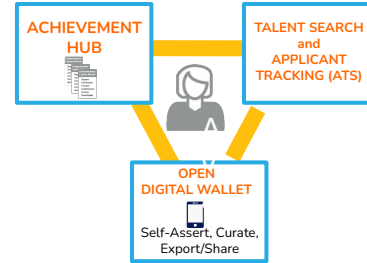
- Conformant implementation of the IMS CLR Standard Host certification
- Import CLRs, Open Badges, and Verifiable Credentials
- Create self-issued achievements and self-issued CLRs
- Export self-issued CLRs to “1clr” or Verifiable Credential files
- Learner-workers can control who has access to their data and track who has accessed their data
- Self-contained code that can easily be adapted and used



# Wellspring Demonstration Software

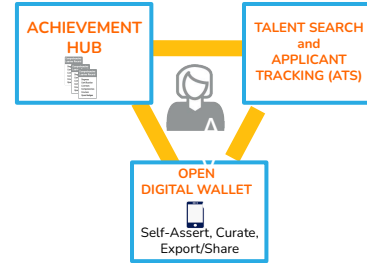
## Talent Tracker Features

- Uses the CLR Standard Consumer interface
- Supports both talent discovery using a CLR Standard API and applicant tracking
- Supports customizable scoring algorithms
  - Candidate scoring is broken down by qualification
  - For each qualification the scoring algorithm uses the highest scoring matching achievement in the aggregate score for the candidate



# Wellspring Demonstration Software

## Talent Tracker Features

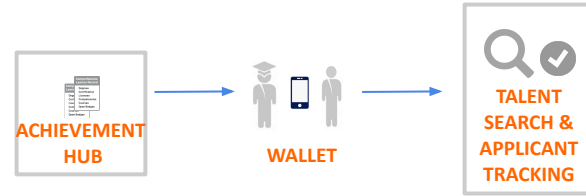


- A number of elements impact candidate scoring:
  - **Qualification priority** - High priority qualifications rate higher than low priority ones
  - **Type of CASE alignment associations** - Reciprocal alignments rate higher than 'one way' associations
  - **Achievement Type** - Achievement Types are categorized to place emphasize on types the reflect credentials, knowledge or experience
  - **CLR properties add additional value to a candidate's CLR** - Evidence, Results, Endorsement, Level, Field of Study and Specialization all contribute additional value



# Build Demonstration Software

## Configurable Scoring Algorithm

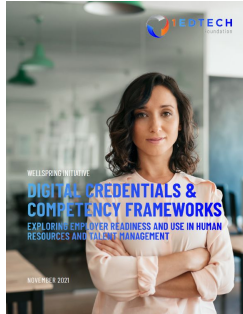


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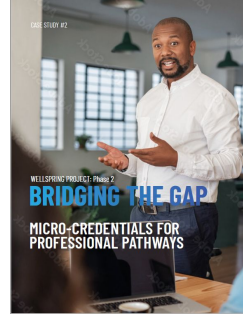




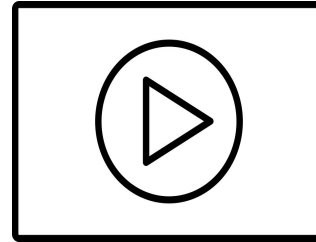
# Communicating Phase II Results and Resources



Employer Readiness Research



Case Studies (6)



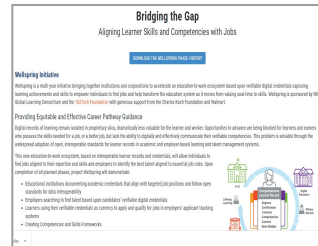
Short Video Demonstrations



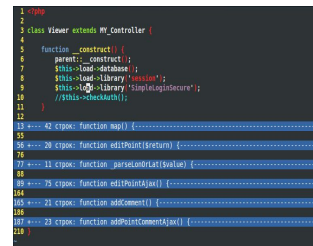
3 Wellspring Sessions



Collaboration Project Report



Website Access to Resources



Code Libraries

Including a Technical Workshop



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# Wellspring Initiative

## Bridging the Gap

### A Better Way to Hire



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