Mechanisms for Recognition in Training

Pedro L. Fernandes
Instituto Gulbenkian de Ciência
Oeiras, Portugal

Outline

What are badges?

Badges in learning

Recognition of Training Instructors and Learners

Critical issues in a badge system

Criteria for attribution and access mechanisms

Role for GOBLET

Rewarding efforts in Learning

In **non-formal** learning environments,

- rewarding learner effort

- rewarding instructor effort

using the academic credits system is often inappropriate.

The need arose for a simpler system, lighter to use and manage.

A Badge

A digital object that can be transported and reused, representing some form of recognition

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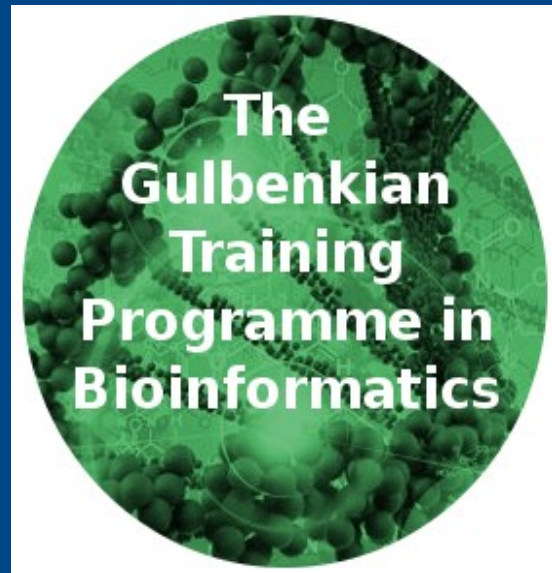
Badges in Learning

Badges are a form of credential attribution that became popular in **informal and non-formal learning** contexts, such as on-the-job training in businesses.

Some academic institutions have already begun to use badges for recognition of **formal learning** as well, especially at levels lower than a credit.

Badges in learninng

Badges are digital objects that represent a reward for learning effort in a simple, non-formal way.

The simplest form is the equivalent of a certificate of attendance for a learner or participation as an instructor.

Learner effort in training

Could be equated to the usual "measures" of time spent in

- Lectures

- Practicals

- Home Assignments

Often less than one standard academic credit (ECTS)

Instructor effort in training

Designing training events

Preparing exercises
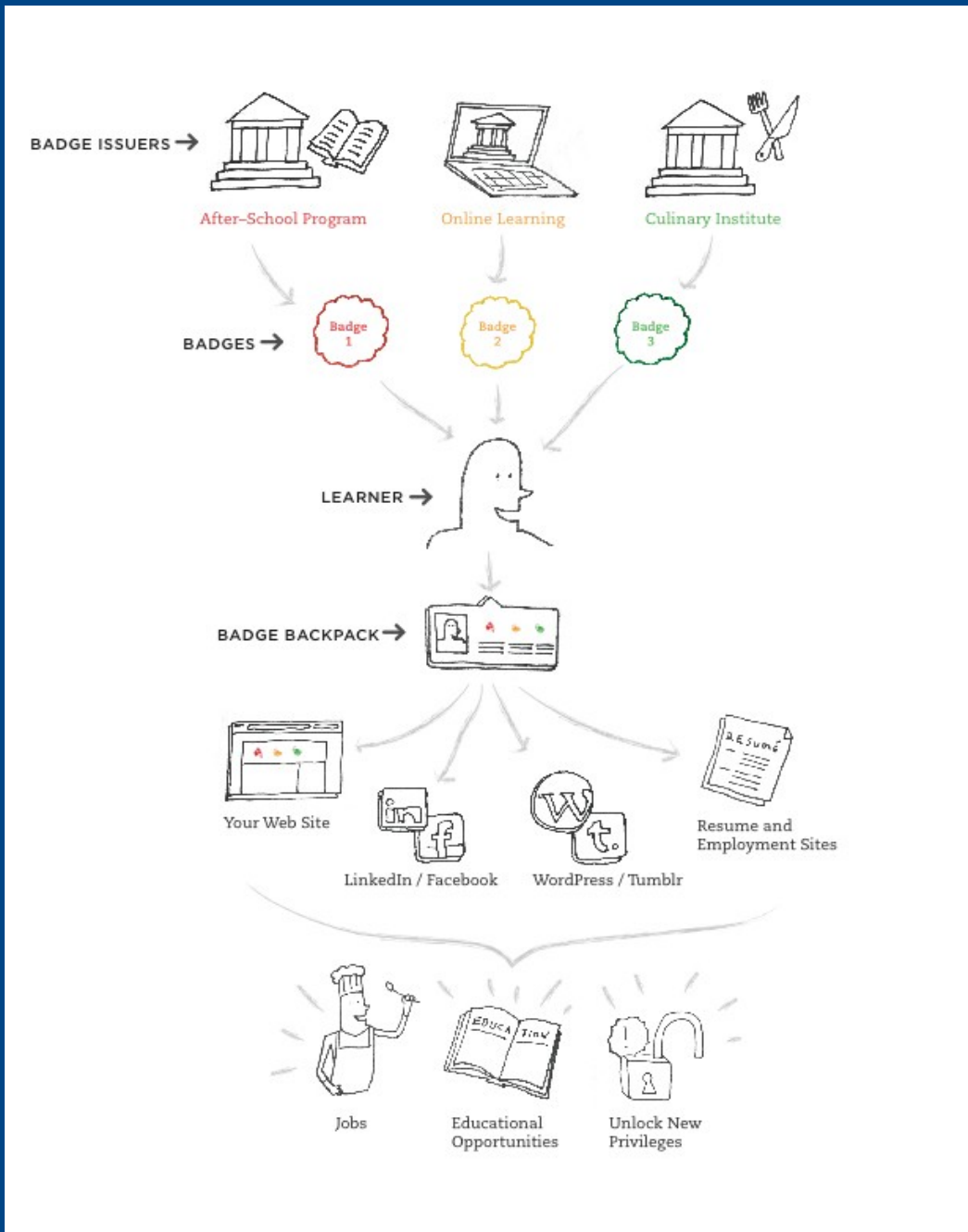
Preparing lectures

Delivering sessions

Tutoring learners

etc.

A role for GOBLET

GOBLET can give a step forward in using credentials for training efforts in Bioinformatics in a **systematic way**.

GOBLET can start by establishing **criteria** for measuring and tracking learning and competency.

Recognised members of the Bioinformatics community can be invited to endorse such criteria.

Badges in action

Other uses for Badges

Using badges is a possible way of introducing gamification in a learning environment.

Badges can create extra motivation in learners. As accumulating badges can be perceived by learners as a stimulus, the whole system can be used as an engagement tool in learning.

The Value of Badges in Training

Badges can become a way of detailing skills acquired in training events, but also in distance and e-learning.

A **generalist** badge can testify presence in a course, just like a Certificate of Presence.

A **specialist** badge can testify exposure to a practical exercise at the acquaintance, intensive or expert (mastery) levels.

Critical issues in a badge system

The attribution of badges follows defined **criteria**.

Credible issuers establish these criteria upfront and those can be backed by endorsement by known experts.

The definition of the criteria is the most critical point for the success of a badge system, ultimately judged by the measurable frequency at which they are displayed.

Criteria

Using inspiration form peers and other sources, GOBLET can create a set of consistent criteria, carefully defining their scope of application.

Such an effort can be spearheaded by a task force within GOBLET, capitalising on the documented work of its committees, namely

- Learning, Education & Training

- Standards

Access mechanism

If GOBLET comes forward with a set of criteria, the next step will be to take the roles of Badge Provider and Badge Displayer.

For that, GOBLET needs to add a bit of open source software to its website. Mozilla Open Badges API and the Open Badges Drupal modules are natural choices.

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To probe further

Expanding Education and Workforce Opportunities Through Digital Badges

http://all4ed.org/reports-factsheets/expanding-education-and-workforce-opportunities-through-digital-badges/

The report defines digital badges as "credentials that represent skills, interests, and achievements earned by an individual through specific projects, programs, courses, or other activities." A credible badge stores information online through a digital hyperlink about the associated skills, as well as what projects and tasks the badge holder completed to obtain it. This report explores digital badges and how they can be used to improve student learning and outcomes, as well as expand vocational and interest-based skills for learners of all age.

Digital Badges and the Future of Learning
Connie Yowell
Director of Education, MacArthur Foundation
Wednesday, September 30, 2015

End