Digital Promise Launches New Learning Community for End-Users of Learning and Employment Records

Building on Efforts to Mitigate Bias in LER Design, Digital Promise Prioritizes Equitable Use of LER Technology with Funding from Walmart

MAY 19, 2022 | Washington, D.C. - [Digital Promise](#) is launching a professional learning community (PLC) with and for end-users of Learning and Employment Records (LERs) with support from Walmart. Building on their efforts to promote [Inclusive Design Principles](#) for LERs, Digital Promise is advocating for greater equity in LER implementation while continuing their work to mitigate racial bias in the design and use of LERs.

LERs are digital records of an individual's skills, credentials, diplomas, and employment history that have the potential to strengthen or reinvent resumes by including verifiable information about achievements in real time. LERs could help individuals identify, validate, and communicate their skills to potential employers, but understanding of the value of this emerging technology and knowledge of how to access and use it is still limited to most end-users.

"Digital Promise engaged workers directly to understand how LER technology could be designed to help them track their skills and connect to opportunities. For LERs to achieve the goal of promoting equity in the workforce, we also have to hear about the experiences of the learners and workers who are starting to use this technology, especially those who have been historically and systematically excluded in our education and workforce systems," said Jean-Claude Brizard, President and CEO of Digital Promise.

Digital Promise will collaborate with LER pilot projects to engage end-users from existing pilots as co-leaders, via the U.S. Chamber of Commerce Foundation's [T3 Innovation Network](#)and other partners, with a focus on Black, Indigenous, and people of color (BIPOC) learners and workers. The goal is to understand what learners need to access and use LERs effectively, including access to digital devices, broadband, digital skills, and hidden costs. As a result, Digital Promise aims to co-create a toolkit for LER onboarding and orientation with end users in the learning community, including an inventory of digital skills and a glossary of terms designed for educational institutions, employers, and others supporting implementation.

"As we shift toward a skills-based workforce system, we must continue to think about what workers need to get hired and advance in the workforce as employers leverage new technologies like LERs," said Sean Murphy, director of opportunity at Walmart. "Digital Promise is continuing to engage learners and workers to ensure that tech-based solutions like LERs can promote greater equity, access and success."

Through this learning community, Digital Promise will work to simplify and de-jargon the LER space, promote shared language, and continue to center end-users in the next phase of LER development and use.

To stay up-to-date on this work, including opportunities to participate in the LER professional learning community, follow the Adult Learning Spotlight for updates and reach out to adulted@digitalpromise.org to get involved.

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About Digital Promise
Digital Promise is a nonprofit organization that builds powerful networks and takes on grand challenges by working at the intersection of researchers, entrepreneurs, and educators. Our vision is that all people, at every stage of their lives, have access to learning experiences that help them acquire the knowledge and skills they need to thrive and continuously learn in an ever-changing world. For more information, visit the Digital Promise website and follow @digitalpromise for updates.