Digital Promise Awards Three Learning and Employment Record (LER) Technologies with Newly Launched LER Inclusive Design Product Certification

The Inclusive Design Product Certification encourages LER vendors to design for the diverse individuals who use the technology, including BIPOC learners and workers.

AUGUST 11, 2022 | Washington, D.C. – National education nonprofit, Digital Promise has developed the Inclusive Design Product Certification for Learning and Employment Records (LERs). This Product Certification is intended to serve as a reliable signal for educators, administrators, and employers, as well as learners and workers to quickly identify which technologies have been designed and developed to reduce and/or remove features that could result in biases and discrimination against potential end users.

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. It is critical that LER technologies are designed to meet the needs and abilities of learners and earners, especially those historically and systematically excluded.

To be evaluated for the product certification, LER vendors submitted evidence verifying they have designed features that demonstrate Inclusive Design Principles for LERs by prioritizing issues of equity, access and accessibility, safety and privacy, and usability in the design and development of the technology. The following three LER vendors are the first to receive the Inclusive Design for LERs Product Certification from Digital Promise:

- Open Credential Publisher (RANDA Solutions)
- SmartResume (iDatafy)
- Teacher Wallet (RANDA Solutions)

"LER technologies are a complex and still very emerging network of data and technologies that have the possibility to support learners and workers in their pathways to life-sustaining learning and career opportunities," said Kelly Page, director of learning and

employment innovations at Digital Promise. "Yet, the realization of this possibility is determined by how and when developers center equity and inclusion in the design and development process of the technologies; as well as how they include end-users, especially those underrepresented and often systematically excluded, as co-designers throughout the process."

Digital Promise collaborated with workers to learn about their education and career experiences, needs, and interests and to co-generate ideas for designing LER technologies to promote greater equity. The result was a set of Inclusive Design Principles for LERs as criteria for certifying both equitable design for learners and workers, as well as for the education and training providers who serve them. By awarding LER products that meet the certification requirements, the certification provides a signal to learners and workers that the tool has been designed to mitigate biases and promote inclusion for minority workers.

"Workers' and learners' priorities should be at the forefront of LER design," said Sierra Noakes, marketplace project director at Digital Promise. "By using the inclusive design elements developed by workers and learners themselves, this certification not only helps users and purchasers to identify end-user designed technology but also drives the LER field to build toward authentic end-user needs."

To learn more about the Product Certification work for LERs and other technologies, please visit our site and reach out via email if you would like to get involved. To learn more about LERs and the portfolio of LER Projects Digital Promise is engaged in, please complete this form or email and a member of our team will be in contact.

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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.