



Digital Promise to Co-design Learning Transition Design Principles with End-Users of Learning and Employment Records (LERs)

The design principles will guide the design and development of LER technologies to support learners during learning transitions, especially historically and systematically excluded learners

OCTOBER 11, 2022 | Washington, D.C. – National education nonprofit, [Digital Promise](#) will co-design with end users of Learning and Employment Records (LERs), a set of design principles to help inform the design of LERs to support learners and earners during their [learning transitions](#).

LER technologies 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 and their collection over time.

LERs have the potential to increase an individual's agency in tracking and sharing their skills with employers in order to present a more complete picture of their experience, education and work experiences. Yet, depending on the design of LERs, they may or may not have the features and functionality to be accessible and used throughout an individual's life and to support them during their learning transitions.

“LER technologies may support individuals when they need it the most, at the point of any life transition. Whether it's moving within or across education or employment providers, back into the workforce after a period of leave, or when impacted by a significant life or family event,"said Kelly Page, director of learning and employment innovations at Digital Promise. “Yet, we have much to learn from LER end-users, especially those historically and systematically excluded, to more deeply understand their lived experience of learning transitions, and how LERs have or may truly support them during these times.”

Learning transitions are conceptualized as *a process of change over time*. As we learn, we grow, develop, and change. The two central elements of transition are the dimension of change and of time. Much work on learning transitions in education or workplace studies is centered in an androcentric and traditional view of change, time and agency, as well as focused on institutional transitions (e.g., through school, to college and workplace). This

excludes and takes for granted a more inclusive view of change and time as a natural flow, life as a transition, learning as a permanent state in 'becoming' and 'unbecoming' and, learning transitions defined by and centered in the experience of marginalized, historically and systematically excluded people and communities.

During this project, Digital Promise will adopt an inclusive innovation and learner-centric approach in which we co-design with individuals a series of design principles to guide how LER technologies might be effectively designed and developed to best support them during learning transitions. BIPOC learners will be centered as co-designers in the work and Digital Promise will recruit a LER end-users to codesign a series of LER design principles that will highlight data, technology, and infrastructure changes that may be required to support learning transitions.

Digital Promise will collaborate with LER technology vendors and/or pilots who are focused on supporting learners over time and during learning transitions (e.g., workplace transitions, military to student, school to college, etc) and work alongside an advisory group of technical and learning advisors.

The design principles developed during this project will further serve to inform the design of a new product certification for LER Learning Transitions, which will act as a quality indicator for LER developers for the equitable design of LER technologies.

To get involved in the LER Learning Transitions project, or to learn about the portfolio of LER Projects Digital Promise is engaged in, please [complete this form](#) or [email](#) us and a member of our Learning and Employment Innovations (LEI) team will be in contact. You can also subscribe to the Powerful Learning Innovations newsletter for updates.

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Press Contact:

Crystal Williams

Digital Promise

cwilliams@digitalpromise.org

240-494-6382

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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.