

Teacher Talent Pipeline - *Learning and Employment Record* *Use Case / LERS*

Demonstrating the power of standards working
together to support lifelong learning

**We WANT
your input!**



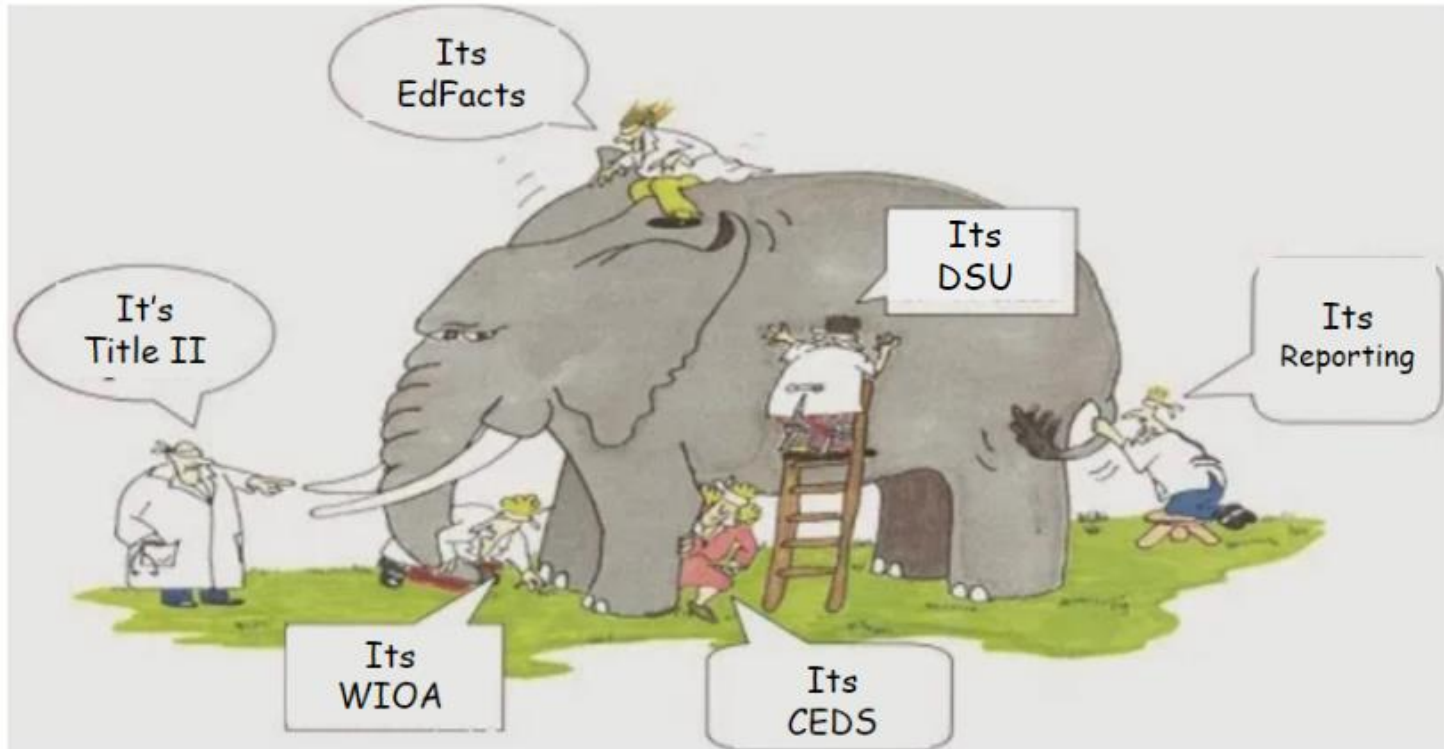
Session Description and Participants

Next school year, a critical mass of states will demonstrate the power of LERs by transforming the Teacher Talent Pipeline with verifiable micro-credentials that participants can hold and control from any standards compliant digital wallet and redeem for automated licensing and job placement and advancement.

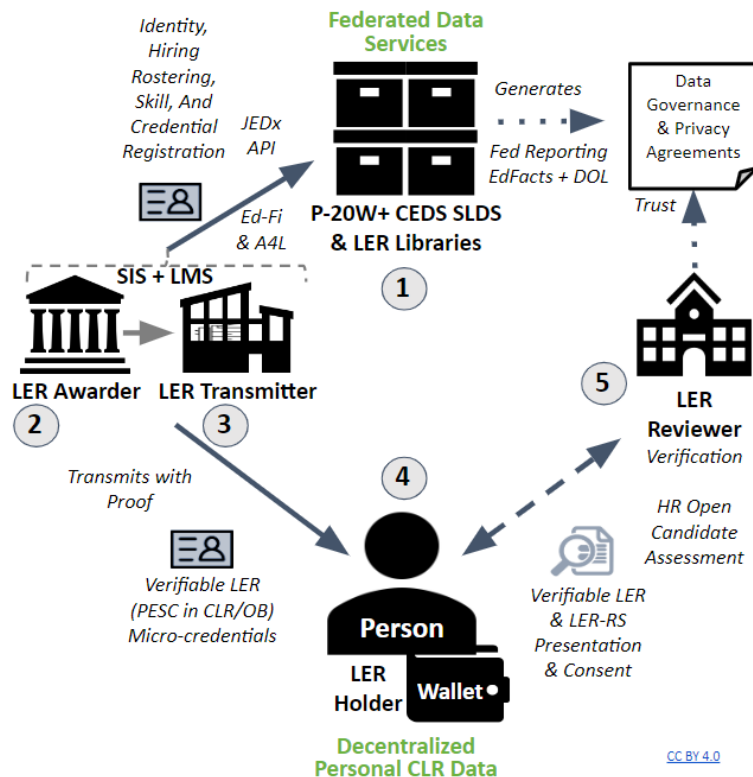
Participants:

- Kimberly Linson, Level Data
- Jim Ireland, HR Open
- Greg Nadeau, Public Consulting Group

Why create Teacher Talent Pipeline LERs?



Towards P20W+ State-led Ecosystems

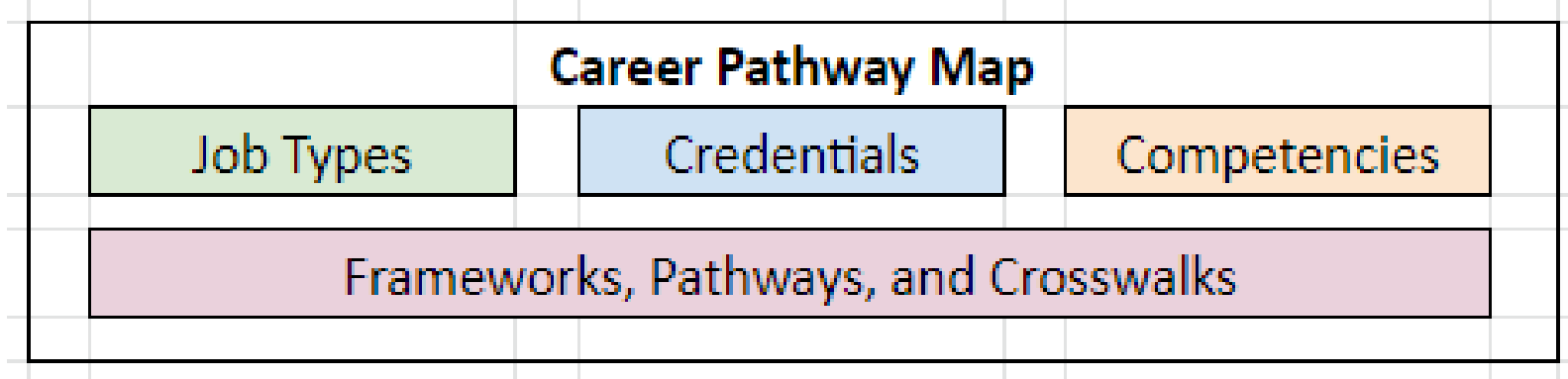


Recommended Practices:

- P-20W+ CEDS SLDS and LER Registry.** In order for a credential to be machine-actionable by an LER reviewer outside of the enterprise in which it was awarded, credentials definitions **should** be securely cataloged and registered with one or more shared registries that address identity, quality, job types, credential descriptions, competency statements, frameworks, crosswalks, and pathways.
- LER Award.** Education and work-based learning providers, evaluators, and systems (LER Awarder) **should** log, as structured data, each instance of a claim or revocation by instructor/evaluators that a learner has achieved a skill, experience, or credential, that can be machine-interpretable by unknown future systems.
- LER Credential Transmitter.** Credentials transmitted outside the enterprise **should** be wrapped in verifiable credentials (see normative W3C VC and DID).
- LER Digital Wallets.** The subject of the LER (or their adult custodial guardian) **should** be able to subscribe, curate, and control access to achievement assertions and other credentials and creating a presentation that is shared with verifying parties including an ability to request, hold, curate, and control.
- LER Talent Marketplaces.** Education and employment entities **should** be able to request from a holder controlled access to verifiable credentials to automate actions, validate, and view credentials and other assertions. Education and employment providers can post, invite, review, and verify, and trust.

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JCCP: Enabling Trust



- [ND Report](#)
 - [Career Ready JCCP](#)
 - [EMS JCCP](#)
 - [ND Cyber Security JCCP](#)
 - [TrainND Nurse Assistant JCCP](#)
- [Goodwill Career Pathway JCCP](#)
- [Kentucky LER Pilot](#)
 - [Educator JCCP](#)
 - [Plumber JCCP](#)
 - [Apprenticeship JCCP](#)

Jane Smith

- 37 years old
- Lexington, KY
- 15 years at Tates Creek Elementary
- Special Ed Paraprofessional
- Salary is \$17.28
- Has some college credits

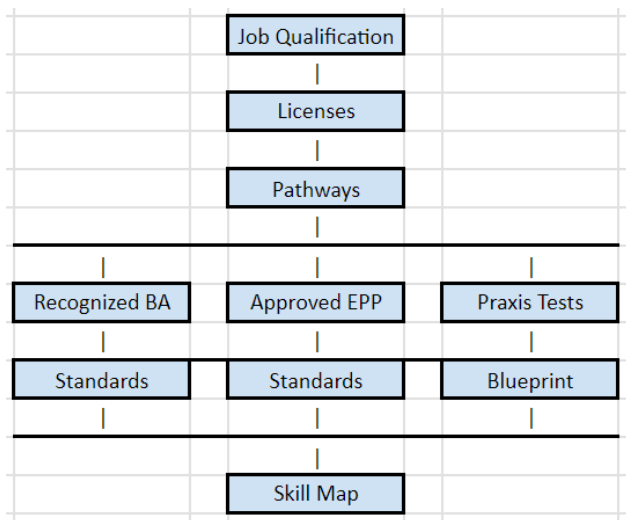


How could Jane double her salary?

- Continue to serve her students
- Enroll in alternative license path
 - Option 9
 - Complete requirements
 - Track progress
 - Apply and receive professional license
- Teach in her own classroom



Jane's Pathway to Educator Licensure



A		Start
		To get to K Job Type Special Education Teacher, person needs E
		To get E, person needs B, C, and D
B	Component	BA Complete and Reviewed as Sufficient
C	Container	EPP Apprenticeship Complete
D	Container	All Testing Passed
	Component	Praxis I Reading (5713)
	Component	Praxis I Writing (5723)
	Component	Praxis I Math (5733)
E	Component	KLB - Professional Certificate For Teaching Exceptional Children--Learning And Behavior Disorders, Grades Primary Through 12
F	Component	Special Education Teacher

PCG Jobs, Credentials, & Competency Pathways (JCCP) process and tools



Welcome,
Jane Smith

jsmith@gmail.com



Achievements: **12**



Credentials: **24**



Scores: **6**

Edit Profile

Notification Center



New Certification Offer from: John Doe

Details →



New Certification Offer from: John Doe

Details →



New Certification Offer from: John Doe

Details →



New Certification Offer from: John Doe

Details →



New Certification Offer from: John Doe

Details →

All

CLR

Scores

Certifications

Others



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Updated: April, 23, 2024

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Others educators benefitting from LERs



Mark

High School CTE Future Educator



Maria

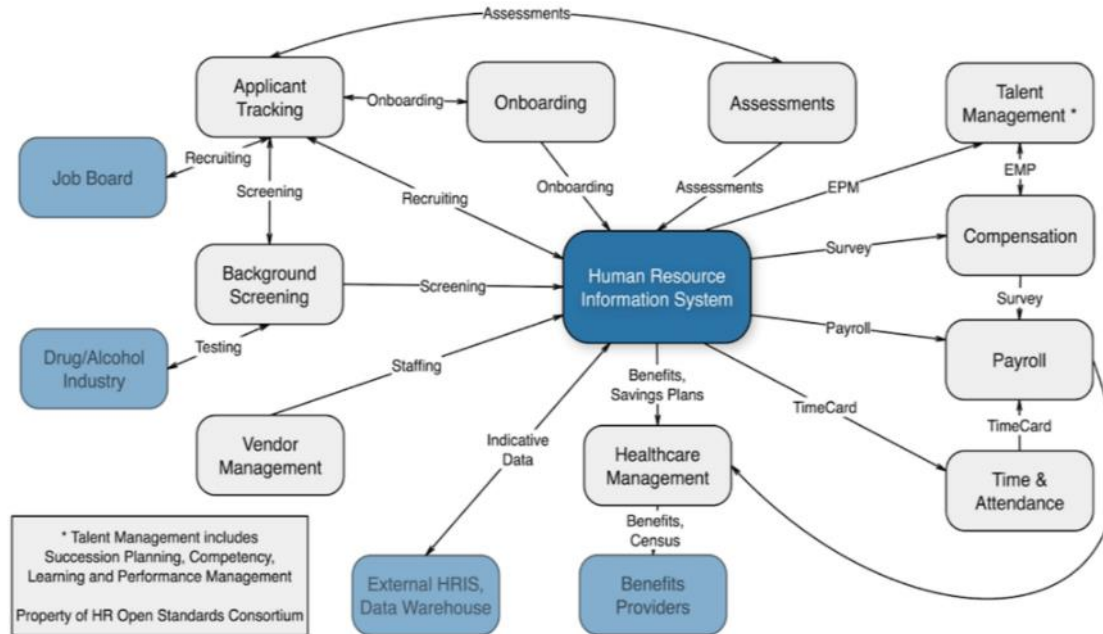
Licensed teacher

Lifelong learning/Professional
Development

Science of Reading endorsement

What is HR Open doing?

HR Open is a non-profit, member-driven organization with HR data exchange standards



What is HR Open doing?

The **Learning Employment Record Resume Standard (LER-RS)** is a free and open standard developed by HR Open to revolutionize the traditional resume format. It offers a structured and verifiable way for job seekers to showcase their skills and accomplishments.

- **Structured Format:** Ensures consistent and clear presentation of qualifications.
- **Skills-Based Focus:** Highlights demonstrable skills and competencies relevant to the job.
- **Digital Verification:** Credentials and achievements can be linked to verifiable sources, enhancing credibility.

What is HR Open doing?

- **Use Case 1 - Applying for a Position on a Career Site**
 - Person can apply for a position opening on a career site. After completion, their Resume/CV and application (as a LER-RS) is sent to ATS. (Active Candidate)
- **Use Case 2 - Resume/CV Extraction to Apply for a Position**
 - Person can start with a Resume/CV attachment (i.e., in PDF or Docx format), upload to an extraction engine provider, and get returned a structured LER-RS which can be used to pre-populate an application.
- **Use Case 3 - Post a Resume/CV on a Job Board to make it discoverable**
 - Person can send their Resume/CV (as an LER-RS) to a Job board with information that can be used to make it searchable or discoverable by employers. (Passive Candidate)
- **Use Case 4 - Job Board Partial Application Completed by ATS**
 - Person can start with their data on a Job board and start an application. Job Board sends their data as a LER-RS to the ATS to complete the application.

What is HR Open doing?

The following are use cases that involve verifiable credentials and the person authorizing and sharing their LER-RS with a third-party system:

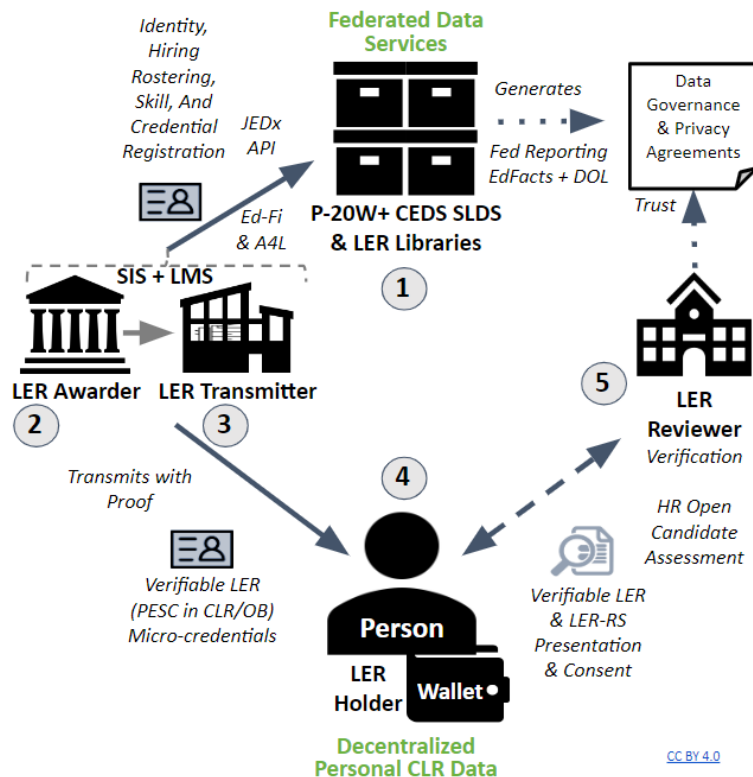
- **Use Case 5 - Share LER-RS for a Job Application**
 - Person can share their LER-RS from their Phone Wallet or Web Application to start a specific position opening application (Active Candidate).
- **Use Case 6 - Share LER-RS for Career Pathways and Insights**
 - Person can share their LER-RS with a system to analyze and propose career pathways, educational growth or career-based training opportunities, and potential future roles based on skills (Passive Candidate, Assistive growth, AI assistant, Internal mobility or personal growth).
- **Use Case 7 - Share LER-RS to a Job Board for Passive Discovery**
 - Person can authorize sharing their LER-RS with a system to help them be searchable and discovered by sourcers (Passive Candidate).

What is HR Open doing?

JEDx Initiative:

- Public-private partnership aiming to standardize employment data sharing.
- The project seeks to use existing standards where possible to avoid creating redundant systems.
- Phase 1 - Focuses on improving employer data reporting to government agencies (initially unemployment insurance) and job search optimization.
- Future phases include empowering workers and learners to manage their learning and employment records (LERs).

Towards P20W+ State-led Ecosystems



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Three-Part Test for Trust

1. Does the credential come from a trusted entity?
2. Does the credential mean what you think it means?
3. Has the record been altered?

Proposed Collective Action:

Data Standards United (DSU) members work together to initiate a new technical Jobs, Credentials, and Competency Pathways (JCCP) standard for LER Registries:

1. Enabling trust
2. Building off 1EdTech CASE, Credential Engine CTDL, and IEEE LER
3. Creating a simple profile to encode and publish API describing frameworks, crosswalks, and pathways related to:
 - a. Job Types
 - b. Credentials
 - c. Competencies
 - d. Trusted awarding entities

Questions?

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