

OpenBadges

LEARNER STORIES: How badges can lead to jobs and new learning opportunities



X

PROBLEM: Karen is a hiring manager flooded with potential job applicants. But candidates who seem strong on paper often don't work out in practice.

SOLUTION:

1

Review applicants' badges. Badges provide a detailed picture of skills and qualities that traditional resumes and transcripts often leave out.

2

Click through badges to go deeper. Badges are linked to job candidates' specific work samples, reviews and endorsements from peers.

3

Hire the right person for the job. Karen is able to more accurately gauge how candidates will fit with key elements of the job in the real world – not just on paper.

Karen: Hiring the right person for the job

Karen is a hiring manager at a top software company. She spends a lot of time interviewing candidates referred by her HR department — most of whom aren't right for the position. Candidates that seem good on paper often aren't good in practice. It's hard to learn enough about their working styles and skills from resumes and transcripts, especially for more intangible skills like teamwork, communication, critical thinking and initiative.

Karen has changed her interview questions and styles repeatedly to try and uncover these qualities and skill-sets up front. But she still hasn't found a satisfying way to predict candidate success and return on investment.

How badges help: Providing a more complete picture than traditional resumes

Badges give a more complete picture than traditional resumes and transcripts can provide. Candidates that apply for jobs are able to share their badges as part of the application process, indicating skills and achievements that were previously omitted or too vaguely defined.

This allows Karen to click through each badge to see the candidate's work, reviews and endorsements, giving her greater context and evidence for each skill than was previously available to her. In addition to hard skills and achievements, badges covering experience, qualities and social aspects also help provide a more complete picture of the candidate.

When considering two candidates who seem roughly equivalent on paper and in interviews, for example, Karen can review their badges to see that one has earned the Team Player and Good Communicator badges from peers, with outstanding endorsements. This highlights important qualities and work styles that ensure the best applicant gets the job.

The result: Finding and hiring the best candidates

Karen is able to use applicants' badges to more quickly and accurately gauge their fit with key elements of the job and company culture. This saves her time, adds quality employees to her team, and matches skilled job-seekers to the best possible position.