

Credly

UNLEASH THE WORKFORCE

# **How to Validate Soft Skills Through Digital Credentials**

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# Panelists



**Dr. Jeffrey Frey**

Executive Director of Learning

TalentPath



**Paul Dang**

Business Analyst

TalentPath



**Dr. Susan Manning**

Chief Success Strategist

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A person stands in the center of a narrow path in a bamboo forest. The sun is shining brightly from the end of the path, creating a lens flare effect. The person has their arms raised in a gesture of triumph or joy. The bamboo stalks are tall and thin, creating a tunnel-like effect. The path is paved and leads towards the light.

# talentpath

A Division of Genuent

**Talent Path prepares high potential, young talent for opportunities in today's technology workforce.**

Our talent accelerator intersects with the missions of leading universities and companies to solve the tech talent gap and launch the careers of young professionals at no cost to them.

**Making a difference is our business.**

# What's the Difference?

**Soft Skills**

**Power Skills**

**Career Skills**

**Emotional  
Intelligence**

**Foundational  
Skills**

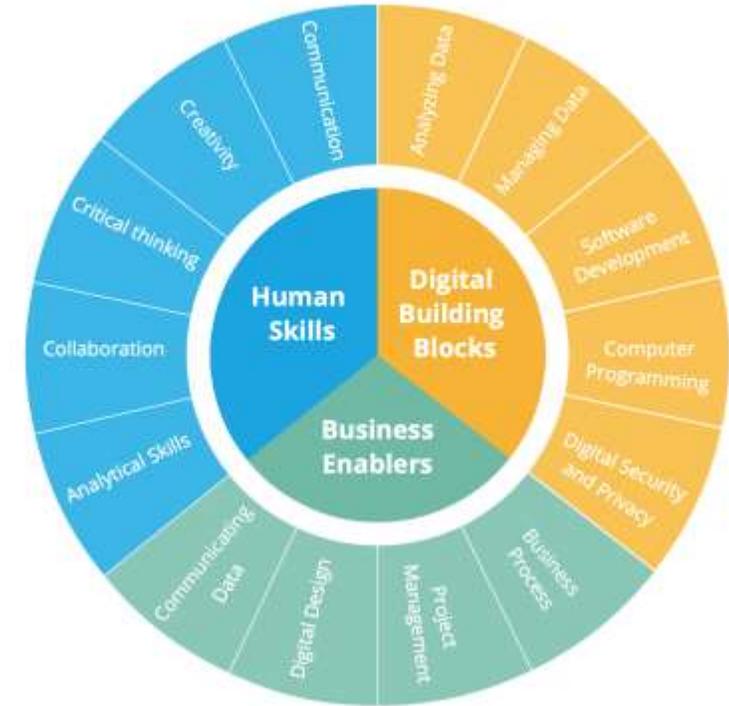
**Baseline Skills**

# Highly Valued... no matter what you call them



[https://www.burning-glass.com/wp-content/uploads/Human\\_Factor\\_Baseline\\_Skills\\_FINAL.pdf](https://www.burning-glass.com/wp-content/uploads/Human_Factor_Baseline_Skills_FINAL.pdf)

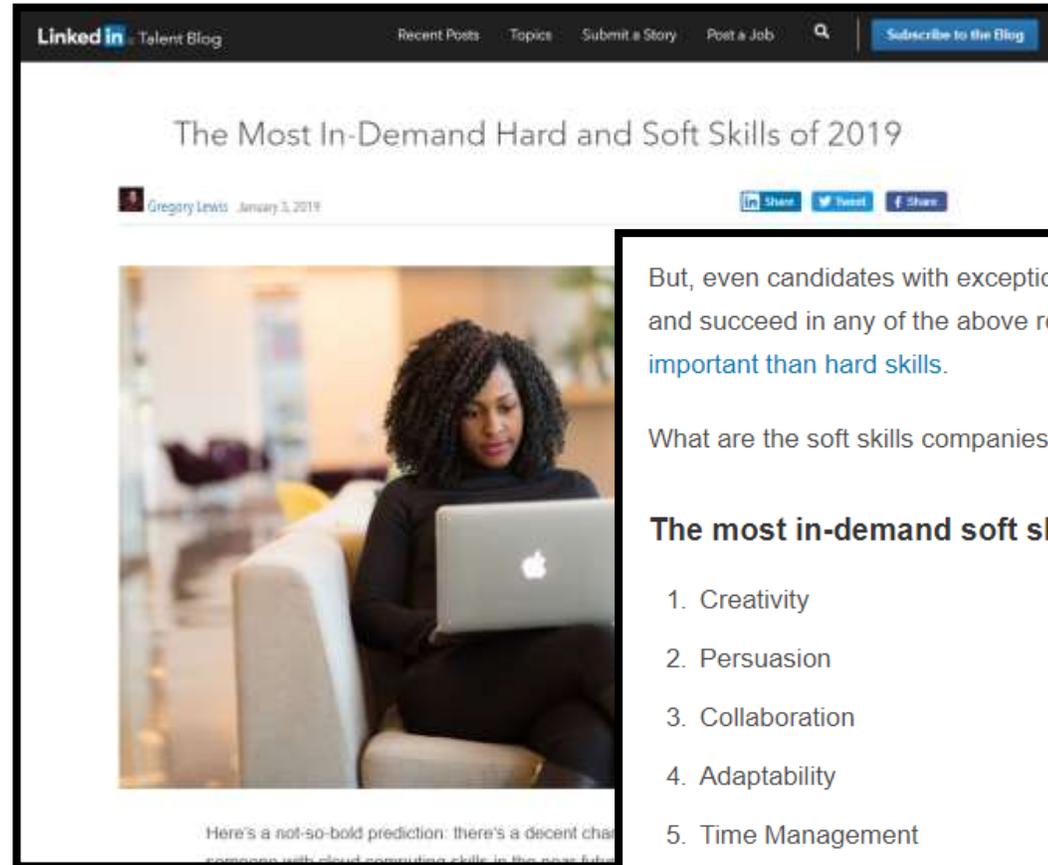
## The New Foundational Skills for the Digital Economy



[https://www.burning-glass.com/wp-content/uploads/New\\_Foundational\\_Skills.pdf](https://www.burning-glass.com/wp-content/uploads/New_Foundational_Skills.pdf)

# 57% of Leaders: SOFT > HARD - LinkedIn

- “Soft skills are more about your behavior or thinking—your personal characteristics and cognitive skills. While they’re more difficult to measure, soft skills are often pretty flexible and can help a person thrive in a variety of roles and industries.”



But, even candidates with exceptional hard skills need soft skills in order to stand out and succeed in any of the above roles. In fact, 57% of leaders say soft skills are more important than hard skills.

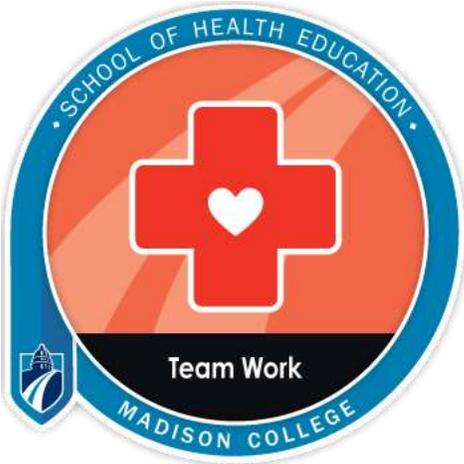
What are the soft skills companies are looking for most in 2019? They are:

### The most in-demand soft skills

1. Creativity
2. Persuasion
3. Collaboration
4. Adaptability
5. Time Management

<https://business.linkedin.com/talent-solutions/blog/trends-and-research/2018/the-most-in-demand-hard-and-soft-skills-of-2018>

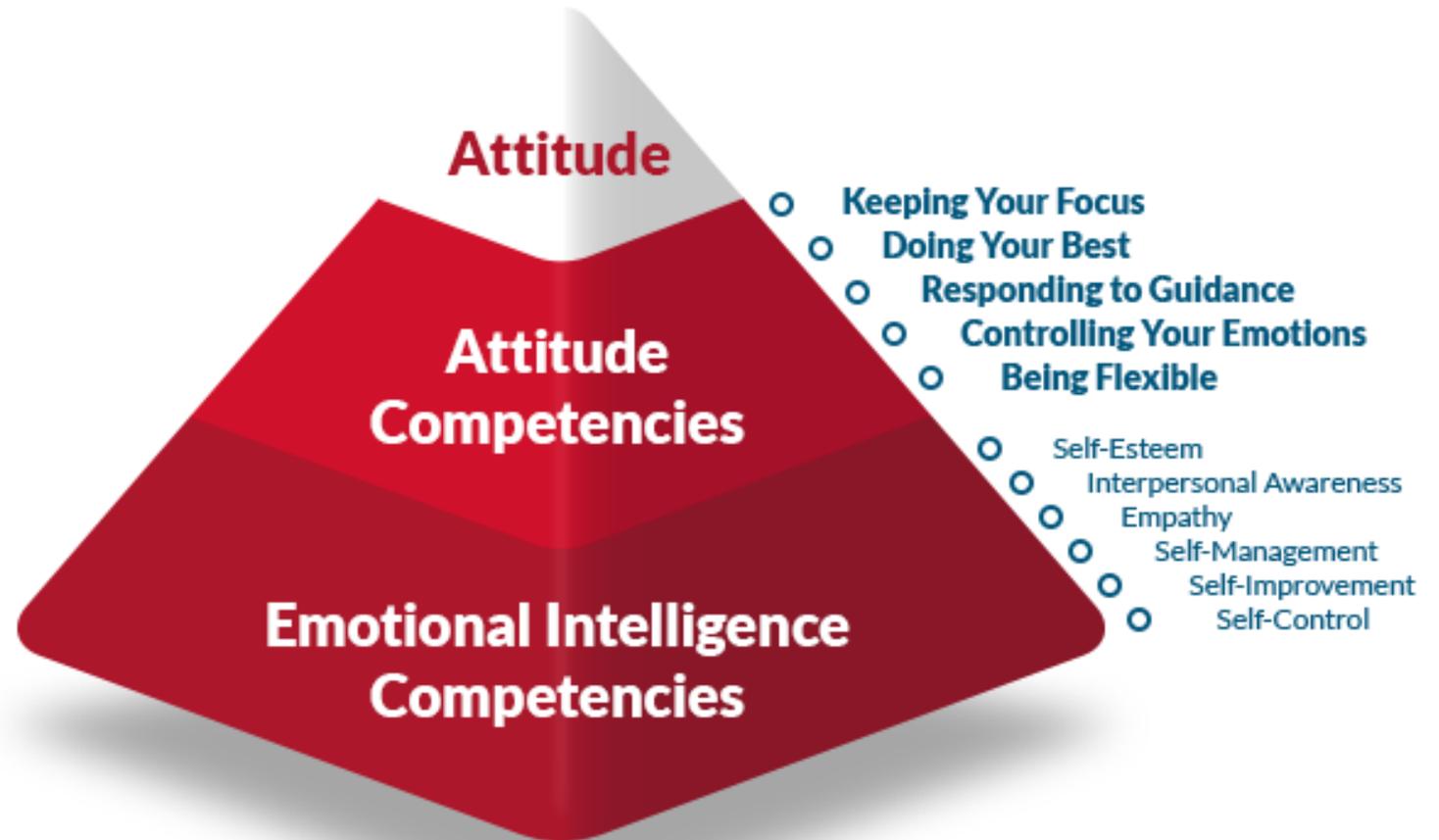
# Credly Issues Badges for the 5 Most In-Demand Soft Skills of 2019



# Emotional Intelligence is Foundational

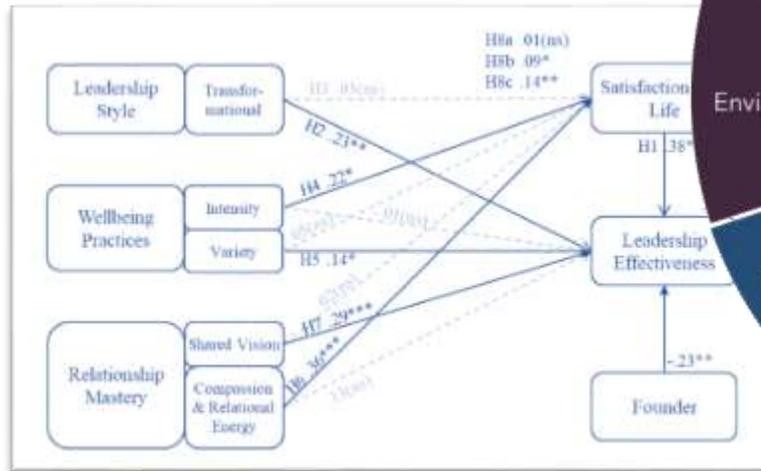
- “Many of the core competencies for **soft skills** have a foundation in **emotional intelligence skills**. **Emotional intelligence** is a learned ability to identify, experience, understand, and express human **emotions** in healthy and productive ways.”

<https://www.nationalsoftskills.org/soft-skills-and-emotional-intelligence/>



# Measurable Ins and Outs

- “Soft skills” accurately measured are proven to have a positive effect on business outcomes.



Leader Sustainability is the ability to maintain personal wellbeing and professional effectiveness over the long haul.

- Frey, J., *The Sustainability of Nonprofit CEOs*, 2019



You have to start at the bottom to reach the top competency

# Learning a Skill & Proving It

- Nature vs. Nurture
- Proving you have the skill
- Is the skill transferrable top different contexts



# The Earner Experience

- Soft skills are important
- My career path
- Skills are “learned”
- Recent Talent Path experience (academic and professional)
- Progression
  - Learning the skills
  - Being credentialed
  - Using the skills
- **Believing in the credential is just as important**



# Challenges?



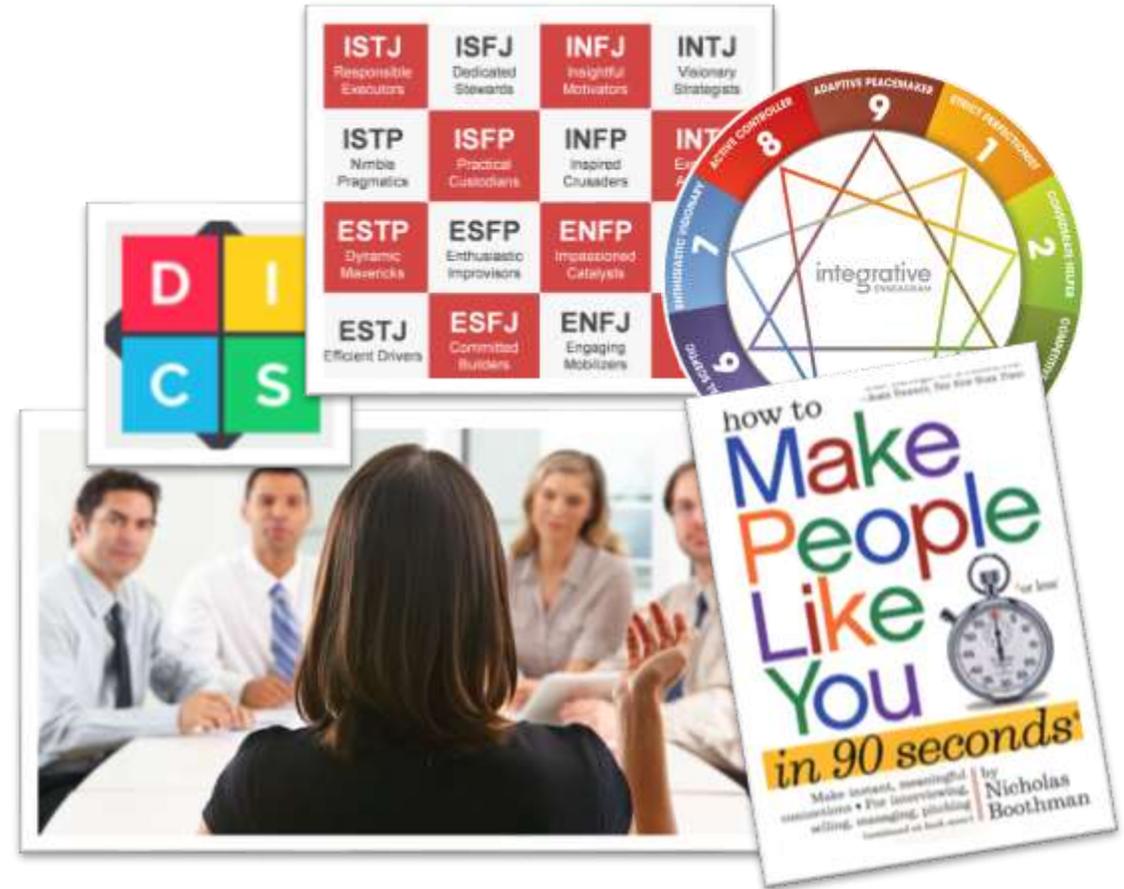
# Personality Assessments

**DISC, MBTI and other ways of assessing?**

**Is this for every context?**

**Is this manipulative?**

**What does it matter?**



# Verifying the skills

 This badge was issued to [REDACTED] on 10 May 2019. [Verify](#)



## Oral Communication

Issued By [Central New Mexico Community College](#)  
Authorized By [Education Design Lab](#)

Oral communication in the 21st century includes verbal and nonverbal communication. An effective oral communicator can speak with clarity and precision in formal and informal contexts. Effective communicators exhibit four core sub-competencies: use stories to communicate ideas; they are aware of their audience and use the appropriate tone and word choice. They are also active listeners who can "hear" both what is said and what is not said and can use body language effectively.

[Additional Details](#)

### Demonstrated Skills

[Listen Actively](#) [Oral Communication](#) [Speak With Clarity And Precision](#)

[Tell Stories To Express Ideas](#) [Use Appropriate Tone And Word Choice](#)

### Earning Criteria

- ☑ The recipient of this badge has a strong understanding of oral communication and its applications in the workplace.
- ☑ The recipient of this badge has successfully applied their oral communication skills, and the associated sub-competencies in a professional environment.
- ☑ The recipient of this badge has exhibited their oral communication skills through a series of performance-based assessments grounded in workplace scenarios.

# Example of a badging system



## Education Design Lab

We are non-profit innovators from different parts of the education ecosystem who delight in the possibilities of the future of learning. We are connected in our belief that designing models from the learner perspective can address equity gaps and skills gaps in the fast changing hiring marketplace.

in 5 10 15

8 badges Sort by: Most Popular ▾

 <b>RESILIENCE</b> Resilience Education Design Lab	 <b>ORAL COMMUNICATION</b> Oral Communication Education Design Lab	 <b>EMPATHY</b> Empathy Education Design Lab	 <b>INITIATIVE</b> Initiative Education Design Lab
 <b>COLLABORATION</b> Collaboration Education Design Lab	 <b>CREATIVE PROBLEM SOLVING</b> Creative Problem Solving Education Design Lab	 <b>CRITICAL THINKING</b> Critical Thinking Education Design Lab	 <b>INTERCULTURAL FLUENCY</b> Intercultural Fluency Education Design Lab



# Questions?



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