Open Badge Network
Name of Output

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Author	Partner
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Open Badge Network

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Use Case Title	Employers reviewing badges
Date Created:	3/31/2016

Which role(s) do you play in the context of this Use Case:							
Earner		**Issuer**		**Audience**	X	**Displayer**	
Other (please specify)							

Criteria	As an employer I want to be able to clearly understand what the badge represents in terms of skills, knowledge and competencies. I am likely to be most interested in badges that align with in-demand skills areas in my business or those that demonstrate key values, attitudes and competencies I value in my workforce. I want to be able to view the evidence of the achievement represented in the badge in order to verify it.
Context	As an employer I want to be able to see the organisation that has issued the badge as this will tell me something about the value of the badge. I want to understand who has assessed the evidence and how this has happened.
Users	The users are likely to be people engaging with badges in a learning context (formal or informal) as currently it is hard to discover badges independently via the web.
Description:	In terms of the typical path to recognising a badge, this is currently demand-led (initiated by the badge earner) but hopefully this can change to employers acknowledging/requiring badges as part of their recruitment process. Step 1: Earn badges via a learning programme, Step 2: Display those badges on social profiles,

	Step 3: Include the link to badges/profiles in job applications, Step 4: Employer performs web search as part of candidate filtering for a job, Step 5: Candidate may reach interview stage and use their badges to communicate their skills and competencies
User goal / value	Purpose for earning the badge is that an employer will recognise it as part of its recruitment processes, in addition to or instead of formal qualifications. Purpose for issuing the badge depends on the issuing organisation but it will support their objectives to step people into work/recognise learning taking place within informal settings/allow them to track progression and impact of their work. Purpose for employers to recognise the badge is to better identify candidates with the right skill-set, attitudes and values for their organisation and allow them to verify the evidence of these skills in a more authentic and dynamic way that a paper cv provides.
Environment/platform :	A badge profile page is needed to allow the earner to showcase their badges to the employer. The employer must be able to access the badge and view the evidence.
Usage scenarios	n/a
Frameworks	Employers will be interested in badges mapped to frameworks to allow them to compare the information within the badge to other badges/qualifications. In the UK there is the Ready to Work Framework, localised passports to employment.
Evidence	The evidence is provided by the learner, ideally this is dynamic evidence that showcases their achievements e.g. use of video rather than text. It is assessed by someone in direct contact with the learner with authority to make a judgement on their achievement. e.g. an educator, mentor, manager. There are different levels of assessment rigor that would be good to be communicated in the badge metadata.
Quality	The employer will derive quality from the reputation of the issuing organisation, the quality/validity of the evidence and understanding how the badge has been assess and by whom.

Notes and Issues:	Aligning with competency frameworks in a machine readable way to allow employers to easily understand the level of skill represented by the badge. Information about the way the badge was assessed and by whom is not currently provided in the metadata. For consumers/audience of badges this is a key piece of information to enable them to make a value judgement. A central place to discover badges as an independent learner or way to search the web for badges.