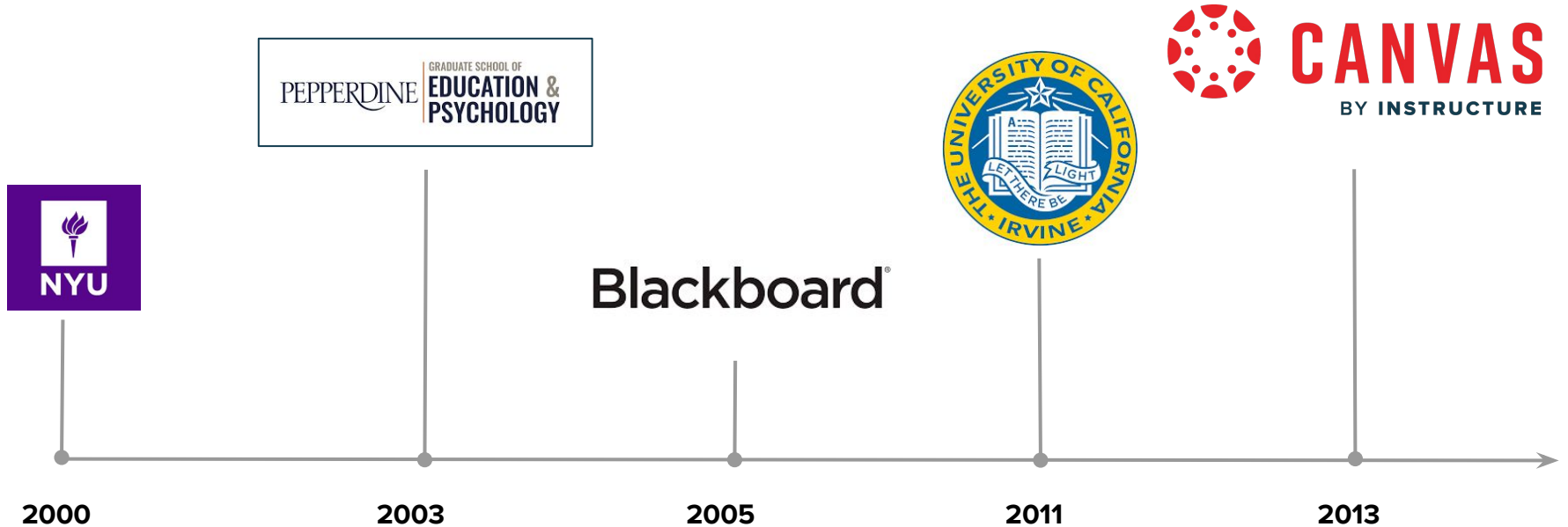**INSTRUCTURE**

Unlocking Potential:
The Benefits of Skills-based Learning
for Individuals and Organizations

Melissa Loble

Melissa Loble
Chief Academic Officer

INSTRUCTURE

Over 24 Years of Education Transformation

| 2000 | 2003 | 2005 | 2011 | 2013 |

Academic Technology Leader ◆ Instructional Design Leader ◆ Faculty member ◆ Instructor ◆ Customer Officer ◆ Chief Academic Officer

Evolution of Education & "Learning"
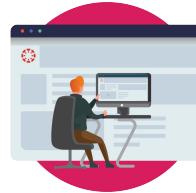
Edu 1.0

Institutions: Knowledge Providers

- Owners of the information
- One-Directional Instruction
- Selective // Exclusive // Expensive
- Minimal industry involvement
- Vocational options secondary
- ***Learning is theoretical***

Edu 2.0

Centralized Educational Platforms

- Synchronous & asynchronous classroom-based (*Traditional*)
- Supplemental & hybrid online (*Traditional*)
- Bootcamps // Skill-Based (*Alternative*)
- Coursera, EDX, etc *(Non-Traditional)*
- Some industry involvement
- ***Learning is contextualized***

Edu 3.0

Decentralized Lifelong Learning

- Learners build pathways
- More permutations of learning: Micro-Degrees, Digital Certs
- Skills & outcomes aligned to Industry
- Competency Based Learning (CBE)
- CLR // ePortfolio // Education Profile
- ***Learning is skills-driven***

0 → 1995

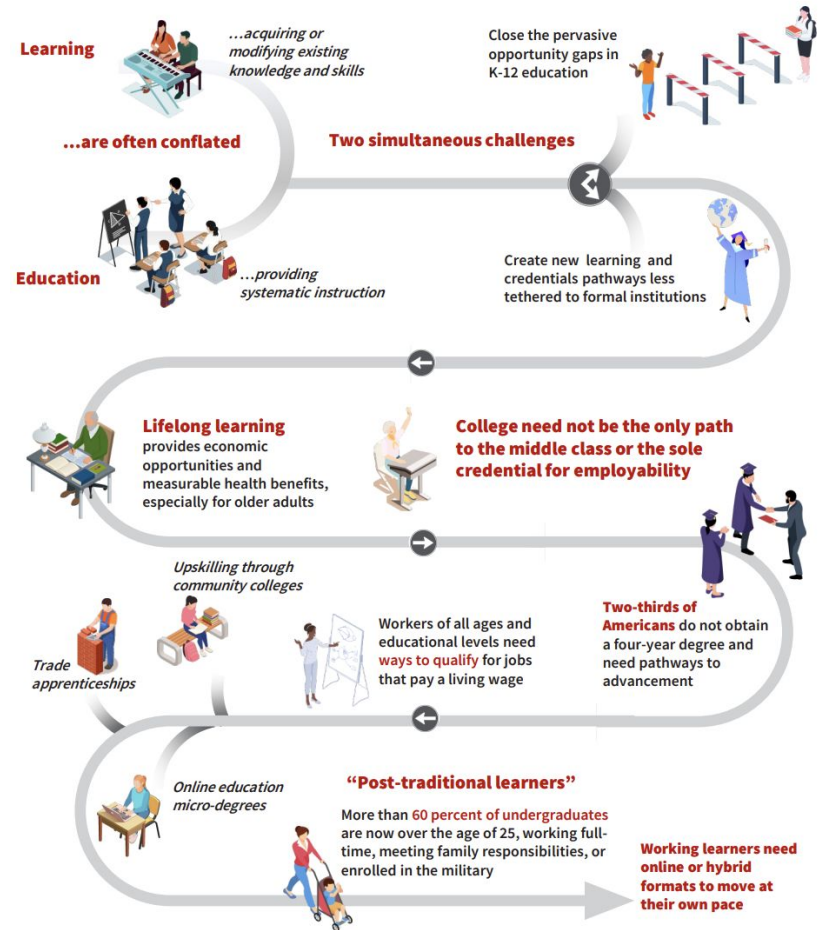**~ 1995 → Today**

Today → Tomorrow

100-Year Lives

THE NEW MAP of LIFE

"Increased longevity, one of the most profound transformations of the human experience, calls for equally momentous and creative changes in the ways we lead these 100-year lives, at *every* stage."

STANFORD CENTER ON LONGEVITY

https://longevity.stanford.edu/

Learning ...acquiring or modifying existing knowledge and skills

Close the pervasive opportunity gaps in K-12 education

...are often conflated

Two simultaneous challenges

Education ...providing systematic instruction

Create new learning and credentials pathways less tethered to formal institutions

Lifelong learning provides economic opportunities and measurable health benefits, especially for older adults

College need not be the only path to the middle class or the sole credential for employability

Upskilling through community colleges

Two-thirds of Americans do not obtain a four-year degree and need pathways to advancement

Trade apprenticeships

Workers of all ages and educational levels need ways to qualify for jobs that pay a living wage

Online education micro-degrees

"Post-traditional learners"

More than 60 percent of undergraduates are now over the age of 25, working full-time, meeting family responsibilities, or enrolled in the military

Working learners need online or hybrid formats to move at their own pace
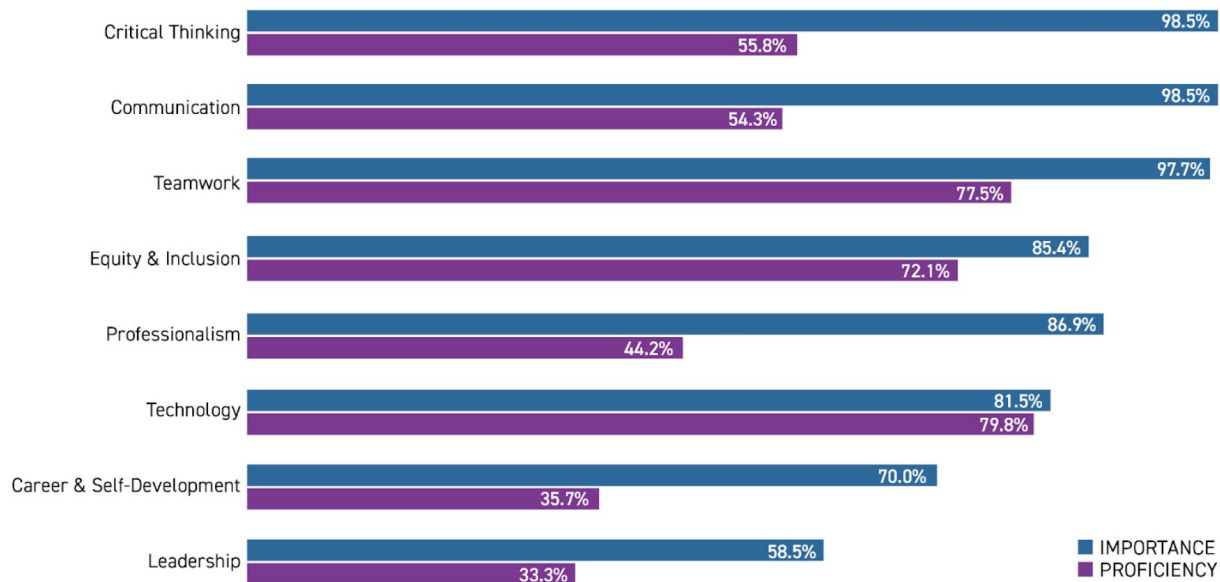
Replacing "Student" with "Learner"

"A skills-based learning approach in education and technology encourages open learning and advances the development of new skills as careers progress."

MOST INFLUENTIAL FACTORS TO PURSUE A SKILLS-BASED LEARNING OPPORTUNITY

Career advancement — 61%

Want to learn new skills — 61%

Cost — 52%

Program flexibility — 48%

MOST VALUABLE ASPECTS OF SKILLS-BASED LEARNING

Practical application of knowledge and skills — 75%

Feedback on progress and performance — 67%

Program flexibility — 66%

"Skills-based learning has major effects because it aims the students to become 21st-century learners and globally competitive."

https://www.instructure.com/resources/research-reports/2023-state-student-success-and-engagement-higher-education

Shifting to Skills & Competencies

FIGURE 2: IMPORTANCE OF VS. PROFICIENCY IN CAREER READINESS COMPETENCIES, BY PERCENT OF RESPONDENTS

Competency	Importance	Proficiency
Critical Thinking	98.5%	55.8%
Communication	98.5%	54.3%
Teamwork	97.7%	77.5%
Equity & Inclusion	85.4%	72.1%
Professionalism	86.9%	44.2%
Technology	81.5%	79.8%
Career & Self-Development	70.0%	35.7%
Leadership	58.5%	33.3%

The percentages corresponding to "importance" represent, among all responding employers, the percentage that, on a five-point scale, indicated that the respective competency was either "very important" (4) or "extremely important" (5) for college graduates to have to enter their workforce. The percentages corresponding to "proficiency" represent, among all responding employers, the percentage that, on a five-point scale, rated recent graduates either "very" (4) or "extremely" (5) proficient in the respective competency.

SOURCE: JOB OUTLOOK 2022, NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS

https://www.naceweb.org/uploadedFiles/files/2022/resources/nace-job-outlook-2022.pdf

Addressing all Learners

Traditional Secondary School Graduate

Traditional University Student

Returning Non-degree completor

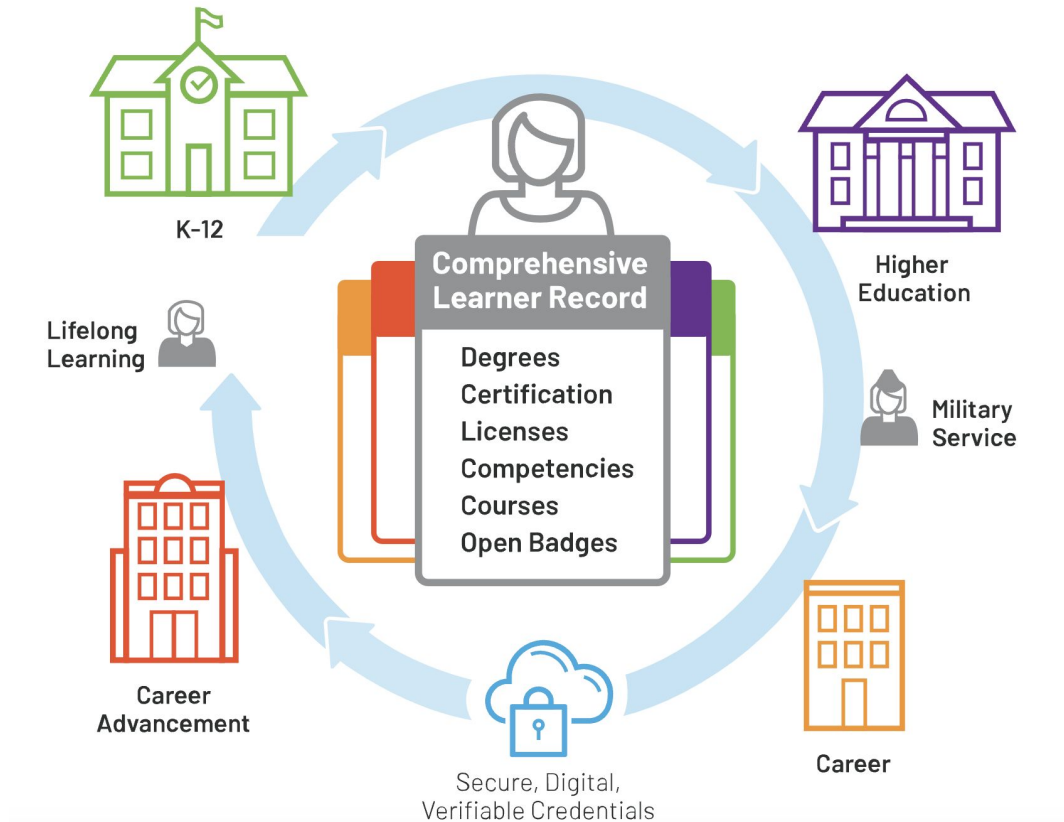**Part-time upskilling adult learner**

Full-time reskilling adult learner

Corporate Partner learner

Visioning the First Day of School to Last Day of Work

K-12

Higher Education

Lifelong Learning

Comprehensive Learner Record

Degrees
Certification
Licenses
Competencies
Courses
Open Badges

Military Service

Career Advancement

Secure, Digital, Verifiable Credentials

Career

Pathing, Tracking & Demonstrating Learning

LEARNING PASSPORT

Portfolios & Pathways

Guides learners through their education journey so they know where they've been and where they're going.

Lifelong ePortfolios allow learners to showcase skills, academic, and co-curricular achievements.

Self-paced learner journeys track learner progression through a Pathway. Sort based on milestone, completion rate, or name

+

Digital Badging

Digital badging enables a seamless way for learners to record and share their validated skills and achievements with future employers.

Track group and individual progress on a pathway. Identify which teachers and courses are the most effective with badges.

Showcase badges and map out badged curriculum.
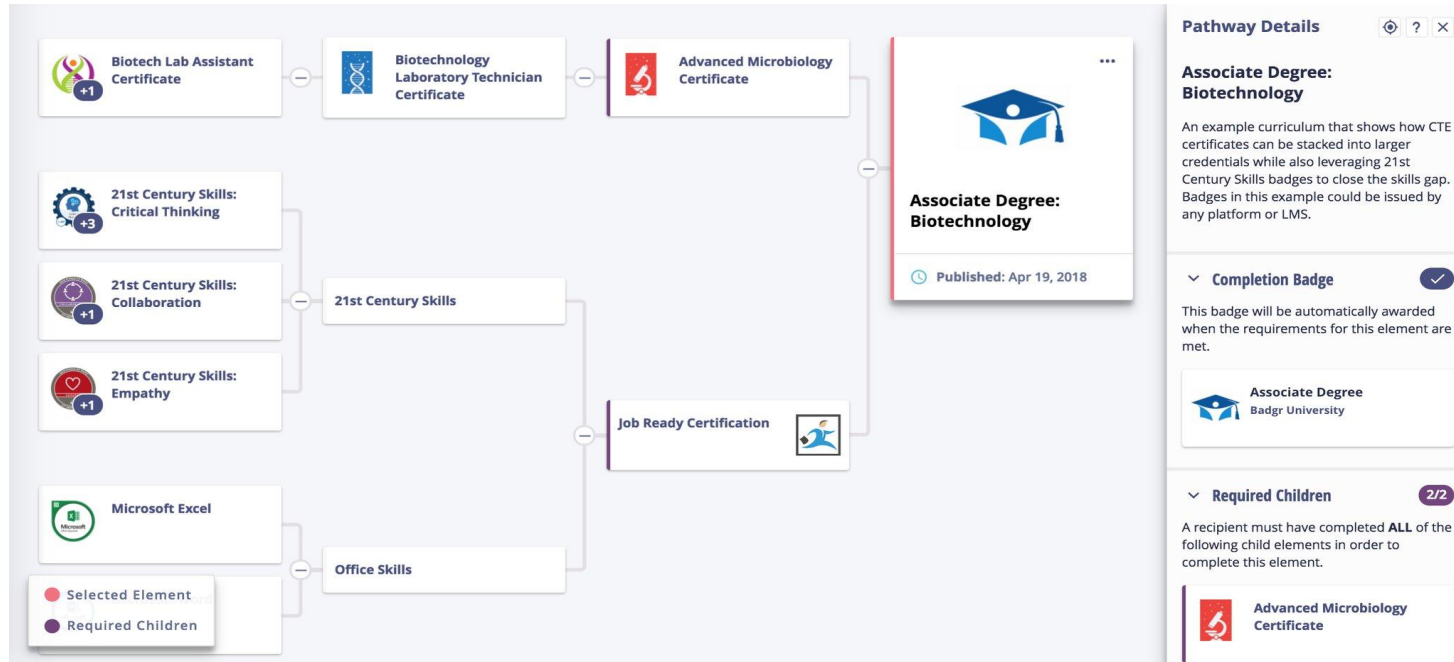
+

Learner Record

Future: Single place for all students achievements, skills and competencies

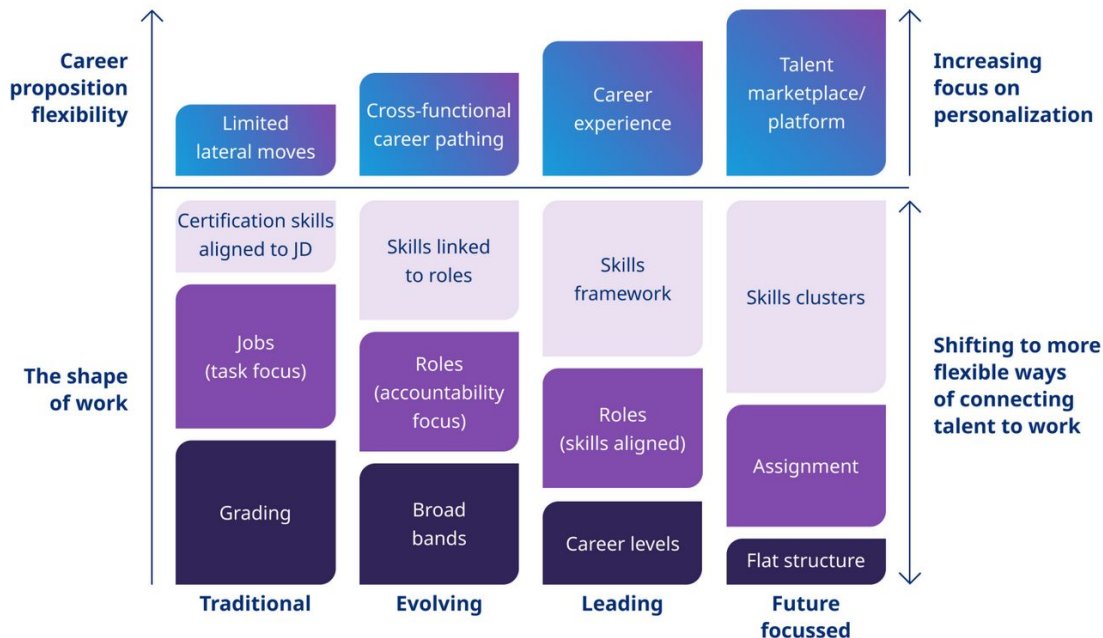Aligned to universal standards including CLR 2.0 and W3C Verifiable Credential

Easy share and export mechanism, including smooth integration with employer Applicant Tracking Systems

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Pathing Learning: Learning Maps

Pathing Learning: Skills Alignment

Skills-based talent practices continuum

	Traditional	Evolving	Leading	Future focussed
Career proposition flexibility	Limited lateral moves	Cross-functional career pathing	Career experience	Talent marketplace/ platform
The shape of work	Certification skills aligned to JD	Skills linked to roles	Skills framework	Skills clusters
	Jobs (task focus)	Roles (accountability focus)	Roles (skills aligned)	Assignment
	Grading	Broad bands	Career levels	Flat structure

Increasing focus on personalization

Shifting to more flexible ways of connecting talent to work

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Pathing Learning: Course Example

The final deliverable for this project is an interactive e-learning module that uses key concepts and strategies from the course. You can submit a proto-type of the module or a working iteration of the module, depending on your technical fluency. (Advanced students, I highly encourage you to build a full working module.) Regardless of what a you choose to submit, you will be required to record a 3-5 minute video narrative for your fellow classmates to review.

The project will break down as follows:

FINAL PROJECT: WHAT TO EXPECT

- **Week 1:** Review assignment requirements and begin brainstorming ideas for your project. 0 points.
- **Week 2:** Select your learning problem, audience, outcomes, and rewards for your interactive module project. 100 points.
- **Week 3:** Create a written narrative for your scenario, case, or story for your interactive module project. Select an authoring tool(s) for your proto-type or working module. 100 points.
- **Week 4:** Complete your storyboard that will guide the development of your final course proto-type or working module. 100 points. **Note:** by completing the requirements of week 4 assignment, students are eligible to earn an Alternative Digital Credential ⤴ in Interactive E-Learning Storyboarding.
- **Week 5:** Review and provide feedback on the storyboards from two of your peers. 100 points.
- **Week 6:** No interactive project assignments due this week. Please take time to incorporate feedback, create a storyboard, and begin working on your proto-type or working module.
- **Week 7:** No interactive project assignments due this week. Please take time to incorporate feedback, create a storyboard, and continue working on your proto-type or working module.
- **Week 8:** Complete your final interactive project module proto-type or working module. Create a brief 3–5-minute video recording to share your module and approach with your classmates. 300 points. Complete your Self-Assessment. 20 points.

Tracking Learning: Badges

Badge Image

Data Inside
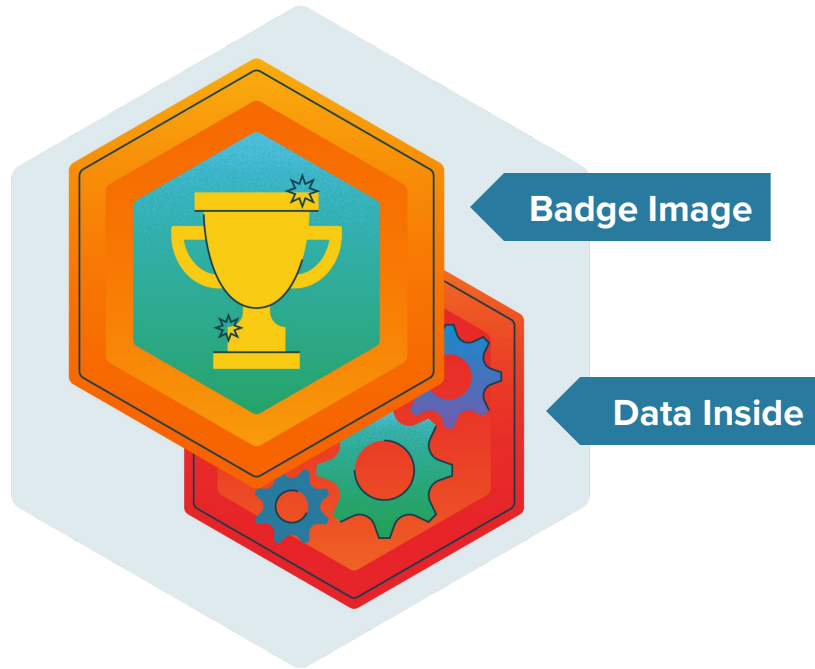
Anatomy of an Open Badge

- Badge Name
- Badge Criteria
- Badge Image
- Issuer
- Recipient
- Tags
- Alignment (Standards)
- Issue Date
- Expiration Date
- Evidence
- Endorsement
- Language
- Version

Tracking Learning: Badge Example

Interactive E-Learning Storyboarding

Issued by University of California, Irvine

The earner demonstrates skill in leveraging effective design practices to create engaging learning experiences for K12, higher education, and corporate learners that drive positive outcomes. The earner has built a highly functional storyboard that utilizes active learning, gamification, and strong UX/UI principles. The storyboards will be the foundation for turning conceptual e-learning module design ideas into fully functioning learning activities, module, courses, or curriculum.

Skills

Interactive E-Learning Storyboarding

Earning Criteria

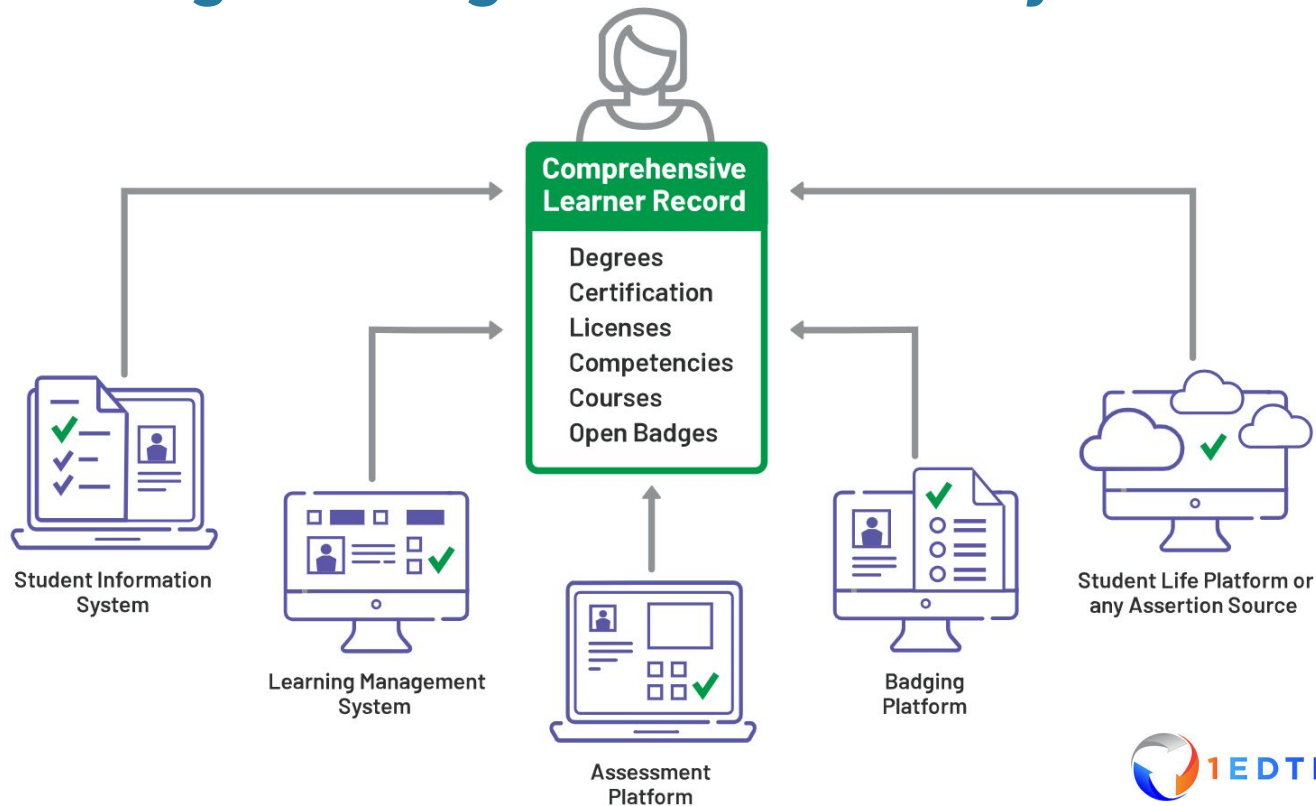▤ Build a detailed storyboard that includes all text, visual, navigation, and interactive ele for an e-learning module

▤ Apply gamification elements to increase learner engagement

▤ Leverage active learning principles to drive improved student outcomes

▤ Incorporate strong visual design and navigation choices to drive learning effectiveness

Earn this Badge

University of California Irvine — Interactive E-Learning Storyboarding — UCI — Division of Continuing Education

Storyboard (INCLUDING BADGE CRITERIA)
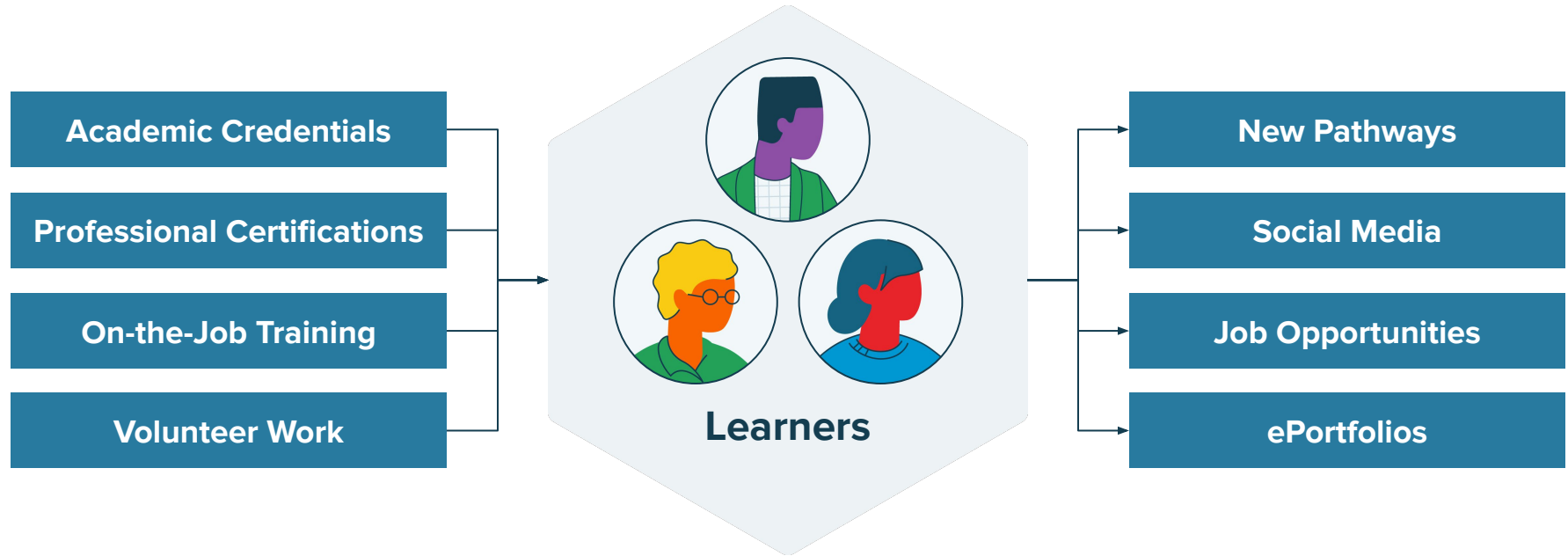
Criteria	Ratings	Pts
Storyboard A clear, detailed storyboard is presented that functions as a blueprint for crafting a working module MINIMUM POINTS TO EARN BADGE: 35	This area will be used by the assessor to leave comments related to this criterion.	40 pts
UX/UI Strong visual design and navigation choices are applied to ensure the learner has an effective experience. MINIMUM POINTS TO EARN BADGE: 12	This area will be used by the assessor to leave comments related to this criterion.	15 pts
Active Learning Active learning principles are applied throughout the storyboard in detail. MINIMUM POINTS TO EARN BADGE: 12	This area will be used by the assessor to leave comments related to this criterion.	15 pts
Application Interactive aspects are clearly mapped to the module in a meaningful and logical manner. MINIMUM POINTS TO EARN BADGE: 12	This area will be used by the assessor to leave comments related to this criterion.	15 pts
Written & Video Content Written and video content is detailed and thoroughly presented. All content is directly aligned to learning outcomes. MINIMUM POINTS TO EARN BADGE: 12	This area will be used by the assessor to leave comments related to this criterion.	15 pts
	Total Points: 100	

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Tracking Learning: The Record Ecosystem

Comprehensive Learner Record

Degrees
Certification
Licenses
Competencies
Courses
Open Badges

Student Information System

Learning Management System

Assessment Platform

Badging Platform

Student Life Platform or any Assertion Source

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1EDTECH

Demonstrating Learning: Passports, Wallets, CLR

Academic Credentials

Professional Certifications

On-the-Job Training

Volunteer Work

Learners

New Pathways

Social Media

Job Opportunities

ePortfolios

Exemplifying The Approach: Jones College

CHALLENGE

- Jones College needed a way to improve workforce opportunities for graduates & provide educational runway for underserved communities in Mississippi

PROCESS

- Mapped programs to pathways punctuated with digital credentials
- Marketed the pathways to local communities
- Informed current students of pathways and opportunities provided

OUTCOME

- Learners gained the clarity into the different educational tracks available at Jones College and the career opportunities each would provide
- Jones College gained greater insight into how many students were enrolling in various programs and the completion rate for each

Melissa Loble & Ryan Lufkin

Hosts of the InstructureCast Podcast

InstructureCast.com

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Thank you!