Open Badge Network
Name of Output

Outcome O2A1 – Use Case	
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Use Case Title	Badge application for recognition of prior learning
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Earner	X	Issuer	X	Audience		Displayer	
Other (please specify)				Generic info about issuing/earning badges			

Criteria:	The use case described here is generic. Criteria are defined by users implementing the badging strategy described here.
Context:	Badges are often issued after an earner has completed some task. Such a task can be for example completion of a course or achievement of some work. Getting a badge after the completion of some formal task works well, when earners are identified members of the organisation, which issues the badges (for example students or employees). But it doesn't work, when there is a need to recognize prior learning of potential job applicants or students.
Users:	Badge issuing organisations such as schools, universities, companies, associations and public sector's organisations. Badge application designers and reviewers. They can be for example teachers, advisors, personal managers, recruitment managers, head-hunters, etc. Other actors are applicants, such as students, association members, employees and job applicants.
Description:	A badge application is a badge combined with a form. It is published in a web page so that any potential earner can apply for it. The main idea is that a badge is used to display a set of competences and requirements that an applicant should match to

	get it. The application form can contain question/answer fields, text fields and upload fields for evidences such as files and links.
User goal / value:	We could list here a great number of cases related to this badge application feature. The main point is to understand that a badge application is a way to find skilled people from a population of potential applicants and to recognise their skills and competences. An important point here is that the earners are active applicants. Badge applications can also be used for setting goals and making them visible to potential applicants. For example, a badge application could be displayed for a future job position, which requires new competences and skills. Employees interested in the position could set their professional development goals based on this badge (or badges).
Environment/platform:	A platform supporting this flow and features is required
Usage scenarios	The applicant can see from the badge description field and criteria page the skills and competences required to get the badge. In the application form displayed below the badge, is the place where the applicant demonstrates how his competences match with the badge issuer requirements. Evidences can be answers or artefacts the applicant uploads in the form. After the applicant has submitted his application, the issuer reviews and accepts or rejects it. A badge application can be used by different kind of organisations for different purposes. Here are some examples: Finding and rewarding skilled administrators A software company has a great number of customers and thousands of users. The company's goal is to reward the users who have been in charge of their system administration by recognising their skills and issuing them a system administrator badge. The problem is that this company has no accurate way to identify who has been working or is working as an administrator. A solution is to set up a badge application and to publish it in the company website, so that potential applicants can apply for it. The same principal could be used to identify skilled employees, partners, trainers, etc. Applying for a job with a badge application

	An employer could design a badge displaying the competences required for a job or position and a form to capture applicant's evidences. The benefit of such process is that the employer will have to reflect on the skills and competences actually required for the job and will have to go deeper behind the title and the formal description of the job. A well-designed badge criteria page is also useful for a job applicant to get a clear picture of the competences and skills required for the job. This can also be useful for staff members to see; what are the competences related to different job positions. The form combined to the badge application can also be convenient for both employer and applicants. From the employer's point of view, setting an application form is a good way to shape and collect all applicants' evidences in a single format. It makes it easier for the employer to compare and evaluate submitted applications but it also helps applicants to provide all the information required. Getting a badge from a company showing, that the badge earner has fulfilled requirements for a job or a position should be valuable evidence in earner's portfolio. We could list here a great number of cases related to this badge application feature. The main point is to understand that a badge application is a way to find skilled people from a population of potential applicants and to recognise their skills and competences. An important point here is that the earners are active applicants. Badge applications can also be used for setting goals and making them visible to potential applicants. For example, a badge application could be displayed for a future job position, which requires new competences and skills. Employees interested in the position could set their professional development goals based on this badge (or badges).
Frameworks	
Evidence	Evidences are produced by applicants. The applicant can see from the badge description field and criteria page the skills and competences required to get the badge. In the application form displayed below the badge, is the place where the applicant demonstrates how his competences match with the badge issuer requirements. Evidences can be answers or artefacts the applicant

		uploads in the form. After the applicant has submitted his application, the issuer reviews and accepts or rejects it.
	Quality	Creator of the badge is responsible of the quality of his badge and badge application questions. Schools can point to national quality frameworks (for example OPE.FI) in Finland. Companies can point to internal or industry quality frameworks.
	Notes and Issues:	