Project Goals – Knowledge to Work – Cap-breaker

- ✓ Create new & enhanced features on grant-funded portal for personalized learning tied to competencies using OER at: http://knowledgetowork.com

- ✓ Expand emphasis on competencies needed for targeted occupations, w/significant expansion of CBE

- ✓ Seek regional accreditation & Title IV approval for direct assessment CBE

- ✓ National presentations of portal to promote CBE & LFCC programs

- ✓ Develop job analyses, new national framework, & new certification w/AHIMA for IT in healthcare occupations, unpacking related competencies in HIM & mapping to OER

- ✓ Hire full-time faculty to develop LFCC career studies certificate that uses the new AHIMA framework & prepares for the exam

- ✓ Work w/Microsoft to include IT roadmap, unpacking related competencies in IT & mapping to OER

- ✓ Promote prior learning assessment & competency mapping

- ✓ Promote HIM role-based apprenticeships with AHIMA

Achievements

✓ New features for job seekers, employers, use of O*NET content model for personalized learning with OER & dashboards. Over 21,886 resources, 30,479 searches, 1,204 registered users, & 5,500 unique monthly visitors

✓ Portal expanded w/other competency frameworks, including USDOL, w/white paper on using workforce, O*NET, & employability frameworks

✓ Offered direct assessment CBE, creating open source, personalized learning plan software & competency tracking w/extended CBE transcripts

✓ Part of Competency-Based Education Network, with w/SkillsCommons Impact Community, & storytelling through song "A Robot Took My Job"

✓ National dissemination w/CAEL Case study, Competency Model Clearinghouse case studies, & AHIMA article; presented at CB Exchange, AACC, OLC Innovate, Lumina, IMS Global, NCWE, & TAACCCT convening

✓ Worked w/AHIMA to launch new competency framework & exam

✓ LFCC created courses & new certificate program based on AHIMA work

✓ Worked w/Microsoft to load OER from Virtual Academy, Lynda.com, & other resources for Prior Learning Assessment, such as Saylor Academy

✓ Recognized by SkillsCommons as top 10 TAACCCT innovations

Lessons learned

✓ While CBE is a hot topic, many students aren't ready for competencies. But employers & job seekers are. So be willing to repackage & redesign

✓ Direct assessment CBE is very difficult to get approved in the regulatory environment, so have a Plan B & be realistic (course-based CBE). However, direct assessment was approved & offered, making PLA much easier to do.

✓ You can't control changes at large national organizations, such as turnover at AHIMA & Microsoft's purchase of Lynda.com & LinkedIn. Keep trying.

✓ It takes an incredibly long time & political process to create a framework.

✓ Network with & support other grantees in the same space

✓ You can't always count on vendors to offer what you want, no matter what they say. Building something entirely new is possible, but much more work.

✓ Participate in developing & using national standards w/partners like IMS Global & SkillsCommons for CBE record data, extended transcripts & OER

✓ Build in money for outreach & be realistic about success w/social media.

Sustainability

- ✓ Always thinking about sustainability; it takes a village & many hopes dashed

- ✓ Part of Skills2Impact national community & work w/sustainability coaches

- ✓ Competency frameworks are used in a growing number of LFCC programs

- ✓ LFCC offering new IT in HIM certificate starting fall 2018

- ✓ Promoting workforce competencies w/Lumina presentation, song, white paper, SkillsCommons storytelling network, & new kinds of outreach

- ✓ Leveraging free Google advertising ($10K worth per month w/college)

- ✓ Presenting competency frameworks & O*NET model at CB Exchange 2018

- ✓ Continuing portal development manager & digital librarian w/braided funding w/partner's America's Promise/Pathways to American Dream grant.

- ✓ In discussion w/potential partner workfountain.com by Digerati to promote OER tied to competencies for job seekers & adding internships to portal

- ✓ Work w/U.S. Chamber of Commerce to leverage Job Registry frameworks

Utility for others

- ✓ Promote providers learning objects, OER, & competency frameworks

- ✓ Expanding to more pathways & SOC codes, w/multiple pathways & credentials, including employability/soft skills

- ✓ Wanting to meet w/large employers about how the portal can serve their incumbent workers w/personalized competency attainment & reduce training costs significantly.

- ✓ Exploring partnerships w/SkillsCommons & Editorial Boards to curate & catalog content for both SkillsCommons & knowledgetowork.com, w/ability to export metadata & competency mappings

- ✓ Can provide custom portal views for specific industries, employers, & training providers for learning objects tied to competencies

- ✓ Want to expand w/more apprenticeships, loading Urban Institute information & other registered apprenticeship roles

Knowledge to Work (K2W):

A Portal for Competencies and Individualized Learning

Lord Fairfax Community College (LFCC)

173 Skirmisher Lane

Middletown, VA 22645-1745

KnowledgeToWork.com

HigherEd.org

LFCC.edu