



What Is A Digital Badge?

DIGITAL BADGE OVERVIEW

NATIONAL INSTITUTE FOR
WORK & LEARNING

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fhi360
THE SCIENCE OF IMPROVING LIVES



1

DIGITAL BADGE OVERVIEW

GENERAL OVERVIEW

What Are Digital Badges?

- Online credentials
- Initiative highlighting 21st century skills ... skills colleges and employers are looking for:
 - ✓ Social skills
 - ✓ Communication skills
 - ✓ Higher-order thinking skills
 - ✓ Self-control
 - ✓ Positive self-concept
- Badges live permanently on the Acclaim Learning Management System (LMS). They are:
 - Stackable
 - Searchable
 - Linkable



MAXIMIZE YOUR EFFORTS

How You Can Use Your Digital Badge

Digital badges validate your achievements and skill sets — each badge represents a learned skill set.

- Link all your badges to your online profile through the Acclaim LMS.
 - The LMS provides one place to collect and manage your credentials (i.e., badges)
- Highlight skills learned and competencies.
- Link to your resume, college transcript, job applications, social media, and more.
- Identify areas of improvement and continue building your competencies.
- Some badges even have levels of mastery (e.g., beginner, intermediate, expert, etc.).
- Learn about competencies employers are looking for in your field.
- Identify open positions linked to the skills and competencies identified in the badges you have earned.
- Separate yourself from other candidates and applicants.
- Market yourself!

Digital Badge Structure

1

4 SUB-COMPETENCIES

Each badge has a set of four unique competencies earners must attain.

3

10-15 HOURS

Most badges have an average of 10-15 hours worth of coursework.

2

360 SKILLS ASSESSMENT

Badge earners will complete an assessment for each sub-competency demonstrating their competency.

4

KNOWLEDGE, EXPERIENCE & REFLECTION, ASSESSMENT

Each badge content has a general structure that includes a knowledge component, some type of experience or reflection, and a final assessment.



2

FHI 360 DIGITAL BADGE COLLECTION

Career Awareness Model



1

SUB-COMPETENCY 1: TRIPLE SKILLSETS

- Power Skills
- Essential Skills
- Life Skills

2

SUB-COMPETENCY 2: PLANNING FOR CHANGE

- Career Exploration
- Education & Career Plan
- STEM2D Quiz

3

SUB-COMPETENCY 3: PROFESSIONALISM

- Informational Interviews
- Conducting the Job Search
- Interview Types

4

SUB-COMPETENCY 4: DIGITAL PORTFOLIO

- Resume & Cover Letter
- LinkedIn Profile
- Strengths Summary

Collaboration Model



1

**SUB-COMPETENCY 1:
STRENGTHENING
RELATIONSHIPS**

- Setting Expectations
- Conflict Styles
- Digital Badge Challenge

2

**SUB-COMPETENCY 2:
INCORPORATING DIVERSE
PERSPECTIVES**

- Circles of Self
- Visual Phone
- Taking Responsibility for Communication

3

**SUB-COMPETENCY 3:
ACTIVE LISTENING**

- Walk & Stop Exercise
- Informational Interviews
- Role Reflections

4

**SUB-COMPETENCY 4:
FOCUSING ON SOLUTIONS**

- Biomimicry Challenge
- New Generation Prototype

Communication Model



1

SUB-COMPETENCY 1: SPEAK WITH CLARITY & PRECISION

- Think Fast, Talk Smart
- Table Topics
- Elevator Pitch

2

SUB-COMPETENCY 2: ACTIVE LISTENING

- Active v. Passive
- Walk & Stop Exercise
- Empathetic Listening for Leaders

3

SUB-COMPETENCY 3: USE APPROPRIATE TONE & WORD CHOICE

- Read the Room
- NEAR Method
- Respect in the Workplace

4

SUB-COMPETENCY 4: TELL STORIES TO EXPRESS IDEAS

- Storytelling that Moves
- Successful Sells
- Storytelling Interviews

Critical Thinking Model



1

SUB-COMPETENCY 1: IDENTIFY PATTERNS

- Analyzing Qualitative Data
- Design Thinking
- Pattern Recognition

2

SUB-COMPETENCY 2: GATHER & ASSESS RELEVANT INFORMATION

- Detecting Bias
- Supporting Arguments
- Fake News

3

SUB-COMPETENCY 3: QUESTION ASSUMPTIONS

- Challenging Assumptions
- Innovative Solutions
- Invisibilia

4

SUB-COMPETENCY 4: DRAW CONCLUSIONS

- Savvy Science
- Evaluating Arguments
- SPENT

Diversity & Inclusion Model



1

**SUB-COMPETENCY 1:
KNOWLEDGE, INTEGRITY, &
PRACTICE**

- Civic Responsibility
- Unconscious Bias
- Ethics, Influence, & Empathy

2

**SUB-COMPETENCY 2:
CULTURAL AWARENESS**

- Intersecting Identities
- Image & Brand Management
- Environment

3

**SUB-COMPETENCY 3:
ADVOCACY & SOCIAL
JUSTICE**

- Supporting Marginalized Populations
- Policy & Procedures

4

**SUB-COMPETENCY 4:
STRATEGIC ALLIANCES &
LEADERSHIP**

- CSR
- Internal & External Partnerships
- Positive Community Outreach

Empathy Model



1

SUB-COMPETENCY 1: ACTIVE LISTENING

- Listening Habits
- Walk & Stop Exercise
- Active Empathetic Listening

2

SUB-COMPETENCY 2: INCORPORATE DIVERSE PERSPECTIVES

- Circles of Self
- Read the Room
- NEAR Engagement
- Respect in the Workplace

3

SUB-COMPETENCY 3: RECOGNIZE OTHERS' NEEDS & VALUES

- Stand in Someone Else's Shoes
- Emotional Intelligence
- Bias in the Workplace
- Power of Empathy Thru Employees

4

SUB-COMPETENCY 4: VALIDATE OTHERS' FEELINGS & PERCEPTIONS

- Communicate Acceptance
- Validation Thru Empathy
- Values Across the Aisle

Initiative Model



1

SUB-COMPETENCY 1: LEAD WITHOUT A TITLE

- Motivating Others
- Effective Leading
- Sway Your Colleagues

2

SUB-COMPETENCY 2: ACT AS CATALYST

- Proactive
- Growth Mindset
- Petition

3

SUB-COMPETENCY 3: DEMONSTRATE SELF-AWARENESS

- Self-Awareness Exercises
- Identifying Strengths & Weaknesses
- Mind Mapping

4

SUB-COMPETENCY 4: LEARN FROM EXPERIENCE

- Mistakes
- Celebrating Failure
- Grit

Intercultural Fluency Model



1

SUB-COMPETENCY 1: INCORPORATING DIVERSE PERSPECTIVES

- Intercultural Index
- Communicating Respectfully
- Circles of Self
- The Choice

2

SUB-COMPETENCY 2: SHOW CURIOSITY

- Importance of Being Curious
- Bridging Cultural Differences
- Building Connections

3

SUB-COMPETENCY 3: DEMONSTRATE SELF- AWARENESS

- Self-Awareness Exercises
- Identifying Strengths & Weaknesses
- Mind Mapping

4

SUB-COMPETENCY 4: CHALLENGE ONE'S OWN BIASES

- Detecting Bias
- Implicit Bias Test
- Platinum Rule

Problem Solving Model



1

SUB-COMPETENCY 1: CONVERGENT & DIVERGENT THINKING

- Divergent & Convergent Thinking
- Divergent & Convergent Questions
- Creative Problem-Solving Process

2

SUB-COMPETENCY 2: MANAGE AMBIGUITY

- IDEO
- Improv Exercises
- Microsoft Ambiguity

3

SUB-COMPETENCY 3: APPLY AN ITERATIVE PROCESS

- Design Thinking
- Iterative Design
- Sparring

4

SUB-COMPETENCY 4: IDENTIFY PATTERNS

- Pattern Recognition
- Affinity Diagrams
- Remote Associates Test

Resilience Model



1

SUB-COMPETENCY 1: DEMONSTRATE SELF-AWARENESS

- Self-Awareness Exercises
- Identifying Strengths & Weaknesses
- Mind Mapping

2

SUB-COMPETENCY 2: LEARN FROM EXPERIENCE

- Mistakes
- Celebrating Failure
- Life Stress

3

SUB-COMPETENCY 3: FOCUS ON SOLUTIONS

- Reframing Problems
- SMART Goals
- Biomimicry Challenge

4

SUB-COMPETENCY 4: EXHIBIT FLEXIBILITY

- Adaptability
- Training for Change
- Gumby Approach

Virtual Communication Model



1

SUB-COMPETENCY 1: VIRTUAL PLATFORMS & INTERACTIONS

- Blackboard Collaborate
- Zoom
- Adobe Premier Rush

2

SUB-COMPETENCY 2: ACTIVE LISTENING

- Active vs. Passive
- Empathetic Listening for Leaders
- Conducting Successful Digital Interviews

3

SUB-COMPETENCY 3: INCORPORATING DIVERSE PERSPECTIVES

- Site Video Showcase
- Adversity
- Taking Responsibility for Communication

4

SUB-COMPETENCY 4: TELLING STORIES TO EXPRESS IDEAS

- Storytelling that Moves
- Lunch & Learn
- Virtual Production Showcase

Youth Leadership Model



1

SUB-COMPETENCY 1: SELF-AWARENESS & INTELLIGENCE

- Personal Values
- Receiving Feedback
- Social & Emotional Intelligence

2

SUB-COMPETENCY 2: COMMUNICATION

- Active Empathetic Listening
- Verbal Communication
- Non-Verbal Communication
- Conflict Resolution

3

SUB-COMPETENCY 3: INTERPERSONAL RELATIONSHIPS

- Empathy
- Mentorship
- Empowerment
- Collaboration

4

SUB-COMPETENCY 4: CIVIC RESPONSIBILITY

- Diversity & Inclusion
- Social Responsibility
- Service
- Professional Development



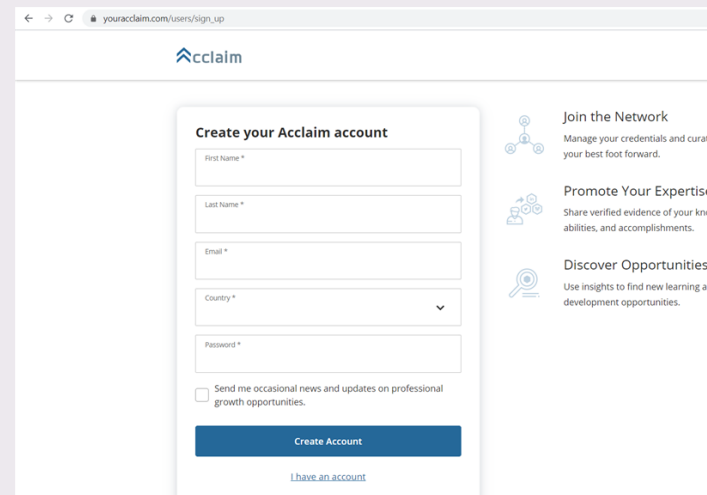
JUST START.

3 THE PROCESS

LEARNING MANAGEMENT SYSTEM

Acclaim

- Acclaim is the Learning Management System that stores the FHI 360 digital badge credentials.
- Participants looking to earn a digital badge must create an Acclaim profile by registering thru their website.
 - Simply go to https://www.youracclaim.com/users/sign_up to create your Acclaim profile.
- Once a participant has earned a badge, they claim it directly through their Acclaim profile.
 - Participants will also receive an email communication where they can directly claim their badge through the email.



The screenshot shows a web browser window with the URL [youracclaim.com/users/sign_up](https://www.youracclaim.com/users/sign_up). The page features the Acclaim logo at the top. The main content area is titled "Create your Acclaim account" and contains a form with the following fields: "First Name *", "Last Name *", "Email *", "Country *" (a dropdown menu), and "Password *". Below the password field is a checkbox labeled "Send me occasional news and updates on professional growth opportunities." At the bottom of the form is a blue "Create Account" button and a link that says "I have an account". To the right of the form, there are three sections: "Join the Network" with a network icon, "Promote Your Expertise" with a gear icon, and "Discover Opportunities" with a magnifying glass icon. Each section has a brief description of its function.

FINAL STEP

Issuing A Badge

- Once a participant has successfully completed a digital badge series, program managers should contact FHI 360.
- FHI 360 will issue the digital badge through the Acclaim LMS once verifying successful completion.
- Program managers are encouraged to remind participants to update their resumes, LinkedIn profiles, and other professional resources to reflect the digital badge(s) they have earned.