

Data from the BEAUPEEP evidence cafés (with students, staff and employers) in relation to digital badging skills which could be linked to the Open University Employability Framework

## OPEN UNIVERSITY EMPLOYABILITY FRAMEWORK



## WHAT KINDS OF EVIDENCE ARE VALUABLE? LET'S FOCUS ON THESE FOUR SKILL AREAS...



24-Mar

06-Apr

Global citizenship

Global Citizenship

Evidence of having networked with other parts of the work in some way which has exchanged knowledge/thinking

Working with people from different cultures/countries.

Linking to Sustainability which is becoming a goal for everyone (as well as the OU)

It would be good to have some link to sustainability, but can't quite think of an idea at the moment!

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Evidence of an international project you have worked on with others

cultural awareness, aware of how applying knowledge might be different in different global contexts

Sustainability-sensitive adoptions to practice (prof/research) / changes made and reasoning for them

Being able to explain the links between local actions and global impacts

Evidence of having followed through with a green pledge

#### **Collaboration**

Evidence of having worked with others on a task/project

Student participation in a project (Scholarships)

Peer-review (e.g. others submit comments about what you have done)

taking leadership role in peer collaborative activities

Able to explain role have played in a team

Joining committee, taking an active role

Understanding of theory/how to collaborate

Presenting at an event as part of a panel

Interest outside of main subject area that demonstrates broader interest in the world

Undertaking virtual student mobility within a recognised exchange framework

Connecting with other students and staff from other universities - collaborative/joint projects?

#### **Collaboration**

Working with others to complete a module project

Residential/online schools (for certain subjects - particularly in STEM)

Providing constructive feedback to peers

Communication with peers and OU staff, perhaps by volunteering or going above and beyond the actual coursework

Participation in 'Welcome Events' or other OU related events that students participate in to give a students perspective

Being an active member within the OU community - attending groups, events etc

Completion of forum activities.

Working in teams and collaborating in activities like this one

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Evidence of learner helping others (key finding from one of my EdD students)[Simon]

skill of working in crossfunctional team with across global markets

Showing evidence of collaboration which goes beyond working in 'usual' ways

Sharing learning and achievements with others to inspire over social media e.g. instagram

Being a student buddy on an OU module (these are actually already being badged)

Getting involved in extra-curricular activities and events - such as student consultative meetings with staff

### **Digital and information literacy**

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Literature and/or citation search

Organising an online workshop

Details of software

Online presentation of information sourced and presented by a student

Evidence that can evaluate the different sources of evidence available digitally

Completing a before and after inventory of digital capabilities (with links to examples of digital literacy) which hits set criteria for badge award

Use of software for presentation - written/oral

Student Buddies that help credit transfer students to the OU and to help with the 'new' online format

Awareness of why you would use different tech tools/platforms in different contexts or for different purposes

Being able to study online, independently

Ability to use digital collaborative tools/platforms - especially since COVID

Hosting online events  
Developing specific IT skills throughout the coursework for different projects

### **Self-management and resilience**

### **Self-management and Resilience**

Completing degree during covid fallout

Completing a degree during times of COVID

Balancing study with other commitments (e.g. work, projects, life)

Submitting a minimum percentage of assignments on time across the qualification studied

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(seeking and) responding positively to constructive feedback

Completion of soft and study skills activities/courses showing evidence of development.

Evidence of reflection on personal strengths, weakness, opportunities and threats

Completion of reflective assignments/activities showing how barriers are overcome etc.

Writing an article, blog post on managing balance of work/life, techniques how to cope

Self directed learning, taking initiative.

Overcoming accessibility issues (Hard of hearing, Eyesight, etc)

Completing a reflective journal over a period of time focusing on enhancing an aspect of own performance (at work, study or home)

As a reward for achieving high scores in assessments/good attendance at tutorials/participation in module events/projects

Completion of activities around soft and study skills.

Diving deep into specific skills that may compliment the coursework but not 'required' in modules

Developing new skills to increase one's employability

Self-competitiveness - progression - collecting achievements

#### Other factors

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Need badges to help you stand out from an employer perspective

Knowledge gained and achieved learning outcomes

Who is the badge for is very important?

Interdisciplinary skills - ability to synthesise knowledge and concepts from different fields (not sure how this would be developed)

For employers need validation ie from external organisation

Relationship with a specific career path or known job/role.

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Badges for motivation very important for encouraging engagement (with CPD, with study) and hence can help with completion of study and retention in programmes of study

Need student awareness of the badges existing before can think about what to 'badge'

Students might need help in working which badges can be useful to share with which audience

Competition is likely to be motivating to not only gain the badges but therefore access these other learning/soft skill development

does there need to be external validation of badges?

Security is important to an employer to know that they have been earned for what they say they have

Employers also need advice about which badges are worth what, particular looking across providers

Visibility of activity is important to recognise and celebrate what you have done, as well as explain to others

As employers do not have much time to review CVs, they will not be able to wade through a large number

Need standardisation across the sector to help value them when coming through on CVs and social media profiles

Problem of if employers use CV reading software - badges may not be recognised/read so they don't see the skills. In this case, it would be easier for someone to write about what they have done.

Who makes the decision on who to award the badges? Wouldn't this need to be automated and how does this challenge verification?

Maybe not in your CV but could add to your email banner as a new way to share what we know or can do, as we are adding external links to outputs

Students know what they've done to earn the badge - so how can they be attractive for them to earn? e.g pretty, sociable, logos, Harry Potter springs to mind with the different house logos and characteristics

How do you police copying / plagiarising badges? Or even inventing their own?

Is there any consideration that badges can be gained at different levels and there might be some equivalency across badges?

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Also, it would look odd to only have one badge on a CV so I would probably leave it off and just write about the skills/experience instead. I would only add a badge section to my CV if I had multiple valuable badges

If an employer doesn't know what a badge is, they would just see an image on a CV and not value it.

If CV readers are used, would digital badges be spotted?

Should we offer retrospective badges for past achievement to recognise this period of transition into digital badging?

Are there cultural differences in how digital badges are valued?  
Big challenge to the HE sector internationally

A stray thought, to improve the usefulness to employers and increase authenticity, could the badge have a hyperlink built in leading to more details of achievement and the awarding body?

Considerations around marketing the badges to different groups - students and employers

For what reason are students wanting to earn badges?  
Employability? Self-development?

Skills learned outwith the uni work - hobbies and interests