

Drivers What are the challenges or opportunities you want to address? Eg to give recognition for non-formal learning; building talent pipeline; differentiating candidates.

Give recognition for non-formal learning of migrants to enable them to gain meaningful employment

Earner strategy

What is your strategic aim for using badges?
For example this might be using badges to empower people to forge their own skill paths etc.

Enable migrants to gain verified recognition for their skills and gain employment

Business strategy

What is the business aim for using badges?
Eg to provide enhanced awareness of someone's skills

To have a clear understanding of the skills of migrants and help employers hire them for jobs they would excel in

Policy strategy

Would your badge scheme align to any policies?
Eg government policies to support disadvantaged groups.

It will align with our Skills policy and Cedefop (2015) European guidelines for validating non-formal and informal learning

Aspirations

What opportunities do you want to provide through the badge ecosystem, for yourself, your badge earners and the viewers of your awarded badges?

Earner

For migrants to gain recognition for their skills that are not formally recognised in the country they have migrated to, in agile ways, and use badges to unlock an interview with an HR company

Issuer

Be a key part of enabling migrants to contribute effectively to society and to support their economic, mental and emotional wellbeing

Consumer

Recruit migrants, with a clear understanding of their skills

What current resources and activities do you have to enable your badge scheme?

What is the size of your network?
How do you currently engage with them?
What activities / resources do you have?
How much staff resource do you have to support this?

We would pull on our existing network to reach out to our stakeholders but this would need to be extended and formalised into a group that meets to support uptake of our badge scheme. The Skills Development Officer will coordinate this and dedicate a day a month to this.

We can call on inhouse expertise in skills development to support the creation of the learning content for the badges.

How will your badge scheme look?

How will your badge scheme bring your strategy, aspirations and resources together?

The badges will enable people to submit evidence, to show how they meet a particular competency. There will be a constellation of badges, where people can pick and choose which ones apply to them. Gaining core badges will unlock an interview with an HR company

High stakes/low stakes

Are your badges high or low stakes?
What impact will that have on the kind of assessment, evidence type or presentation of evidence requirements?

The badges will be a mix of low and high stakes. High stakes badges would be taken after the interview with the HR company and be moderated by them. They will align to the Cedefop guidelines for validating informal and non-formal learning.

What would success look like?

How many people do you want to reach?
What impact do you need to be able to show?

We want to reach at least 500 migrants and help at least 100 gain badges through to interview

What additional resources do you need to make your badge scheme work?

An Open Badge system for the design, issuing and tracking of badges

visual design support for the badge visuals

Scheme structure

Eg will there be levels in your scheme, different tracks?

*There will be one level
One track - RPL*

Engagement

How will you ensure engagement with your badges? Will your intended earners value the intended issuing organisation?
Will you create a network to facilitate engagement and connections? Who will be in the network?

I will create a network that will bring together the issuing organisation, the HR company and employers they believe the migrants might wish to apply for jobs with. Migrants will be actively encouraged to join the network although there may be some language barriers, so it would be useful to have interpreters as well.

Issuer requirements

What tools and functionality do you need to create and issue your badges?
Eg, storing evidence in the system; ability to search for and find badges; create, issue and track badges in the same system?

Earners must be able to upload and store evidence in the system

They must be able to search for and find badges

I need to be able to create, issue and track badges in the same system

I need to be able to create constellations of badges

Earner requirements

What tools and functionality will your badge earners want?
Eg issuer and earner verification; viewing badge evidence of others (*for performance clarification and benchmarking*); sharing badges to social media and professional profiles.

Be able to upload and store evidence in the system

Be able to search for and find badges

Be able to set the visibility of their badges and share them to social media and professional profiles

Be able to communicate with the person they are earning the badge from

Be able to translate the badge into other languages

The ability to spell check English

Viewer requirements

What tools and functionality will your badge consumers want?
Eg visibility of quality assurance procedures; be able to leave and/or read endorsements on badge evidence; be able to ascertain the level of competency the badge indicates

Must be able to see that quality assurance procedures have been implemented

Be able to leave and/or read endorsements on badge evidence

Be able to ascertain the level of competency the badge indicates

Mapping and design principles

Will your badge scheme align with other organisational frameworks or resources?
How will you show these connections and ensure consistency?
What are the underpinning characteristics of your scheme?

The badges will align with our existing skills framework as well as the EQF. Each type of badge will map to a particular level.

These badges will have a unique badge brand but will include elements of our existing badge brand, such as shape and layout.

The content must be written in a way that will be easy for earners to understand. It is likely English will be used but it would be good to be able to translate the badge content into different languages. The content will be written in the form of tasks, using a similar structure as used in our other learning resources

Quality assurance

What quality assurance processes will you put in place around the creation, assessing, awarding and management of your badges?
Who will conduct the QA?

City & Guilds will quality assure the badge programme. The HR company will have to be given training in how to moderate high stakes badges. The HR company will be inspected by the issuer to ensure quality is maintained