



Centering Credential Transparency:

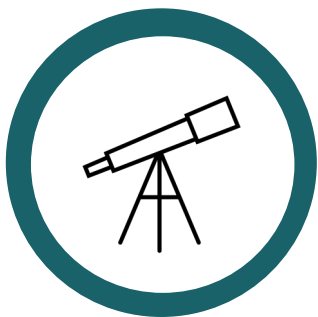
A Case-Making Guide

Centering Credential Transparency: A Case-Making Guide

An equitable workforce credential marketplace is only effective in unlocking employment prospects for learners and workers if the learning and employment records (LERs) are accessible to all. Communicating the value (how these credentials help learner advancement) and the usability (what workers and learners know and can do on the job as a result of these credentials) requires data transparency and integration. Our earlier piece on [creating a better marketplace](#) navigates the intricate landscape of the credentials included in LERs, emphasizing the necessity of clear, accessible information to empower informed decision-making.

Linked open data is a foundational element for this future marketplace. Credential Engine offers one of the most robust and accessible avenues to achieve this vision as a place to start: the [Credential Transparency Description Language \(CTDL\)](#) framework.

Centering Credential Transparency



Explore

the key opportunities presented by utilizing credentials and LERs



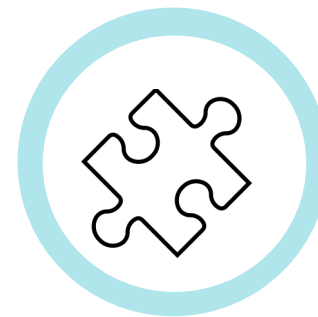
Center

the principles including interoperability, transparency, and accessibility when selecting technology solutions



Collaborate

with partners to define data in alignment with credential transparency standards to meet the needs of the learner and worker



Design

to ensure identified data is consistently integrated and made visible in all outputs including credentials and LERs



Evaluate

efficacy of programs, competencies, and outcomes facilitated by transparent data standards

Credential transparency through linked open structured data enables key features of the credential market and the growing adoption of learning and employment records that center on the evolving needs of the learn-to-work ecosystem. Use this guide to take the first step laid out on JFF's road map—creating credential transparency—to support a future credential marketplace for all.



Dynamic Design

The structure and functionality of the credential market should be able to evolve in response to changes in stakeholder needs, technological advances, and more.



Interconnected Data

To ensure that disparate systems are able to share data and users are able to easily find relevant information, the marketplace should make use of a rich array of metadata, including skills and competencies.



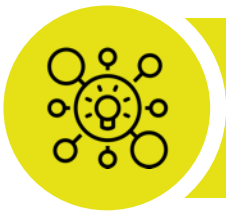
Democratized Access

All learners and workers should be able to easily access, identify, and navigate through the credential market.



Comparability

All stakeholders should be able to compare and evaluate credentials based on specific criteria, including employment outcomes.



Supporting Dynamic Design

Element

Activation

Stakeholder Impact

Evidence-Based Pathways

Transparency provides a structured and adaptable framework for representing competencies, skills, and achievements.

- Employer Practice
- Industry Guidance
- Educator Responsiveness
- Learner Benefit

Agility & Responsiveness

Structured data models allow for dynamic data updates and modifications for learning and employment records and allow credential providers to ensure offerings are responsive and effectively represent competencies, credentials, achievements, and pathways.

- Employer Practice
- Industry Guidance
- Educator Responsiveness
- Policy Evolution

Validity

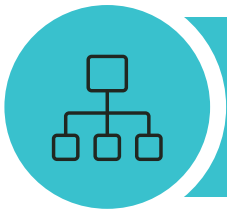
Transparency requires clarity with definitions and standards for competencies and skills, increasing accuracy, validity, and trust of learning and employment records.

- Industry Guidance
- Educator Responsiveness
- Learner Benefit

Incremental Opportunities (Stackability)

Transparent and open linked data for LERs, such as through the use of CTDL, allows for the creation and management of interconnected and stacked training and learning pathways.

- Educator Responsiveness
- Learner Benefit
- Policy Evolution



Leveraging Interconnected Data

Element	Activation	Stakeholder Impact
Skill Matching	Open data frameworks including CTDL enable a skill-based approach to match to opportunities including job opportunities and education pathways.	<ul style="list-style-type: none">• Employer Practice• Learner Benefit
Mobility	Credential transparency principles facilitate the portability of LERs and encourages trust in the signal the records provide based on consistent underlying data.	<ul style="list-style-type: none">• Learner Benefit• Employer Input
Frictionless Vetting	CTDL provides a standardized and common language and relies on linked data principles for representing competencies and skills making it possible for individuals to present their records consistently to stakeholders.	<ul style="list-style-type: none">• Employer Practice• Learner Benefit• Policy Evolution
Job Matching	Structured data frameworks enable the integration of job-related data with competencies and skills acquired through education and training.	<ul style="list-style-type: none">• Employer Practice• Industry Guidance• Learner Benefit



Promoting Democratized Access

Element

Activation

Stakeholder Impact

Transparency

Specific elements for representing competencies and skills associated with credentials included in LERs are facilitated through CTDL.

- Employer Practice
- Learner Benefit

Advancement and Skilling Pathways

Incorporating detailed mapping of competencies acquired through education and training is an intentional byproduct of centering credential transparency through the use of CTDL.

- Employer Practice
- Educator Responsiveness
- Learner Benefit

Equity

Standardized format for representing credentials through CTDL helps mitigate biases and ensures fair evaluation.

- Learner Benefit
- Educator Responsiveness
- Employer Practice
- Policy Evolution

Ease of Use

Structured data models facilitated by the CTDL framework make sharing information between systems seamless by providing a consistent and standardized representation of information.

- Learner Benefit
- Employer Practice



Fostering Comparability

Element	Activation	Stakeholder Impact
Outcomes-Linked Data	CTDL allows for the linking of achievement data to specific competencies and skills.	<ul style="list-style-type: none">• Educator Responsiveness• Employer Practice• Policy Evolution
Incentivization	Interoperability facilitated by data frameworks, including CTDL, supports integration across various skill taxonomies with a range of recognition systems, breaking down siloes in the learn-to-work ecosystem, and incentivizing collaboration.	<ul style="list-style-type: none">• Educator Responsiveness• Learner Benefit
Reliability	Credential transparency using CTDL's linked data principles facilitates cross-credential analysis, supporting credential reliability.	<ul style="list-style-type: none">• Employer Practice• Policy Enforcement• Learner Benefit
Transferability	Transferability is facilitated through credentials leveraging CTDL because data is presented in a structured and standardized format.	<ul style="list-style-type: none">• Employer Input• Educator Responsiveness• Learner Benefit



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