

# Workforce outcomes & Skills-based hiring

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# Key Concepts

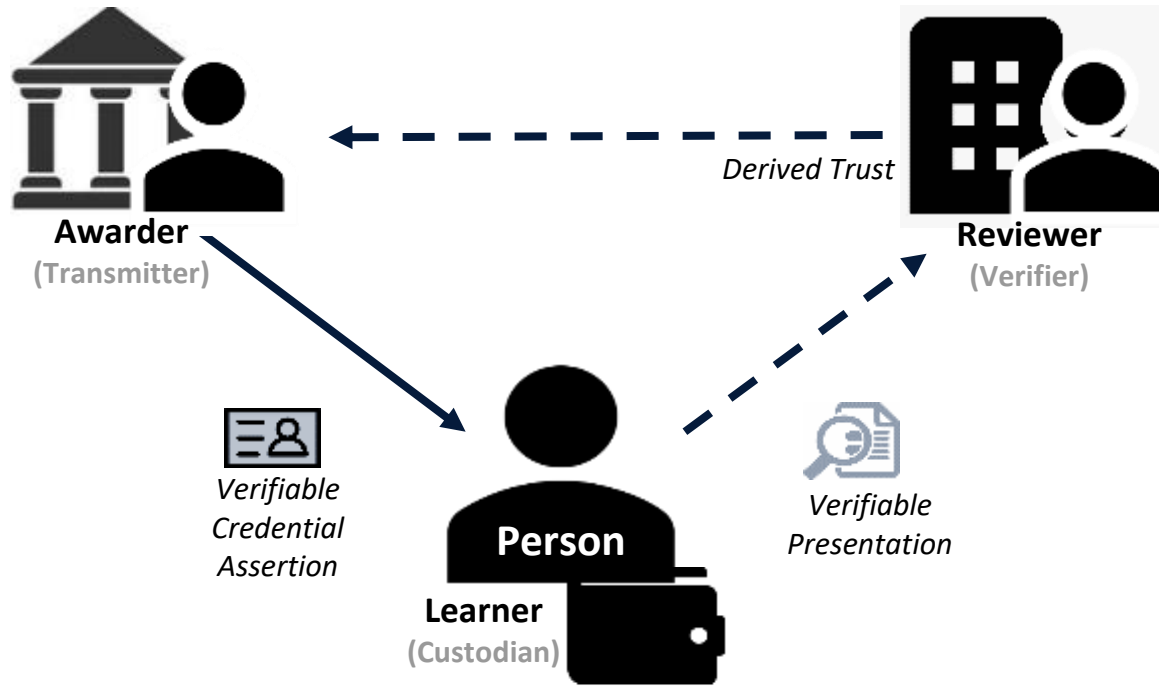
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**Skills-Based Hiring and Advancement.** A transformation of human capital management towards an objective measurement of merit (example - orchestra interviews).

**LER.** A Learning and Employment Record is a collection of digital badges and micro-credentials that a L/Earner can collect from multiple awarders and control.

**Digital Wallet.** A mobile app to curate and control access to the L/Earner's LERs.

# Is this our shared vision?



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**Digital Wallet.** A mobile app to curate and control access to the L/Earner's LERs.

**Skills-Based Hiring and Advancement?** A transformation of human capital management towards merit

# A vision of the near future

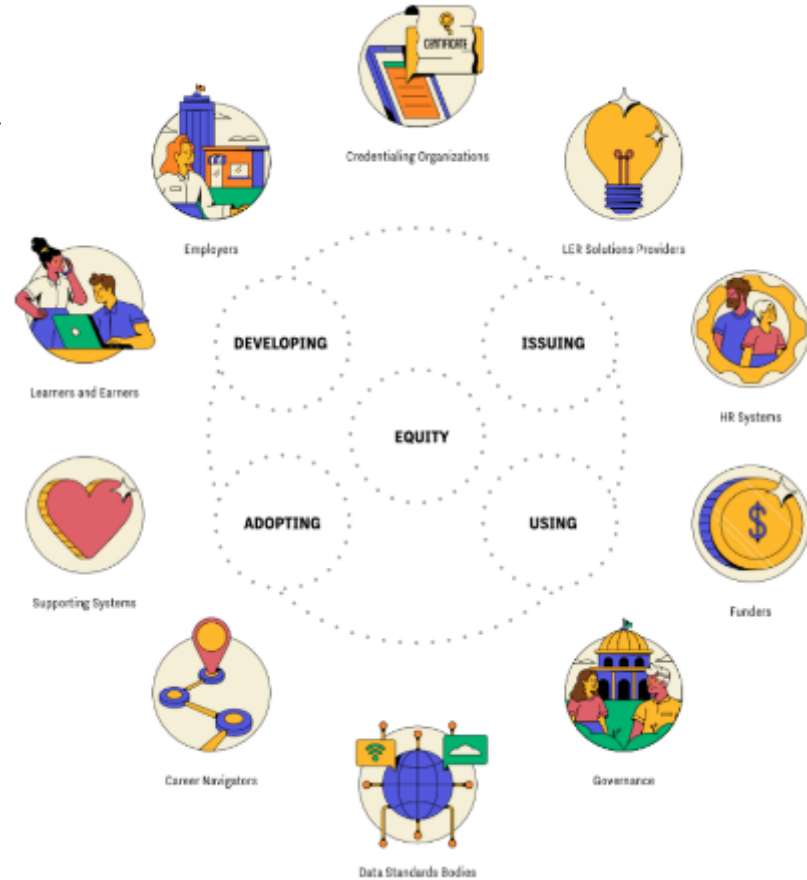
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- in which people's skills become machine-readable data
- that can be held and controlled from a digital wallet app
- and exchanged like currency
- for learning and employment opportunities
- on the open Internet
- the way goods and services are exchanged today



# Skills FWD

1. Credentials Organizations
2. LER Solutions Providers
3. HR Systems
4. Funders
5. Data Standards Bodies
6. Career Navigators
7. Supporting Systems
8. Learners and Earners
9. Employers



# What is the value of skills-based hiring and advancement to employers? (1)

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- **Improved hiring quality and instant verification:** Hiring skilled workers can lead to higher quality products and services, as these employees are often better equipped to identify and resolve problems. This is particularly true in “gig” contract assignments where instant verification may enable contractors to be more quickly vetted and better matched.
- **Reduced training costs and turnover:** Skilled employees require less training than unskilled workers, which can save employers money and time. Additionally, skilled workers can often adapt more quickly to new technologies and processes, reducing the need for ongoing training.

# What is the value of skills-based hiring and advancement to employers? (2)

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- **Improved job satisfaction and productivity:** When employees are hired based on their skills, they are more likely to feel challenged and fulfilled in their roles. This can lead to increased job satisfaction, higher levels of engagement, and lower turnover rates. Hiring employees based on their skills can lead to higher productivity levels, as skilled workers are more likely to complete tasks efficiently and effectively. This can result in increased output, cost savings, and revenue generation.
- **Competitive advantage and higher profitability:** Skill-based hiring can give organizations a competitive advantage by allowing them to quickly adapt to changing market conditions and customer needs. Skilled workers can also help companies differentiate themselves from competitors by providing unique skills and expertise. Hiring skilled workers can ultimately lead to higher profitability for organizations, as it can result in increased productivity, reduced costs, improved quality, and greater customer satisfaction.

# Lightning Round

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1. What is an LER? How does it relate to 1EdTech CLR and W3C VC?
2. What are leading examples of LERs, outside of your own?
3. What is the role of shared registry services to operate between providers?
4. What types of employment data? Does an LER contain wage data?
5. Who owns the LER? When can an employer or education provider not provide LER data to the subject
6. What role should A4L/PESC play in supporting LERs?