



CLEAR's Seventh International
Congress on Professional and
Occupational Regulation

DUBLIN, IRELAND | MAY 3-5, 2023



The Future of Credential Use in the Workplace:
Where do Regulators fit?

Presenters



Dr. Deborah Everhart
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Deputy registrar and Head of Recognition, CORU



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Our time together



#ICPOR2023

Learning and Employment Records: What Are They and Why Are They Important?

Dr. Deborah Everhart | Credential Engine



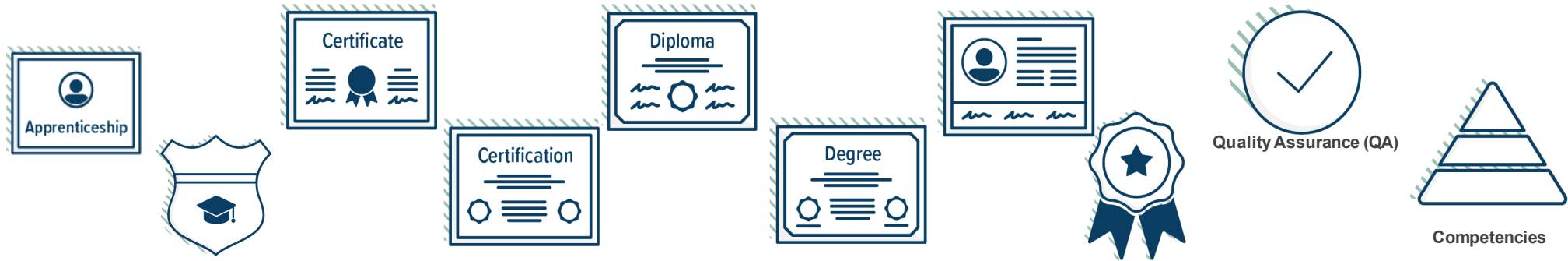
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Overview:

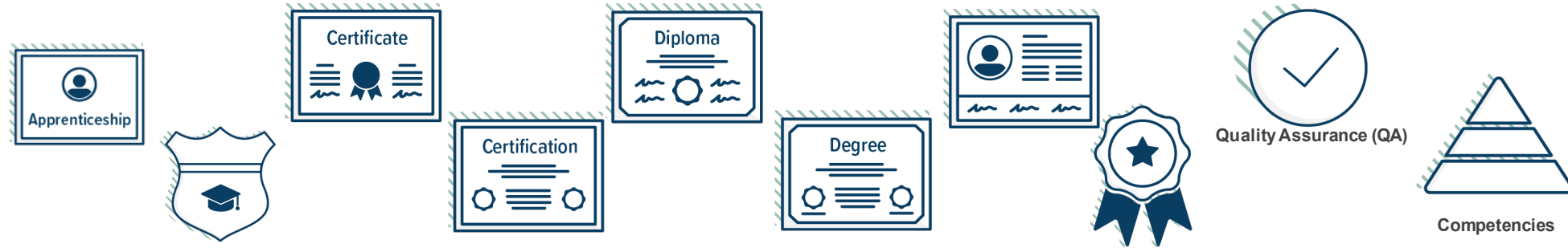
- What are the challenges?
- What are Learning and Employment Records?
- How do LERs address these challenges?
- How might we achieve our future goals?

The credential landscape is diverse and confusing



- 1 million education and training credentials are offered in the U.S. alone, including degrees, qualifications, certificates, badges, micro-credentials, licenses, certifications, apprenticeships, diplomas, and more. Millions more globally.
- Credentials generally do not include transparent information about what they represent.
- Educators, employers, and learners/workers struggle to understand credentials' meaning, value, and relevance in specific contexts.

How do we make sense of credentials?

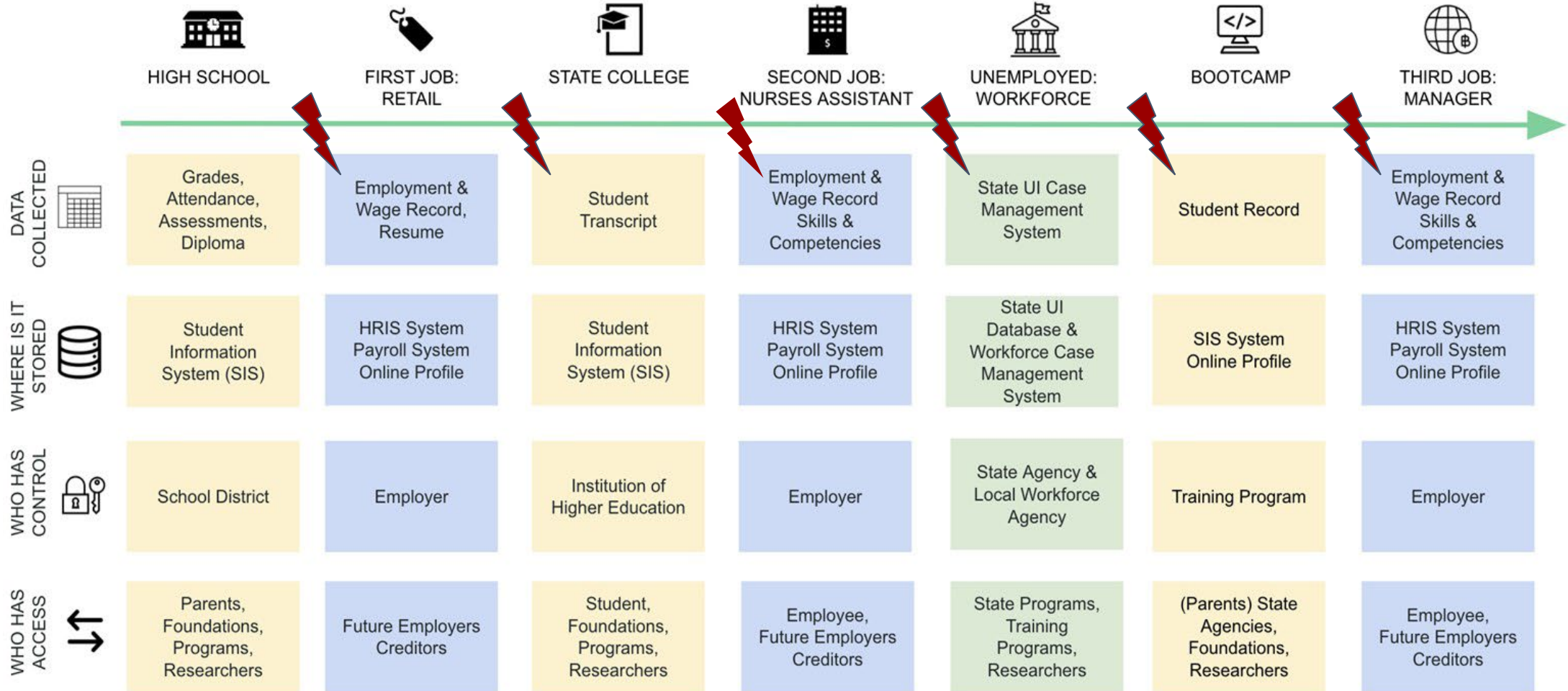


- Is this the credential I think it is, or am I confusing it with another credential?
- What's the quality of this credential and its provider?
- Does this credential represent the necessary skills?
- Is this credential related to other relevant credentials?

Credentials can be more transparent and valuable if they use linked open data to describe the characteristics of credentials, including skills, pathways, occupational alignments, jurisdictions, quality assurance, and other useful information.

Disconnected learn and work records and systems

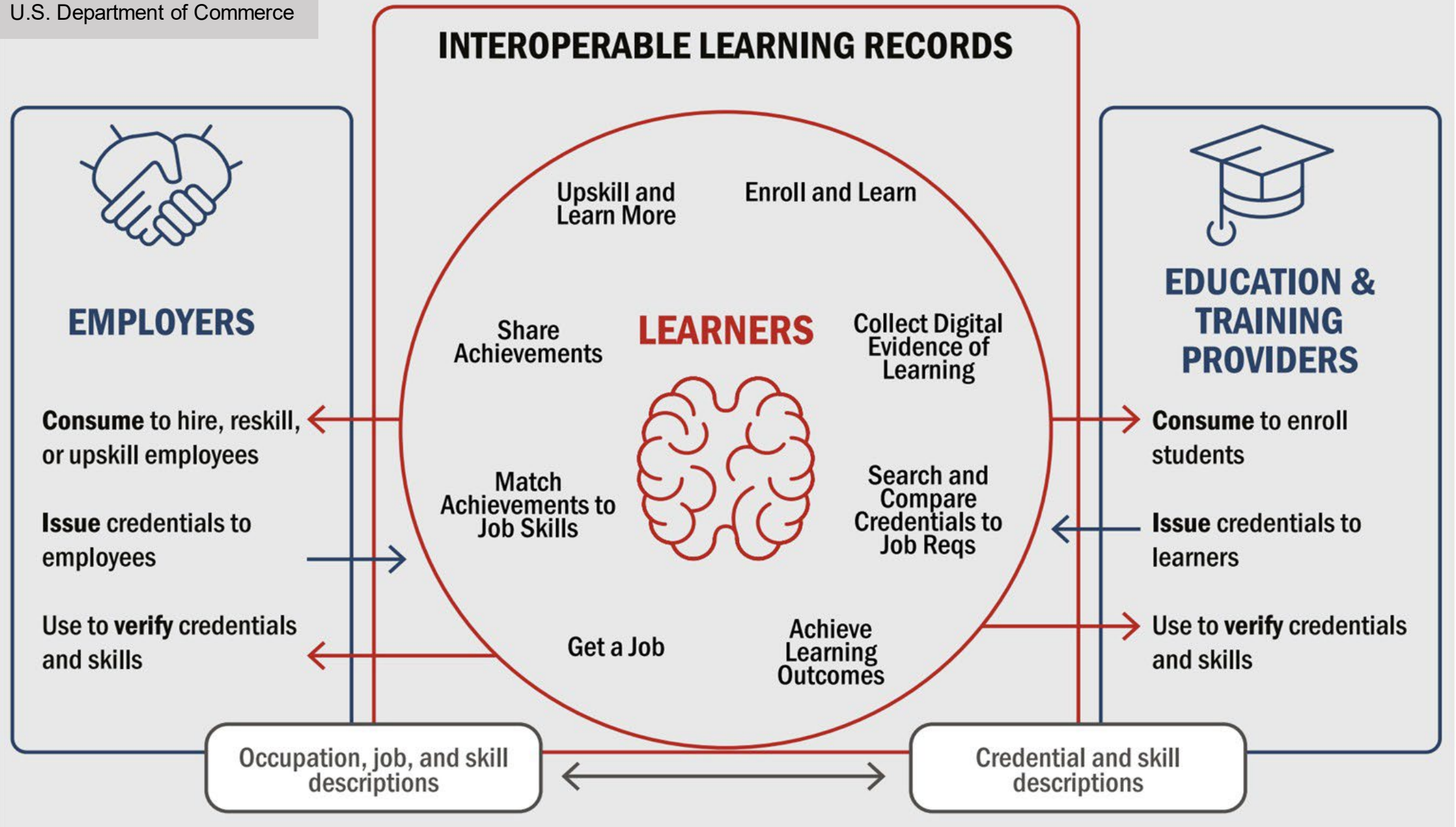
U.S. Department of Education



People need to combine records from multiple sources

- Connecting credentials and skills to occupational requirements across lifelong careers





What are Learning and Employment Records (LERs)?

“A Learning and Employment Record (LER) is a digital record of learning and work that can be grouped together with other individual LERs for use in describing their abilities when pursuing education and employment opportunities. An LER can document learning wherever it occurs, including at the workplace or through an education experience, credentialing, or military training. It can also include information about employment history and earnings.” -T3 Innovation Network

- Digital records of learning, assessment, and skills achievement from diverse sources
 - Verifiable and secure
 - Controlled and shareable by the individual
- Interoperable: transferable, meaningful, and machine-actionable

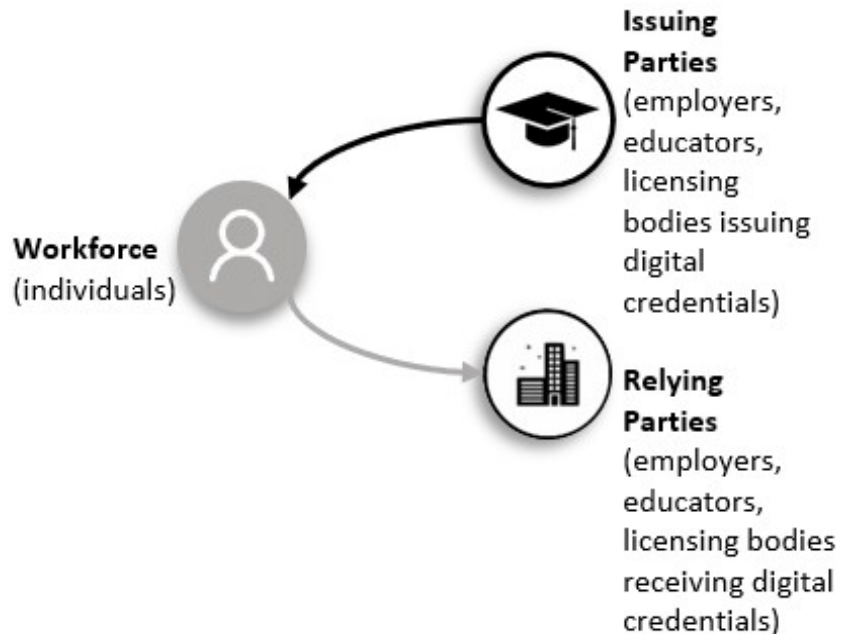
Global Open Standards

Technical standards support transparency and interoperability of LERs:

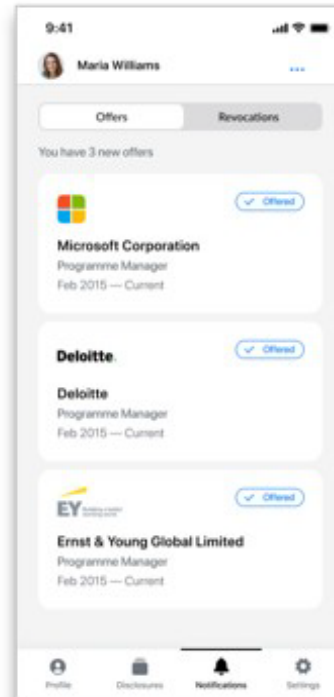
- **W3C Verifiable Credentials (VCs) and Wallets**
 - VCs for universal “envelope” data
 - VC wallets for collection and storage of LERs
- **Open Badges 3.0**
 - For organized content packaging of records
- **Credential Transparency Description Language (CTDL)**
 - For meaningful linked open data so that LERs can be usefully understood and applied

How do LERs work as verifiable digital credentials?

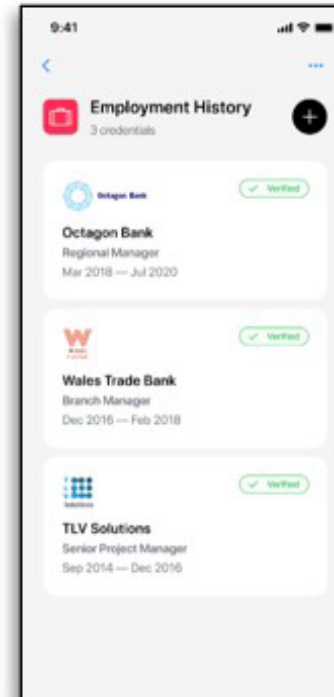
Making it simple for people and organizations to exchange verifiable, trusted career credentials.



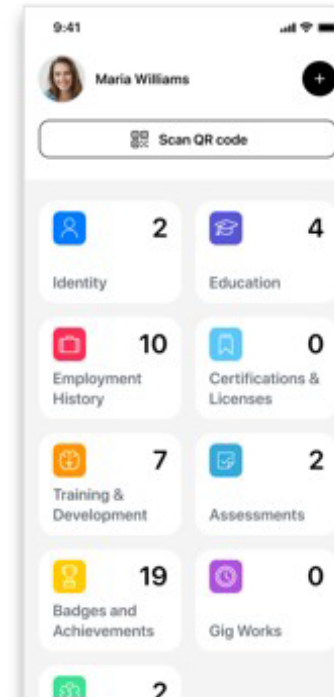
Claim digitally signed records from multiple sources to build a verified career portfolio.



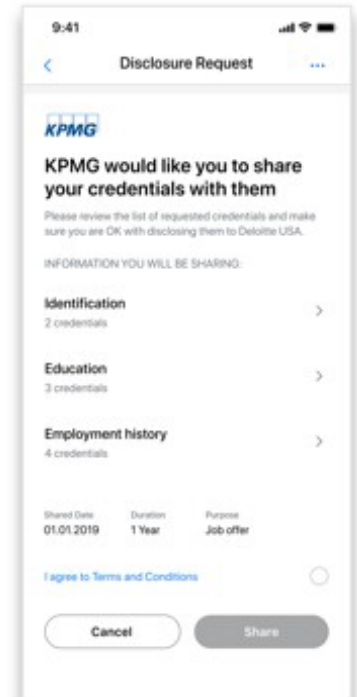
Stack proofs of employment history, educational background, skills, and qualifications.



Organize career and education credentials. Store them privately.

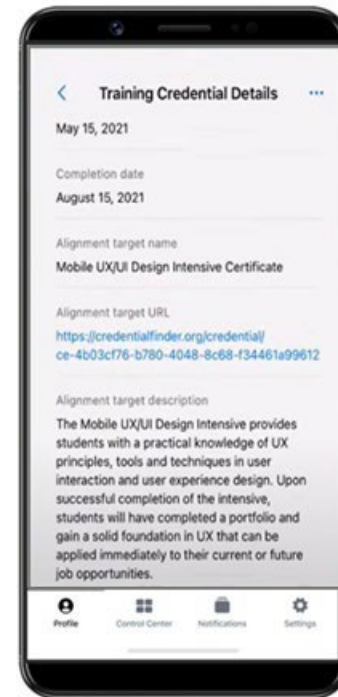


Control who you share your records with.



LERs use human- and machine-readable data in the Credential Transparency Description Language (CTDL)

- Making it simple for people and systems to exchange meaningful information in career credentials.
- Credentials can be aligned and linked to the Credential Registry, which hosts rich linked open data about credentials, including their skills and occupational alignments (not personally identifiable information).



Connected learning and employment records

**Credential,
skill, and job
transparency**



Learning and employment records powered by global open standards and using the Credential Transparency Description Language (CTDL)

- Open
- Linked
- Trusted
- Accessible
- Useful
- Relevant

Learning and career pathway connections



Examples

- Teacher Credentials
- Apprenticeship Pathways

Teacher
credentialing
involves
numerous
records
across
multiple
systems and
providers

Three Use Cases



Student teaching: Many internal requirements must be met for an institution to place a student in a classroom, multiple exchanges.

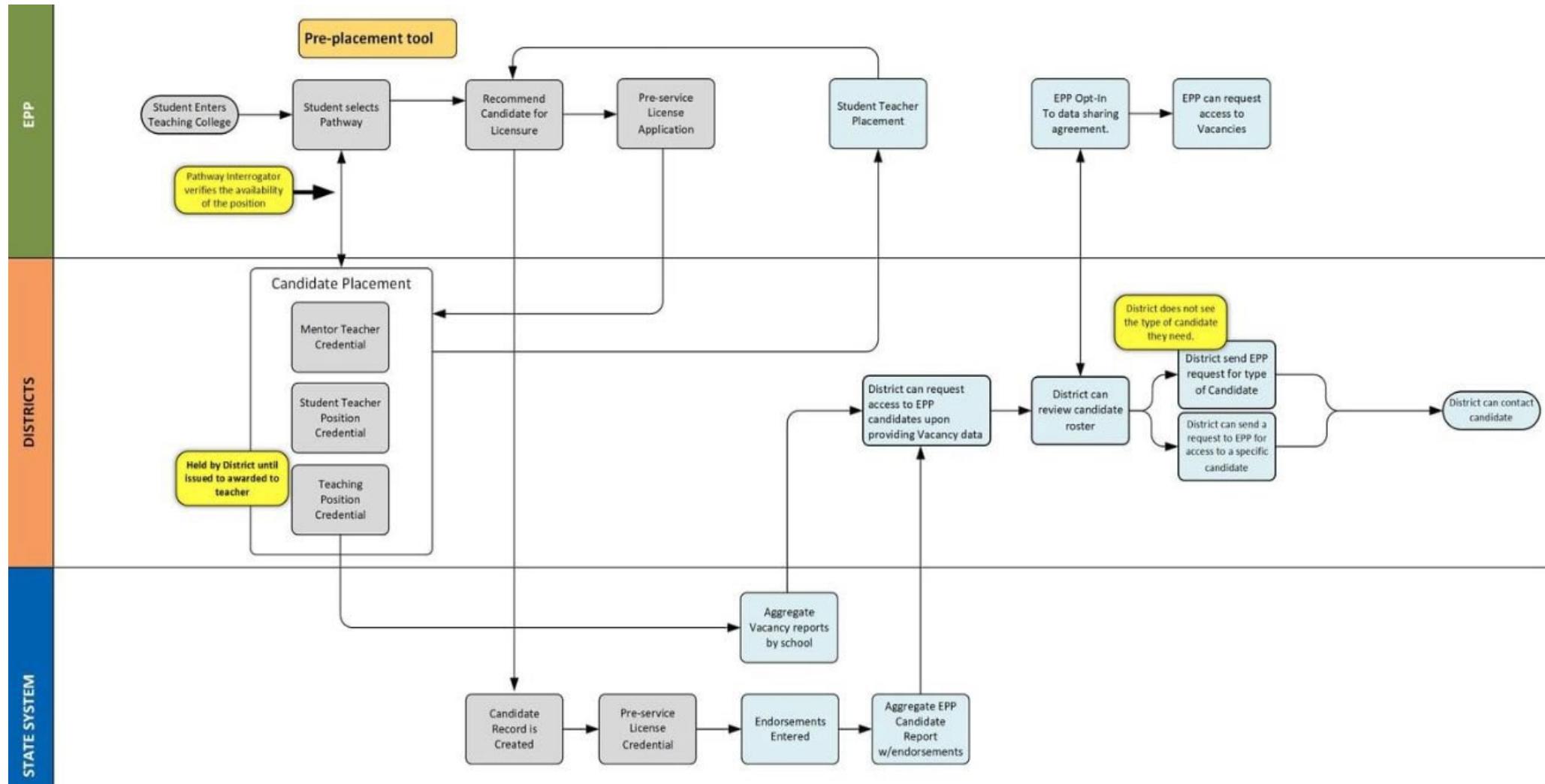


Teaching License: Individual endorsements must be verifiable to the State in order for an educator to teach.

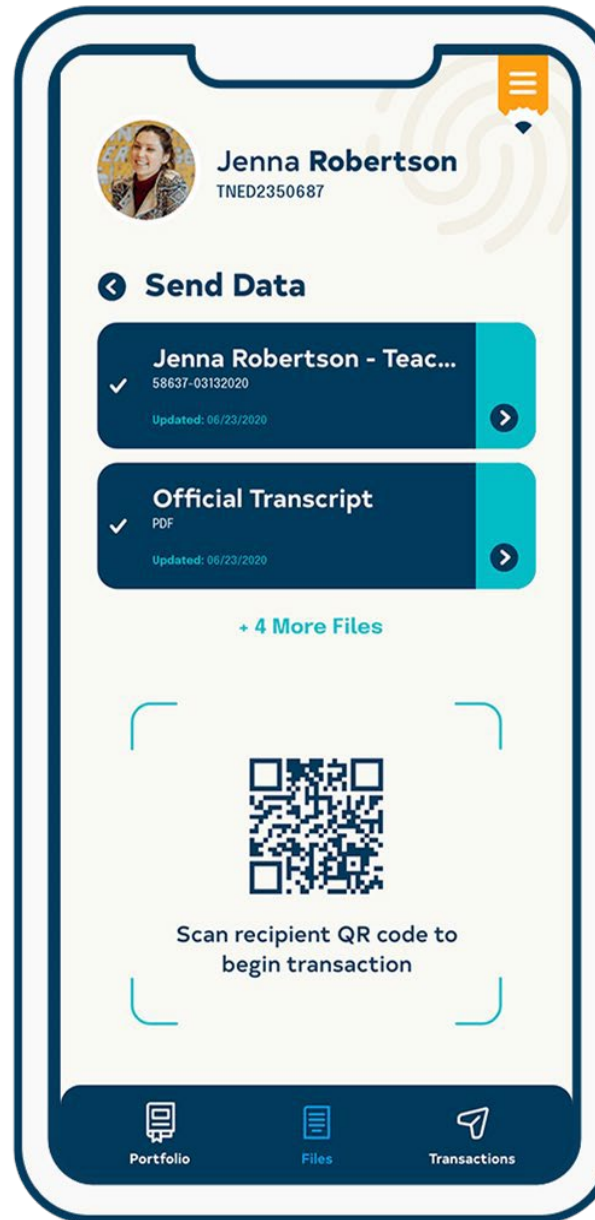


EPP to Vacancy
Direct connections with systems require complex data sharing agreements, unless the user participates.

Connecting educator preparation programs, state agencies, and school districts to streamline teacher hiring processes



Empowering teachers to manage their own digital credentials from multiple providers

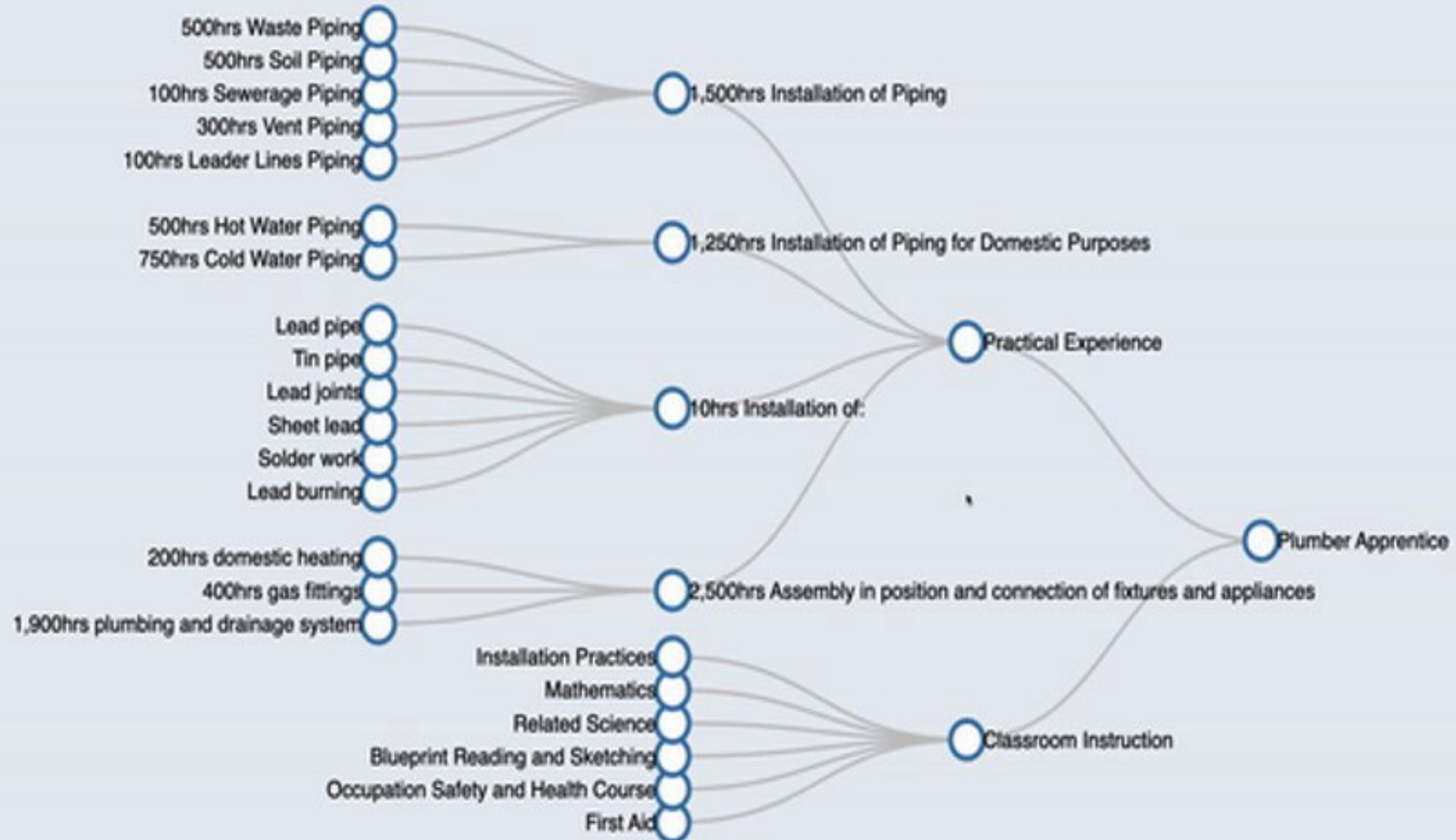




Apprenticeship digital credentials connect and streamline workforce development ecosystems

Enabling tracking and reporting of outcomes from multiple providers:

- Real-time credential attainment tracking
- Verifiable credentials issued from trusted sources
- Capture skills and competencies within a credential
- Automated reporting
- Visibility across programs and funding sources for measuring performance outcomes
- Individuals can track their progress along career pathways








Electrician Journey Level Competency

Sam Alderman | Electrician Journey Level Competency

Info

Digital Certifi... (1)



Electrician Journey Level Competency

Louisiana Workforce Commission

Sent on: 2022-06-06 Sent to: Sam Alderman

Completion Date:	2022-06-01
Apprentice ID:	266391
Sponsor Representative Name:	Linda Phelps
Sponsor Representative Signature:	Linda Phelps
Occupation:	Electrician



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Europe, the Single Market, and promoting
mobility through digital means

Margaret Hynds O'Flanagan | CORU

Europe's Four Freedoms

- “Established in 1993, the EU single market is one of the greatest achievements of the European Union. It guarantees that **goods, services, people and capital can move freely** throughout the territory of the EU: the ‘four freedoms’.”
- “The single market allows EU citizens to live and work across the EU, providing them with better job opportunities. It offers consumers a wider choice of **high-quality services and products** that they can trust to be safe and respectful of the environment.”

www.consilium.Europa.eu

Professional Mobility: Freedom to provide services

- Sectoral System (automatic recognition of qualifications)
- General System (portfolio based assessment)
- Trades (List based)
- Common Platforms (new agreements for quasi automatic recognition)
- Establishment vs Temporary and Occasional regime

The European Single Market: EU/EEA/CH

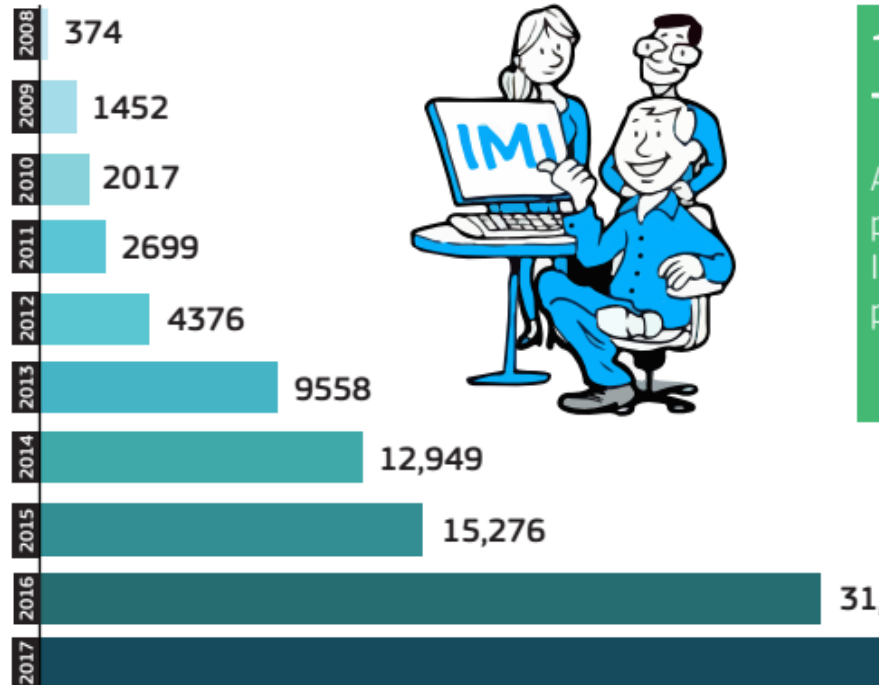


The IMI – Internal Market Information System

A web-based communication platform for the exchange of regulatory information.

“The Internal Market Information System (IMI) is a secure, multilingual online database that facilitates the exchange of information between public authorities involved in the practical implementation of EU law.”
Irlgov

“The Internal Market Information System is an IT-based network that links public bodies in the European Economic Area. It was developed by the European Commission together with the Member States of the European Union to speed up cross- border administrative cooperation.”
Wikipedia



TOTAL NUMBER OF EXCHANGES IN IMI SINCE 2008



14

After the expansion planned for 2018, IMI will support 14 policy areas

EPC

IMI supports the first EU-wide electronic procedure (European Professional Card)

3100

public officials have used IMI in the past 3 months (10,000 since 2016)

8000

public authorities across Europe are connected by IMI

30 times more

recognitions of professional qualifications in 2017 (10,719) than in 2008 (374)

10 YEARS

INTERNAL MARKET INFORMATION SYSTEM

Supporting cooperation between public authorities across Europe since 2008



SOLVIT



E-COMMERCE



PUBLIC PROCUREMENT



GENERAL DATA PROTECTION REGULATION



PROFESSIONAL QUALIFICATIONS



SERVICES



POSTING OF WORKERS



CASH-IN-TRANSIT



PATIENTS' RIGHTS



TRAIN DRIVING LICENSES



CULTURAL OBJECTS



EUROPEAN PROFESSIONAL CARD



NON-ROAD MOBILE MACHINERY



PUBLIC DOCUMENTS

2008

2009

2010

2011

2012

2013

2014

2015

2016

2017

2018

IMI & Professional mobility (ALL professions)

- **Facilitates** - Questions (preset)/ Data Protection/ Communications/ Translation/ EPC
- **Controls** - Response times, Progression, Applications, Escalation
- **Informs** - Regulatory information, Systems, 'Competent Authorities', Alerts

The European Professional Card (EPC)

The EPC makes **working across borders easier** for professionals



The EPC lets **general care nurses, pharmacists, physiotherapists, real estate agents and mountain guides** apply easily online to have their qualifications recognised in another EU country

- ✓ 5 professions
- ✓ Now in place for 15 years
- ✓ 'Home' regulator validates
- ✓ 'Establishment' or 'Temporary' mobility
- ✓ Process carried out within the IMI
- ✓ Time limited decision
- ✓ Will issue automatically if over time
- ✓ Outcome/'card' valid for fixed time
- ✓ Can lead to 'registration'
- ✓ Can be checked online by employer
- ✓ National monitors NIMIC/DIMIC

Key features of the European Professional Card

- Not a 'card' – an electronic certificate
- Updates in real time
- Accessible by employers
- Faster process
- More work for the regulator in the 'Home' State/Less for the professional
- Limited number of professions – under consideration
- Limited uptake – why?

“While the EPC seems to be well accepted in some of the professions, the figures show that the vast majority of nurses responsible for general care, pharmacists and physiotherapists opt for a non-EPC recognition procedure.”

EPC 'Establishment' decisions 2016-2021	Total decisions on recognition	EPC applications	EPC issued	EPC apps as % of total recognition decisions
Mountain guides	228	320	171	140%
Nurses responsible for general care	71,343	2,557	1,123	4%
Pharmacists	6,405	892	466	14%
Physiotherapists	25,571	4,508	2,237	18%
Real estate agents	485	219	80	45%

Activities of the national regulator in the EU context

- Specific competences assigned at EU vs Member State Level
- Regulators within member State framework
- Setting Standards and rules, programme approval etc
- Recognition and Registration incl. setting 'compensation' measures
- Fitness to Practice
- Supporting mobile professionals
- Working with other regulators/ 'Administrative Co-operation'
- 'Voluntary Convergence'

IMI & EPC Purpose =
Enabling mobility,
Removing barriers, and
Upholding the four freedoms.



Initiating a pilot on digital wallets

Jan Robinson | College of Veterinarians of Ontario



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Curiosity

- The intersection between licence cards and a digital badge



The challenge of data security and servers



Educational credentials as an emerging model



Our business case

- Individual agency
- Global nature of a profession
- Efficiency



New partners – New concept

- Blockchain
- Cloud tech



Slow process

- Design challenges
- Investment

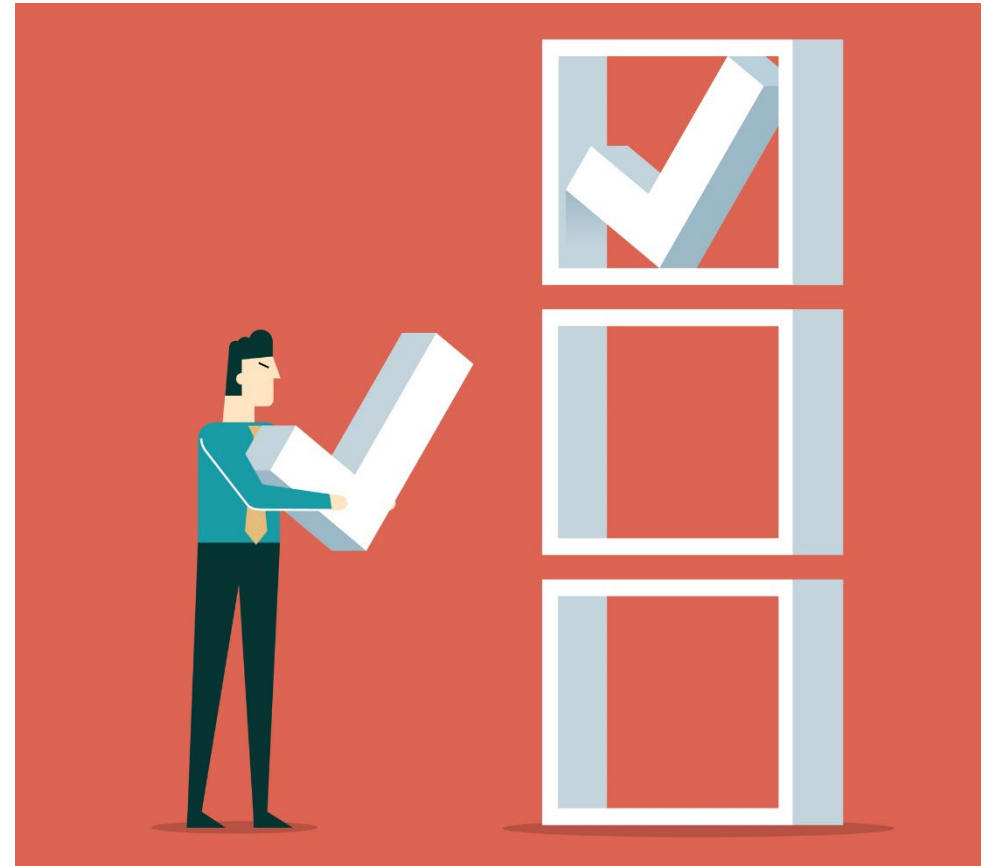


Innovation takes courage



So...

- How do we address the challenges?
- How might we achieve our future goals?



Challenges for achieving the benefits of LERs

- Raising awareness of the capabilities of LERs
- Identifying the key stakeholders within and across ecosystems
- Defining what problems LERs address for these stakeholders
- Determining which credentials have value
- Understanding the requirements and assessments for valid credentials
- Evolving policy and regulations to accommodate LERs
- Developing LER solutions that address real credentialing problems

.... empowering global professionals with transparent, portable, interoperable credentials accurately representing what they know and can do

Action steps for achieving the benefits of LERs

How might we:

- **Understand** the value
- **Engage** with key stakeholders and make the case
- **Analyze** existing policy, initiatives, data, and technologies
- **Implement** new or improved policy, initiatives, data, and technologies
- **Sustain** through enduring commitment

Open Session



Thank you

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