ALIGNING MARKET SIGNALS BETWEEN

Supply & Demand

The 21\textsuperscript{ST} Century Skills Badging Challenge as Example
How High Is Your XQ?

Your next job might depend on it

BY ELIZA GRAY

Is it true to say you have never hated anyone? Do you understand why stars twinkle? Have you used a display of emotion to get what you want? Would you rather read or watch TV? Do you usually notice when you are boring people? Do you hate opera singing? Would you resign for yourself to be an ordinary person? Are you shy? Do you prefer problems that require a lot of thought? Do you enjoy giving parties? When you are out, do you frequently rebel? Do you prefer to work with people you believe people get stressed when they try to do something uninteresting in your day that makes you feel happy? Do you enjoy accepting help from others? Do you make new friends all the time? Do you feel incomplete if you cannot form friendships at work? Would you consider yourself to be a social person? How much does it take to lose your temper? Have you ever deliberately told a lie? It is important for you to be praised for success? Are you known as a wit? Do you like sharing personal stories? Would you like to be an art collector? Have you made projects for which you can boss others? Do people say you are eccentric? Do you fantasize about being famous?

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RESPONSE FROM SUPPLY SIDE: SCHOOLS AND TRAINING PROGRAMS

- CBE
- Certifications
- Boot Camps
- MOOCs
- Badges
RESPONSE FROM DEMAND SIDE (EMPLOYERS)
THE
"T-SHAPED"
EMPLOYEE
BUILDING A T-PROFILE FOR A UX DESIGNER
21st CENTURY SKILLS BADGES
THE LEVEL OF DATA STANDARDIZATION

- Competency Definition
- Subcompetency
- Learning Outcomes

Diagram:

- **CHANGE-MAKING**
  - **Creative Problem Solving**
    - Situational awareness
    - Comfort with Collaboration
    - Convergent/Convergent Thinking
    - Design Processes, Strategies, and Solutions
  - **Catalyst**
    - Self Awareness
    - Initiates Action
    - Learns from Failure
    - Leads without a Title

- **EXTERNAL**
  - **Oral Communication**
    - Clarity/Organization
    - Courage/Body Language
    - Deep Listening
    - Rapport/Responsiveness to Audience
  - **Collaboration**
    - Goal Setting
    - Solution-Focused
    - Strengthening Relationships
    - Incorporating Diverse Perspectives
  - **Cross-Cultural Competency**
    - Cultural Sensemaking
    - Perspective Taking
    - Curiosity
    - Managing Self-Affect
RESILIENCE BADGE FROM GMU...

- LMS integration
- How to make evidence visible
- Credential store integration

Resilience
ONLINE PLATFORM

EARNING YOUR BADGE

Critical Thinking
Each badge is defined by three core components: Knowledge, Assessment, and Experience. Each badge asks you to reflect on your own knowledge and experiences, and to develop skills and competencies that align with your goals. Click on each component to learn more.

Accomplished
CLA Plus Assessment
360 Degree Feedback

Experience
Knowledge
Reading #1
TED Talk
Seminar #1

LEARNING VITALS

Overall Summary

Your current progress:

- Critical Thinking: 100%
- Collaboration: 60%
- Problem Solving: 40%
- Communication: 80%

Click on the badge above to learn more about how you can build the vital skills to complete your badge.

BACK TO LEARNING VITALS

SHARE PROGRESS
WHAT IF

Career services=

Professional skills
Incubator
WHAT IF...
Career Services was the initial point of contact for incoming students?

Congratulations on enrolling! Please log into the 21st century skill online portal and complete the 360° assessment.
WHAT IF...

Career Services offered intentional 21st century skill development for all students?

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WHAT IF...

Career Services offerings were required throughout the student experience and did not end upon graduation?

Congratulations on enrolling! Please log into the 21st century skill online portal and complete the 360° assessment.
QUESTIONS FOR THE WORKING GROUP

- What are the most effective practices for aligning supply and demand?
- What tools should be built to facilitate and streamline the process?
- What is the role of sector partnerships, skills panels and other similar employer-led organizations in facilitating this alignment?
HOW CAN WE SUPPORT THIS VISION

Today’s institutions don’t support the variety of data that is needed to create a digital transcript.

- Credential Management systems
- Evidence management