1. Issue

- Employees constantly acquire new skills, knowledge and capabilities in both formal and informal environments. This fragmentation of learning and diversity of environments presents a unique challenge to employers and employees. How can all the learning / training undertaken by the employee be accurately measured, recognised, validated and acknowledged?

2. Digital Badges

- **Competence** is the ability to apply knowledge, skill and attitude to the standards required in employment in both routine and non-routine situations.

- **Digital badges** are used as a validated indicator that an employee has the required accomplishment, skill, or knowledge (competencies) that apply to their day-to-day job responsibilities.

3. Badge Dashboards

- **Digital badge dashboards** are a conceptual framework that empowers employers and employees to create a holistic view of their achievements through the pictorial display of earned badge collections.

4. An Example: Nursing

**Step 1**
- A Registered Nurse completes a training course within a validated environment.
- The nurse meets all the performance criteria identified.
- The nurse is awarded a badge in recognition of the skill obtained.

**Step 2**
- As the badge reaches an expiry date - the date a nurse needs to renew their practicing certificate - interaction with the record of learning system will alter colour / words on the badge to alert employee and employer of the individuals current status to perform.

**Step 3**
- A digital dash board – demonstrating the current skills of all staff in a team – can be created to demonstrate to the employer and employees the individuals and teams current status to perform tasks allocated.

<table>
<thead>
<tr>
<th>Nurse</th>
<th>Skill A</th>
<th>Skill W</th>
<th>Skill R</th>
</tr>
</thead>
<tbody>
<tr>
<td>John</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jane</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fred</td>
<td></td>
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<td></td>
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</tbody>
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