## **Bridging Workforce Gaps**

Digital Credentials, the Indiana Achievement Wallet, and State Innovations











## **Agenda**

- Welcome
- Indiana's Digital Achievement Wallet
- Technology & Implementation of the Digital Achievement Wallet
- Panel Discussion
- Audience Q&A
- Closing



## The Workforce Gap in One Glance

- Across the country, there are more open roles than available workers
- Yet, employers still struggle to see and trust the skills candidates actually hold
- Over 36 million adults hold "some college, no degree"
- **6.5 million** hold stranded credits that sit stranded are worth \$15B because they are difficult to verify and transfer
- At the time of our project's inception, roughly **2M** working-age adults in Indiana were out of the labor force
- Data signaled a matching problem rather than a pure talent shortage
- Economic consequences for state and local economies including slowed growth, lost tax revenue, and wasted human potential



# Indiana Pilot Overview: Invisible Skills, Missed Opportunities

- Indiana Commission on Higher Education was selected for the project given their demonstrated commitment to integrating higher ed and workforce-aligned credentialing efforts
- Veterans, adult learners, first-generation students, and communities of color disproportionately affected
- 18-month cybersecurity upskilling pilot
- Paired with portable, verified Digital Achievement Wallet
- Focused on military-connected adults (e.g., military, veterans, spouses, ROTC, JROTC, National Guard), college and non-college adult learners, and job-seekers with underrecognized skills



## **Digital Credentials Design Template**

- 1 Survey the Landscape
- 2 Engage Stakeholders Early
- 3 Program Design to Align Funding, Tech & Learner Supports
- 4 Re-Engagement of Stop-Outs and 'Missing Workers'
- 5 Evaluation Measure Skills, Wages, Opportunity Impact



## Why Should State Leaders Care?

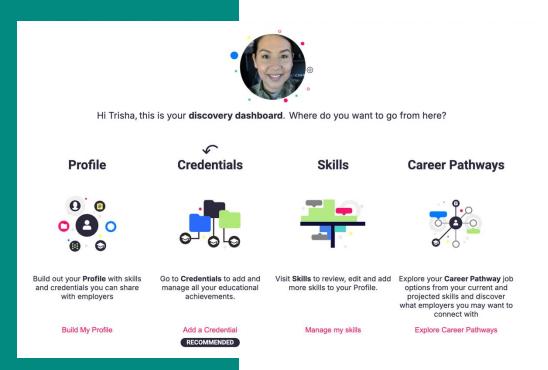
- Talent Alignment real-time skills dashboards for targeted reskilling
- Opportunity & Mobility make invisible skills visible and verifiable
- Policy Leverage align funding & comply with federal regulations

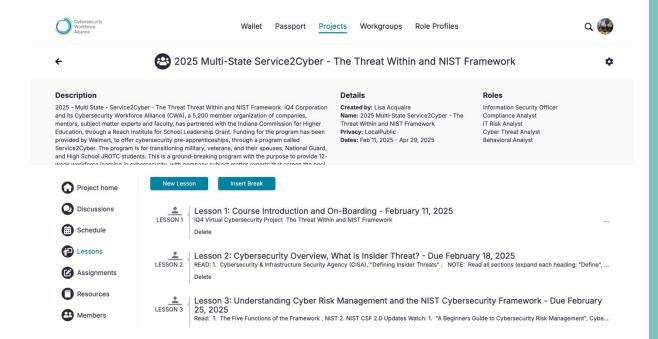


## iQ4's Technology & Implementation of Indiana's Digital Achievement Wallet

**Digital Achievement Wallet** 

Academy Workforce Development Project – Cybersecurity Real-World Scenarios with Mentors from Companies







### **Pilot Lessons & Results**

#### Insights

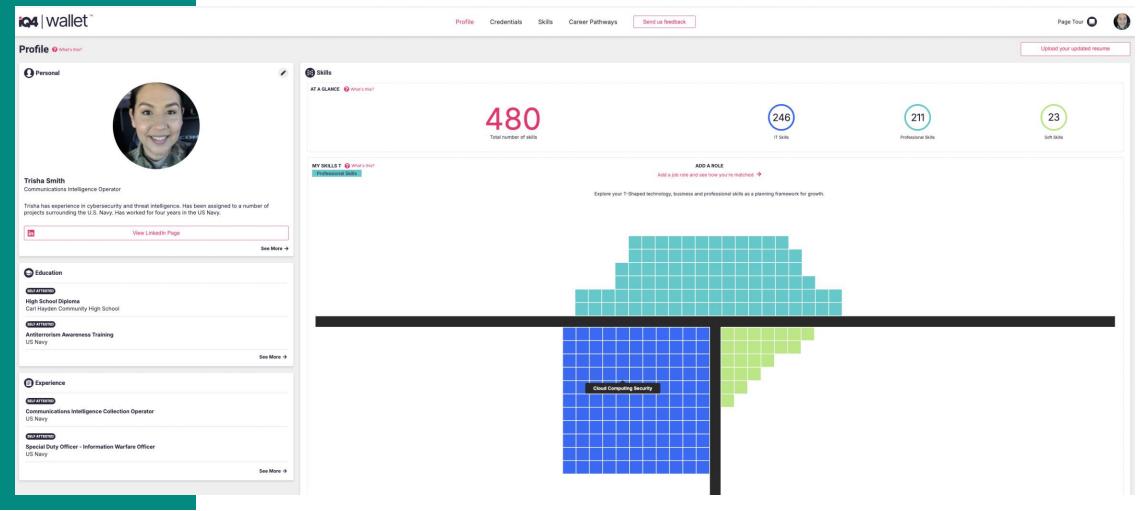
- Students and adult learners gained skills and proficiencies in cybersecurity
- The achievement digital wallet served as a have a tool for students to hold digital credentials, learn about the job market and understand in-demand skills, identify career pathways, and identify job opportunities
- The pilot transformed credentialing practices while demonstrating the importance of workforce-based training to provide knowledge, skills, abilities plus credentials, all bundled into a digital wallet, showcasing an individual's talent in the marketplace
- As states seek to close labor force participation gaps and create equitable pathways for economic and social mobility, Learning and Employment (LER) Records and Digital Wallets that contain verified digital credentials have emerged as powerful tools to align education with workforce needs

#### Results

 100 participants in two iQ4 Cybersecurity Workforce Development Projects (Service2Cyber) & 100 participants received and built-out iQ4 Digital Achievement Wallet as part of Projects



## iQ4 Profile Page

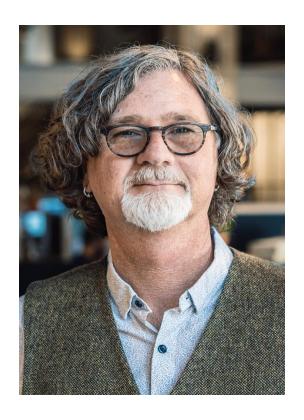




## **Panel Discussion**



Edward Moskal
Global Head of Academy, Learning
and Employment Records and
Customer Success, iQ4



Darin R. Hobbs

Learning & Employment Records and Digital
Credentials Ecosystem Development at
Western Governors University



## Resources

Reach University Digital Credentials Playbook
(In Collaboration with SHEEO and Indiana CHE)



**SHEEO Digital Credentials Design Template** 







## **Future Engagement**

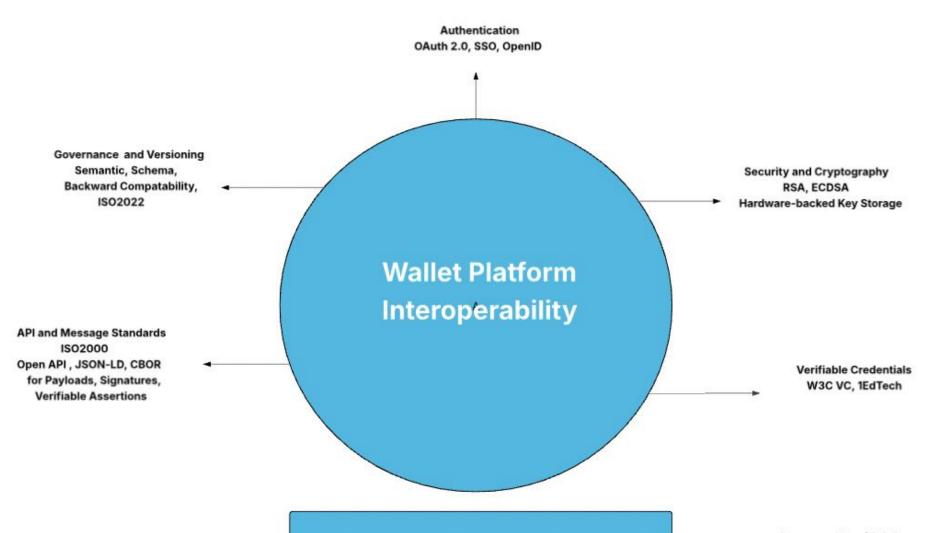
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## Wallet Platform Data Standards for Procurement Language





**Provides for Security Architecture** 

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