

Competency and Credentialing Management DIGITAL BADGES

Gigi Roman – Advanced Distributed Learning



Abstract

In 2017 NATO School Oberammergau (NSO) introduced digital badges to selected courses; Currently digital badges at NSO are used to help quantify the amount of formal time spent in training, or by participation in a program. However, digital badges have the potential to bridge both formal and informal learning in NATO.

NSO is currently the only NATO Education and Training Facility to provide their students digital badges. We will demonstrate here, some initial findings following the implementation of the Digital Badging Project by NSO and recommendations for other military organizations that may be looking to implement similar programs.

Introduction

As an institution recognized as the “Gold Standard” for education and training in NATO, NSO is continuously looking into implementing new tools and methods in training and education. Digital badging was identified as key enabler in helping NSO sustain its competitive edge and evolve the way that NSO currently recognizes a student’s skills, competencies and achievements. Although the use of digital badges in military institutions is virtually unheard of, the advancement in the development of online platforms such as the Credly’s digital badging platform has made it relatively easy for organizations such as NSO to be innovative.



Methodology

A three phase program has been developed: Experimental, Implementation and Continuity phase. During the Experimental phase, after the digital badge provider have been selected, the team have been working with Training Development Officer and Course directors to identify digital badge metadata (e.g. Course title, description, skills, earning criteria) for the selected courses. Public Affairs Office have been an essential part from the beginning of the project contributing with digital badge design and providing proper content for social media presence. Partner with a professional digital badge provider. As there are a multitude of professional organizations with technology platforms using industry standards for issuing digital badge it will not be difficult finding the right one for yours.

Acknowledgments

Mr. Gigi Roman - NSO
Mr. Remi Tremblay – NCIA

Results

Since the beginning of the digital badge programme in summer 2017, the NSO has issued 1139 badges to students attending 27 different courses. Currently 55% of all NSO students sign up for a digital badge upon the successful completion of their course. By the end of 2020, the NSO plans to make digital badges available for 95 courses and programs. NSO course graduates can claim and display their digital badge on any online platform. The NSO’s digital badges are also portable and contain metadata which provides information about the issuing organization, the recipient, and evidence that substantiates the award of the badge.

M7-126 NATO eLearning Instructional Design Course
Issued by NATO School Oberammergau

By having completed this course the graduate has demonstrated the ability to work as part of a project team in the management, design, development and evaluation of an e-learning solution for NATO.

Skills

- Adobe Captivate
- Articulate Storyline 2
- Assessment
- E-Learning
- Evaluation
- Instructional Design
- Online Course Design
- Project Management
- Storyboarding Fundamentals

Earning Criteria

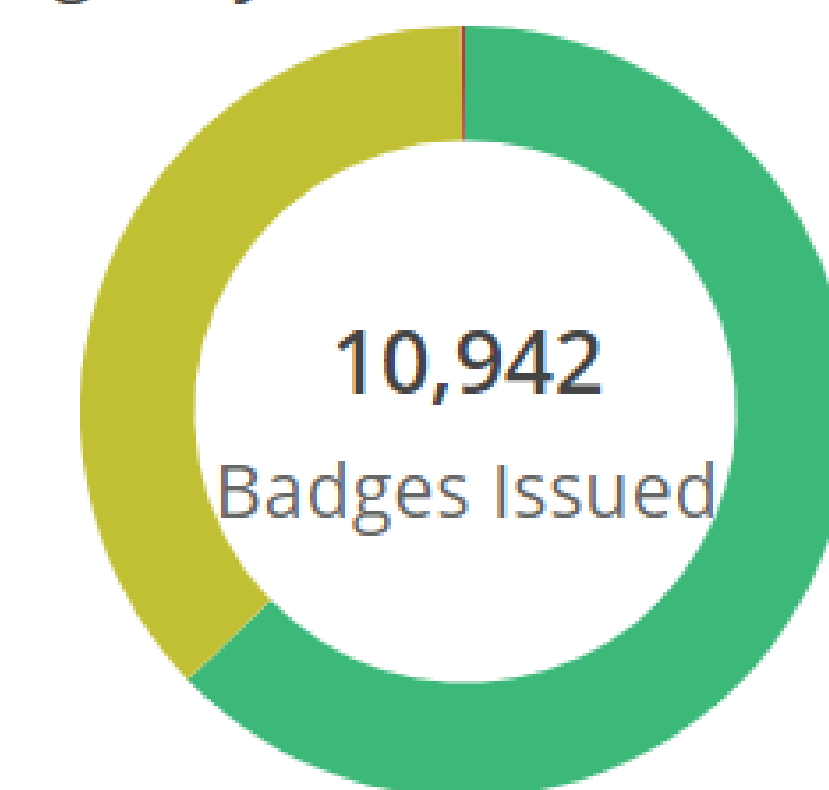
- Graduates of the M7-126 course have completed over 80 hours of coursework online and in residence at NATO School Oberammergau focussed on managing, creating, implementing and evaluating e-learning solutions in support of NATO E & IT requirements.

Keywords

Digital Badges; NATO School Oberammergau; NATO; Modernization; Recognition; Training and Education; Recognition; Digital Credentials; Blockchain; Competency; Human Capital; Global Programming;



Badges by Status



Accepted	6,869	63%
Pending	4,055	37%
Rejected	18	<1%

15,376
Badge Views

100
Templates

16
Revoked Badges

Conclusion

The future of digital badging at NSO is open to a wide variety of possibilities whether in examining the links between individual training and education and collective performance or the democratization of education using evolving technologies such as blockchain and blockcerts. What is known is that there is much work to be done and many opportunities for continued research in this area.



Further information

<https://www.natoschool.nato.int>
<https://globalnetplatform.org/nso/digital-badges>
Email: adl.info@natoschool.nato.int