



Open Skills Network™

PLAYBOOK /
2022 /

ECOSYSTEM OVERVIEW & ONBOARDING

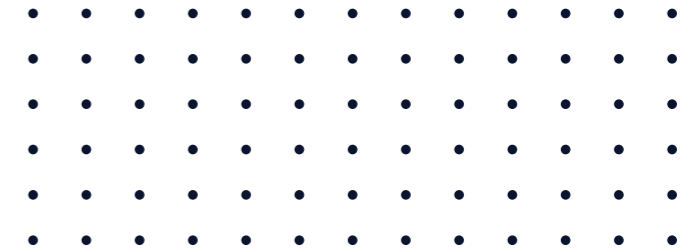


WHAT IS THE OPEN SKILLS ECOSYSTEM?





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ECOSYSTEM OVERVIEW & ONBOARDING

There is a growing ecosystem of academic institutions, enterprise businesses, and employers searching for ways to engage in skills-based learning and hiring practices.

In an effort to close a [growing skills gap](#), organizations are developing their own skills data or leveraging existing skills data to advance and empower their learners and earners.

This Ecosystem Overview & Onboarding Playbook provides a high-level summary of the broader skills ecosystem, analysis of key organizations, onboarding strategies, and best practices for collaboration, including actionable opportunities associated with open standards and open source technologies.

EXECUTIVE SUMMARY

KEY DEFINITIONS



OPEN

Open - Freely available, modifiable, and distributable.

OPEN SOURCE

Software with freely available, modifiable, redistributable source code. A broader definition can be found at opensource.org.

RICH SKILL DESCRIPTORS (RSD)

A skill statement and associated datapoints about that skill. The RSD is machine-readable, searchable data that allows for the interoperability of a skill across digital platforms. An example RSD from Western Governors University from their Social Emotional Learning Collection is called Embrace Change.

SKILLS ECOSYSTEM

Skills Ecosystem - global infrastructure comprised of social, digital, and technical resources to support and facilitate skills as currency.

LEARNING & EMPLOYMENT RECORDS (LERs)

Comprehensive digital records of an individual's skills, competencies, credentials, and employment history. These records are intended to show an individual's work experience in addition to formal and informal learning experiences.

INTEROPERABILITY

The ability to transfer data from one standard to another. An interoperable standard can enable skills data to move between and across systems which is designed to empower individual ownership over their skills.

TALENT MARKETPLACE

An infrastructure component intended to serve as a conduit for enabling competencies and skills to function like currency. This marketplace also serves as a vehicle to empower learners and workers with their own data.



KEY ORGANIZATIONS AND CONCEPTUAL MODELS

A number of standards groups, academic institutions and organizational thought leaders have already laid a foundation on which a [skills-based talent marketplace](#) is being assembled to power a skills-based economy.

KEY ORGANIZATIONS AND CONCEPTUAL MODELS: THE GLOBAL SKILLS ECOSYSTEM



A number of standards groups, academic institutions and organizational thought leaders have already laid a foundation on which a skills-based talent marketplace is being assembled to power a skills-based economy.

Organizations like the Walmart Foundation are empowering groups such as the Open Skills Network and [Learning Economy Foundation](#), among others, to develop open source resources, tooling, and solutions to build a global skills ecosystem where interoperable skills data serves as a currency by which individuals can transact value and pursue greater economic opportunity.

This table offers a list of organizations and projects to familiarize yourself with the global skills ecosystem.

ORGANIZATIONS & PROJECTS	FUNCTION
Open Skills Network	Network
T3 Innovation Network	Network
World Wide Web Consortium (W3C)	Standards Body
Strada Education Network	Social Impact / Network
Jobs For the Future	Social Impact
Digital Promise	Social Impact
Credential Engine	Non-Profit / Standards Body
American Council on Education	Non-Profit
Walmart Foundation	Non-Profit

ETHOS: A COLLABORATIVE SPIRIT AROUND PUBLIC GOODS

A central part of the growing skills ecosystem being shaped by the Open Skills Network and other organizations is a public goods mentality.

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Open source standards and protocols allow organizations to create common technical infrastructure and language on which to build.

Using common tooling, standards, and language can be catalytic in creating interoperability that allows learners and earners to share their credentials and skills data with potential employers, academic institutions, and other relevant agencies.



ACTIONABLE STEPS:

- **DO YOUR OWN RESEARCH**
- **BUILD THE SOCIAL INFRASTRUCTURE**
- **EXPLORE IMPACT**
- **START ONBOARDING**



ACTIONABLE STEPS:



DO YOUR OWN RESEARCH

There is no shortage of initiatives developing infrastructure and creating utilities to power a global skills ecosystem. Organizational thought leaders and individuals would be wise to learn about existing organizations, like the ones listed above, and discover how they are [advancing opportunities](#) in the digital age.

EXPLORE IMPACT

With so many initiatives committed to an [open architecture](#) for a learning economy, it can be overwhelming to attempt to capture the impact of it all. By exploring the existing ecosystem, global and local initiatives, you will gain great insight into the potential for impact this kind of work has. Another great starting point for more local initiatives are the [OSN Skills Collaboratives](#). These grassroots efforts are planting seeds for skills growth, human development, and a bountiful economic harvest.

BUILD THE SOCIAL INFRASTRUCTURE

Successful skills initiatives are supported by individuals and organizations that are mission focused, share common goals, and create alignment around specific outcomes. In order to best position your organization to join the skills ecosystem, it would be wise to find like-minded individuals within your organization and potential partnerships that can provide resources and expertise.

START ONBOARDING

The tools for creating and managing RSDs are available now! In addition to this playbook, the Open Skills Network offers an Action Guide to RSDs and Open Skills Management that can help you get started on your skills journey today. These open source tools, and well resourced guides, offer the essential tools to support your development of the most essential pieces of a skills economy.



LINKS & INFO

The Open Skills Network continues to grow and impact the skills industry at a rapid pace. Membership is free, and joining OSN will help to kickstart your own open skills journey.

Once you're a member of OSN, you can join one of several [workgroups](#): the Governance Workgroup, Technical Workgroup, Policy Workgroup, and Open Recognition Workgroup. These workgroups are the best way to connect with other members, share ideas, and contribute to the greater open skills community.

Contact Info

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[YouTube](#) | [LinkedIn](#) | [Twitter](#)



About OSN

openskillsnetwork.org/about

Join OSN

openskillsnetwork.org/join

Join Workgroups

openskillsnetwork.org/work-groups

[Brookings Report: Skills Gap](#)

[JFF Report: Skills Based Talent Marketplace](#)

[Brookings Report: Learning & Working in the Digital Age](#)

[World Bank Blockchain for Education Community of Practice](#)

[OSN Skills Collaboratives](#)

Other Playbooks

Market Strategy & Sustainability

Open Skills Implementation

Action Guide to RSDs

Open Skills Management Tool

Open Skills Strategy & Planning
