

Digital Credentials

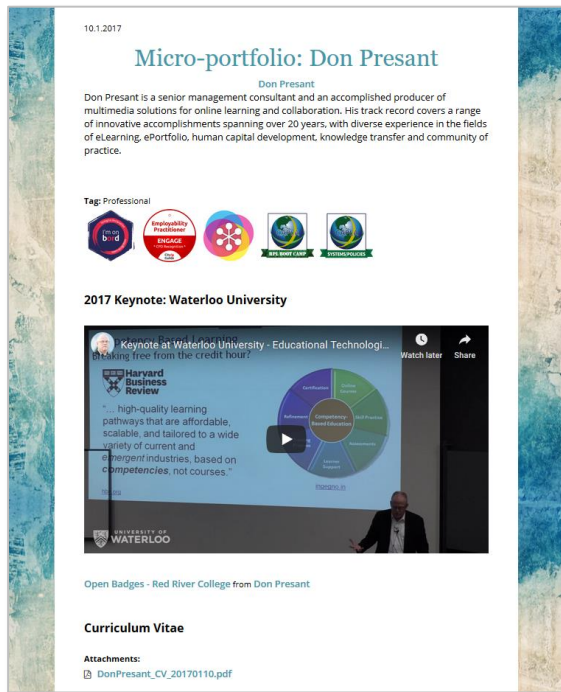
for Robot-Proof 21C Careers

Cannexus 2020

January 27, 2019

@donpresant

About me - in logos




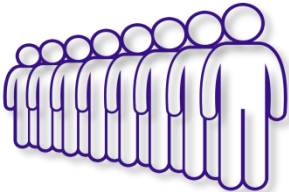
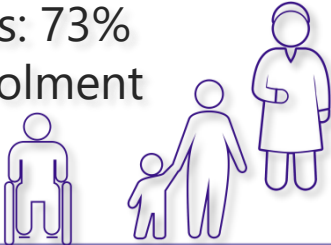



NEED: Better ways to recognize skills

CONTEXT



Is there a "Skills Gap"?

<p>critical skills shortages affecting productivity</p> 	<p>rising cost of higher education</p> 	<p>declining degree/diploma completion rates</p> 
<p>"gig economy"</p> 	<p>"non-traditional" students: 73% PSE enrolment</p> 	<p>World of Work: volatile, uncertain, complex, ambiguous</p> 

"traditional" educational approaches can't keep up!

Technical skills yes, but also personal and social skills:

Across nearly all industries, the impact of technological and other changes is shortening the shelf-life of employees' existing skill sets.

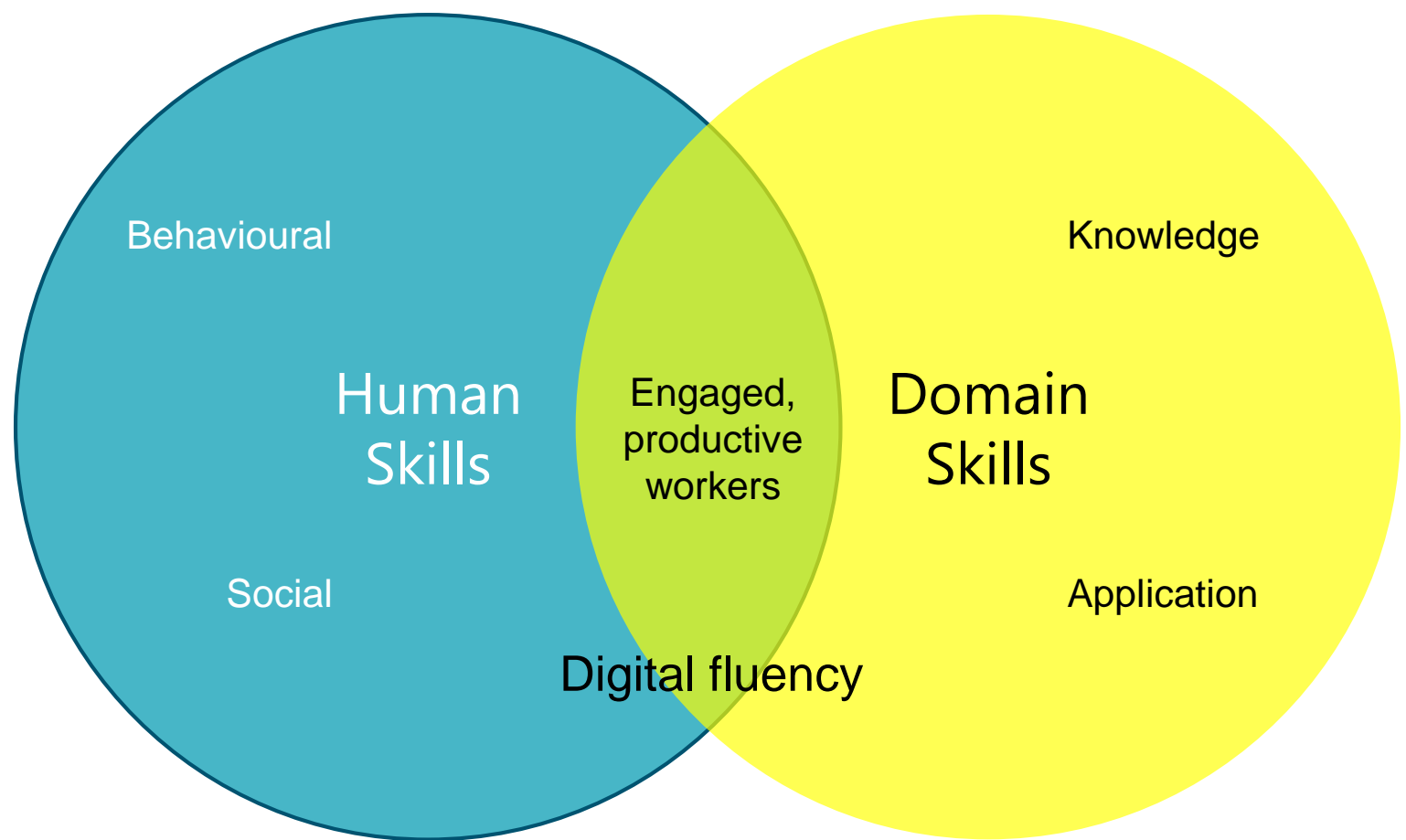
Overall, social skills – such as persuasion, emotional intelligence and teaching others – will be in higher demand across industries than narrow technical skills



Top 10 Skills in 2020

1. Complex problem solving
2. Critical thinking
3. Creativity
4. People management
5. Coordinating with others
6. Emotional intelligence
7. Judgment & decision making
8. Service orientation
9. Negotiation
10. Cognitive flexibility

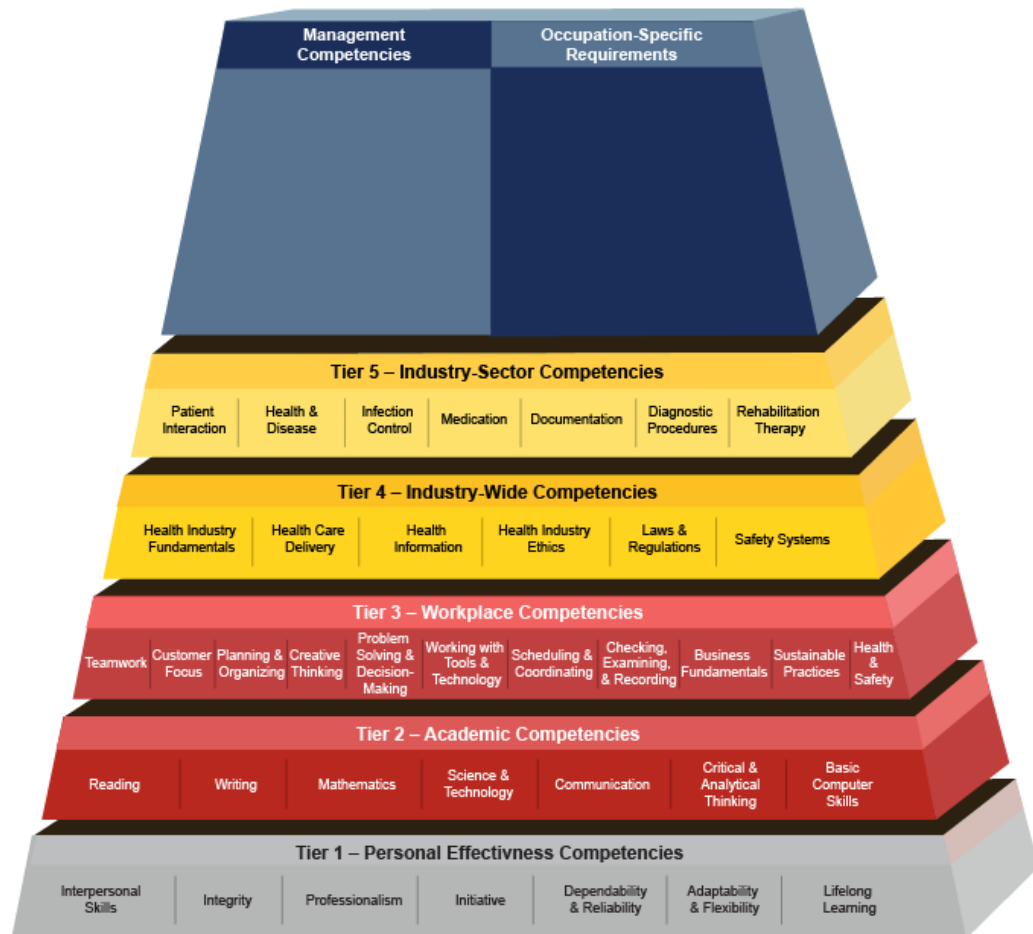
Skills interaction





What employers want – Health sector example

HIGH QUALITY JOBS



“Role-ready”



“Sector-ready”



“Work ready”

“Workable”

Seeing the individual



Diverse learners... and workers



New Game, New Rules: Strategic Positioning for Workforce Development.
Warford, Larry J.; Flynn, William J. Adapted Radionoff, K – Madison College

Lifewide Learning Silos and Wasted Human Capital



HIGH SCHOOL

POST-SECONDARY

WORK
INTEGRATED
LEARNING

EMPLOYABILITY
PROGRAMS

VOLUNTEER
SERVICE


CONTINUING
EDUCATION

COMMUNITIES
OF PRACTICE

LIFE
EXPERIENCE




Issues with traditional credentials



niagara
College
Canada
APPLIED DREAMS.

TRANSCRIPT OF ACADEMIC RECORD

OFFICIAL TRANSCRIPT



Adam Dusome, Registrar

STUDENT NUMBER: [REDACTED]

DATE OF ISSUE: 2014-05-21

Page 1 of 1

Graduate Of:
2014 Winter P0415 Hospitality Management - Hotel and Restaurant (Co-op)

Honours & Awards:
2013 Winter Honours Standing
2013 Spring Honours Standing

TERM	COURSE NUMBER	COURSE	COURSE TYPE	CREDIT VALUE	GRADE
P0415 Hospitality Management -HtRst					
2013 Winter	BUSN 1100	Business Student Success	PSC	1	97
	CAPL 1199	Computer Applications	PSC	3	89
	COMM 1133	Writing Strategies	PSC	3	86
	HOSP 1115	Introduction to H&T	PSC	3	72
	HOSP 1120	H&T Marketing	PSC	3	77
2013 Spring	HOTL 1421	Sanitation, Quality Mgmt	PSC	3	79
	LANG 9120	Spanish I	PSC	3	100
	MATH 1107	Mathematics	PSC	3	100
	ACCT 1311	Accounting I/Hosp.	PSC	3	97
	COMM 1340	Business Communications	PSC	3	85
	COOP 1322	Co-op Work Placement I	PSC	0	6
2013 Fall	CULN 1110	Kitchen Techniq.-Foodservice Op	PSC	3	82
	HOTL 1237	Dining Room Service	PSC	2	84
	HOTL 1308	Cost Control	PSC	3	83
	HOTL 1519	Accommodation Oper. Mgmt.	PSC	3	77
	HOSP 1114	Supervision Hosp.	PSC	3	83
2014 Winter	HOSP 1425	Food Service Operations	PSC	3	73
	HOSP 1525	E-Commerce in Hospitality	PSC	3	90
	HOTL 1309	Physical Plant Management	PSC	3	71
	TOUR 1322	Tourism Sales	PSC	3	78
	COMM 1445	Busn.Reports	PSC	3	86
	HOSP 1224	Acct.,Hosp.Mgmt.	PSC	3	88
	HOSP 1320	Revenue Management	PSC	3	90
	HOSP 1426	Wine, Spirits and Beer Fundam	PSC	3	89
	PSYC 1310	Abnormal Psychology	PSC	3	84
	TOUR 1421	Convention & Group Management	PSC	3	77

WEIGHTED AVERAGES: LAST/CURRENT TERM: 86 CUMULATIVE: 84

*** END OF TRANSCRIPT ***

AN OFFICIAL TRANSCRIPT MUST BEAR THE COLLEGE SEAL AND MUST BE SIGNED BY THE REGISTRAR

What do they say?

What **don't** they say?



Paper silos: issues with hard copy credentials

Transparency issues

- ❖ OPAQUE: often needs support from other documents, e.g. transcript, syllabus
- ❖ QA mechanisms are often buried
- ❖ Can be hard to authenticate, easy to forge

Recognition issues

- ❖ Lack of context - no links to supporting evidence
- ❖ Experiential learning is typically not valued
- ❖ Transversal skills are typically not tracked
- ❖ Lack of granularity, "stackability"
- ❖ Uncertain alignment, transfer, articulation

Physical issues

- ❖ Difficult to share, easy to lose





Jin Yang



Recognition, Validation and Accreditation of Non-formal and Informal Learning in UNESCO Member States

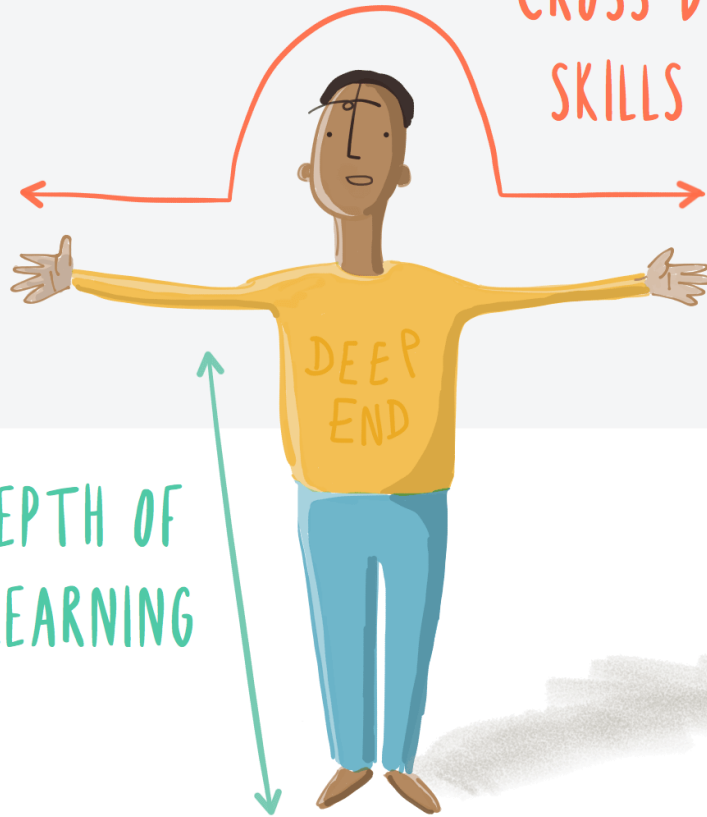


"... all kinds of learning and training outcomes deserve to be valued and validated, regardless of where and how they were obtained."



THE
"T-SHAPED"
STUDENT

CROSS DOMAIN
SKILLS & ATTITUDES



THE DEPTH OF
LEARNING



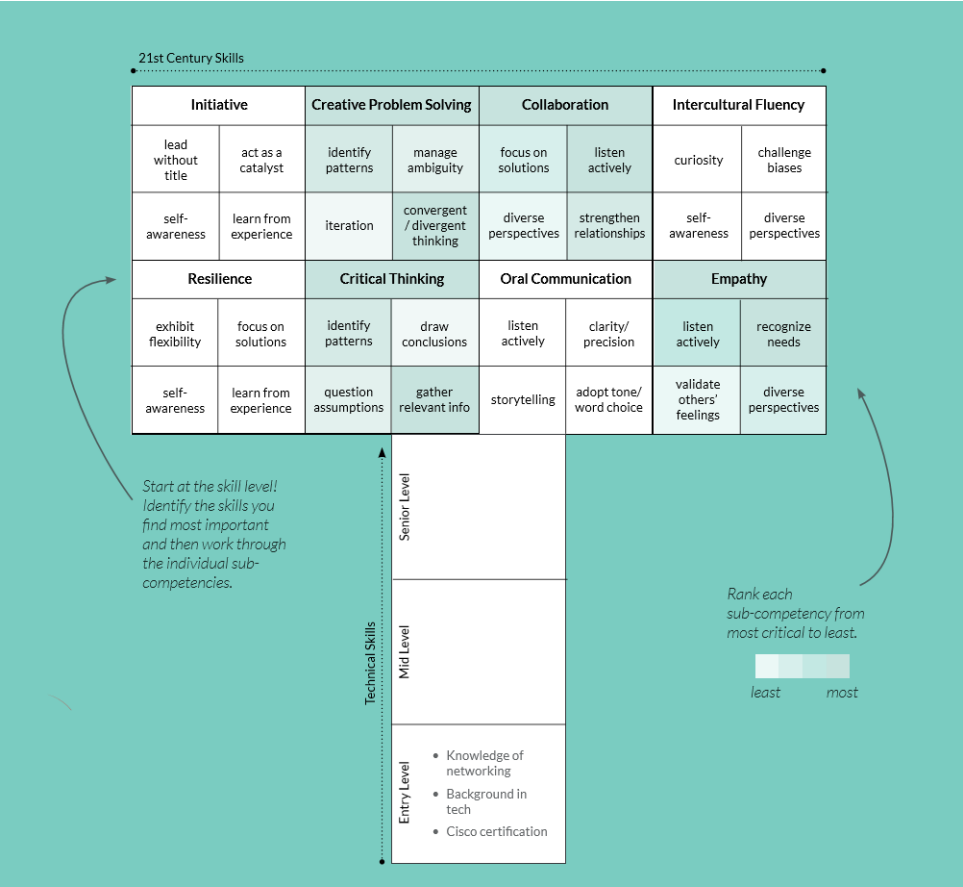
THOUGHT:
EPIC 2015
BARCELONA



@bryanMMathers



Example: T-shaped skills profile

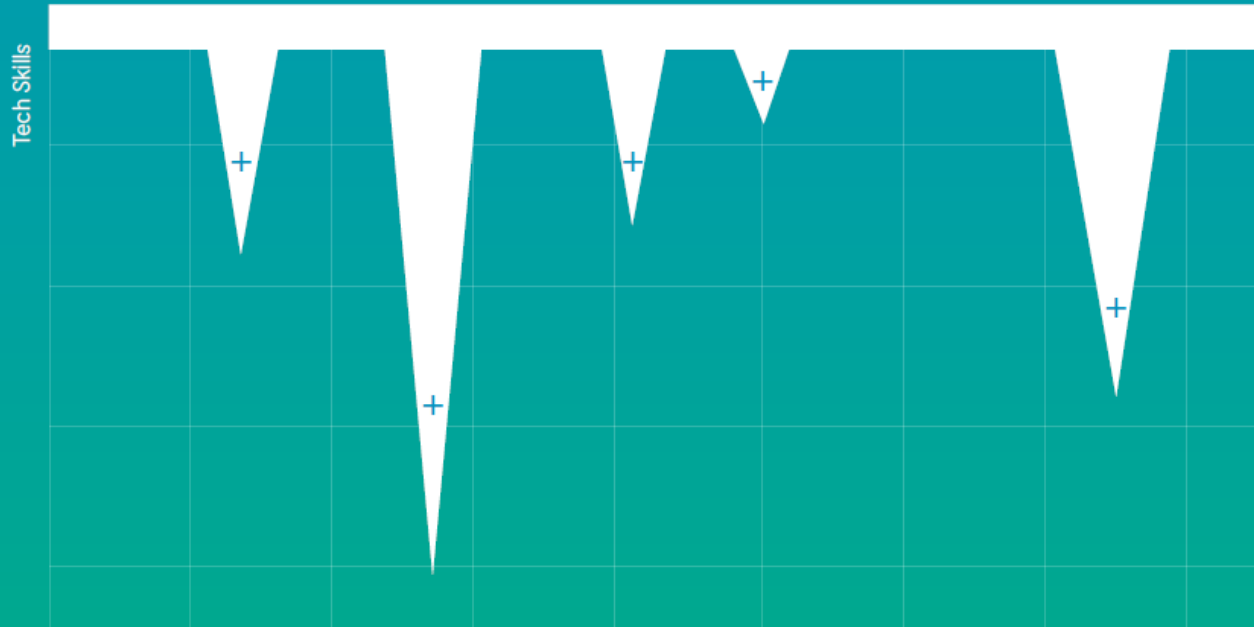


T → T → T: hard skill “top-ups” enabled by deepening soft skills

Figure 10.

In the future, workers will need to return to learning throughout a 100-year work life.

Human Skills for a 100-Year Work Life



Skills Recognition Silos and Wasted Human Capital



DIPLOMAS

TRANSCRIPTS

CERTIFICATES

EVIDENCE OF
ACCOMPLISHMENTS

PERSONAL
RECOMMENDATIONS

LINKEDIN

JOB BOARD
PROFILES

UNDOCUMENTED
EVIDENCE



What we want: a more complete picture



@bryanMMathers



THOUGHT: EDUCATION DESIGN LAB



Northeastern University



ROBOT-PROOF

HIGHER EDUCATION
IN THE AGE OF
ARTIFICIAL INTELLIGENCE

Currency for Recognition

OPEN BADGE CREDENTIALS

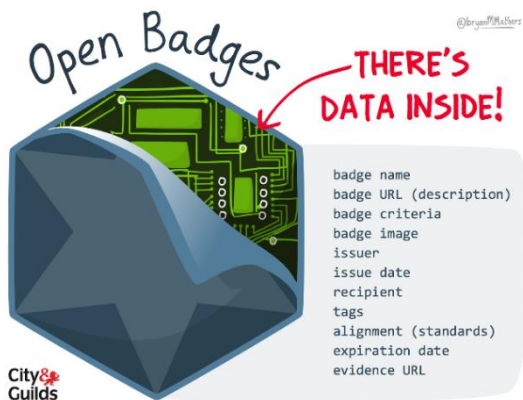


Open Badges – micro-credentials for lifelong career advancement

Portable digital document of learning achievement, owned by the learner

A digital representation of an skill, accomplishment or affiliation that is visual, shareable online and contains credentialing information in standardized format, including trusted links that help explain the context, meaning, process and result of an activity.

Open standard that supports transition -> share badges across situations, silos.



Flexible learning pathways

- modular, stackable, multi-source, remixable

Clear progress markers

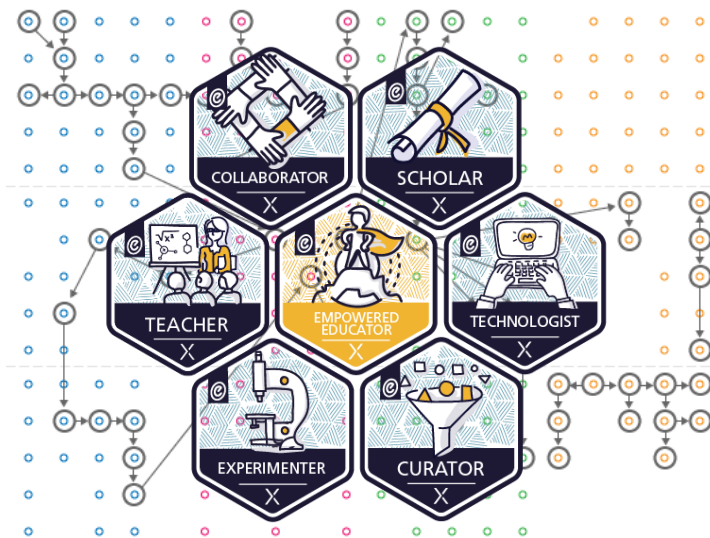
- Visualize learning

Visual branding


- issuers and earners

Online trust system

- issuer backing, evidence
- 3rd party endorsement
- community socialization




Badge example



ABOUTNEWSFAQ

LOGIN



Employability Practitioner
ENGAGE
* CPD Recognition *

City & Guilds

EMPLOYABILITY PRACTITIONER CPD - ENGAGE

Issued by: OBA
Issued on: 25.3.2017
Metadata: Open assertion...
Earner: Don Present

The Practitioner awarded this digital credential has engaged with the 'Learning to be employable' report developed by the City & Guilds Alliance. One task needs to be completed to earn this badge (3 CPD hours assigned).

CRITERIA


[Open criteria...](#)

EVIDENCE

[Open evidence page...](#)

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Powered by Open Badge Factory ®. Open Badge Factory ® is a registered trademark





Task 1 | Evaluate the report

Employability Skills Can Be Learned

As someone who tracks the recognition of learning and achievement using Open Badges, I found 'Learning to be Employable', a report from UK's City & Guilds a very interesting read, despite its narrow focus on Further Education (FE). Although this report focused on youth in vocational programs, there was lots here that can be adapted to other groups along the spectrum of lifelong learning.


First Part: What Are Employability Skills and Which Are Most Important?

I found this section (actually two sections) the most difficult. I guess I was expecting a simplification of an area I've found difficult to pin down (I sometimes call soft skills "slippery skills", because getting them to line up nicely is like trying to nail jello to a wall.)


Summary

This report joins my library of resources on soft skills and I'll be following up on many of the references cited in it.

I do like the City & Guilds approach of focusing on PD of instructors using Open Badges for reflective learning. This makes for better change management for one thing, getting instructors to reflect on the changes needed. Also, the Scottish Social Services Council has discovered that the reflections contained in such badges are a great source of feedback and qualitative research. I'm sure that City & Guilds will also find this.



HomeMy NetworkJobsMessagingMore



Don Present
President at Learning Agents, CanCred.ca
Winnipeg, Manitoba, Canada

Learning Agents
Concordia University

Accomplishments

7 Certifications

Ontario Open Badges Forum 2017 - Igniter
Dec 2017 - Present • License OPENBADGE-165
eCampusOntario
[See certificate](#)

Social Media Marketing for Small Business
Apr 2017 - Present
LinkedIn
[See certificate](#)

Employability Practitioner CPD - Engage
Mar 2017 - Present • License CANCREDPASSPORT-357
City & Guilds
[See certificate](#)

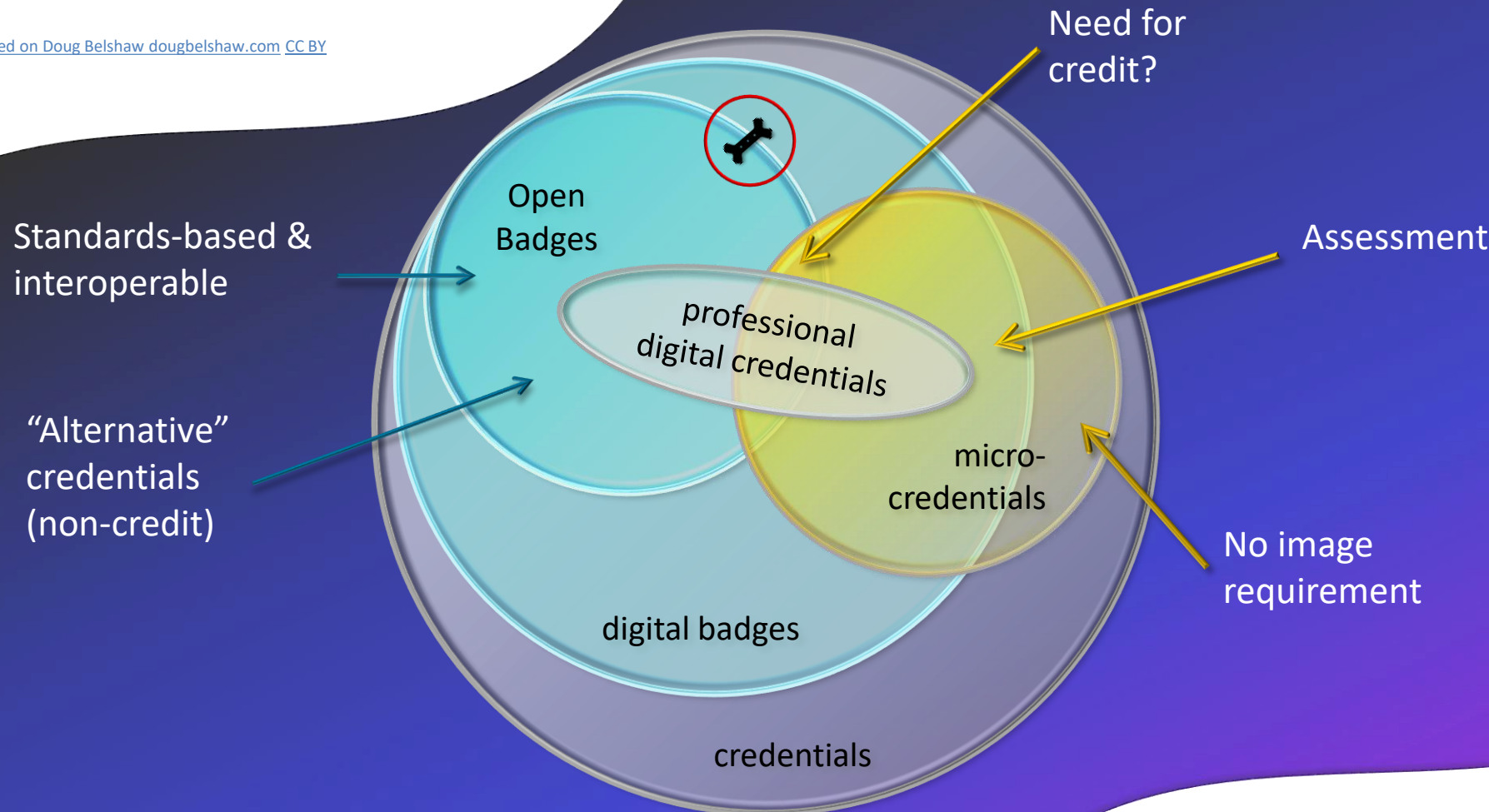
BC Open Badges Forum 2017 - Reflector
Feb 2017 - Present • License CANCREDPASSPORT-310
CanCred.ca
[See certificate](#)

BC Open Badges Forum Instigator
Feb 2017 - Present • License 20170217
CanCred.ca
[See certificate](#)

[Show more](#)

Mapping badgespace

Based on Doug Belshaw doughelshaw.com CC BY



Some badged learning pathways

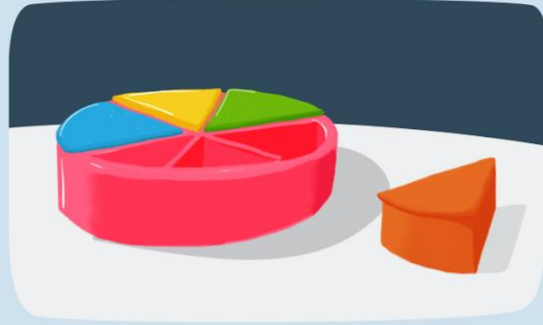
STEPPING STONES



SEQUENTIAL NON-LINEAR

PREScriptive DESCRIPTIVE

COLLECTION



SEQUENTIAL NON-LINEAR

PREScriptive DESCRIPTIVE

CONSTELLATION



SEQUENTIAL NON-LINEAR

PREScriptive DESCRIPTIVE

WHAT'S A
BADGE
REALLY
WORTH?

VALUE



= (

ISSUER
VALUE

+

MEANING
VALUE

+

ENDORSEMENT
VALUE

+

JOURNEY
VALUE

) ×

VIEWER
PERCEPTION



INSTITUTION



COMPANY



GROUP



INDIVIDUAL



ATTRIBUTE

KNOWLEDGE



ACHIEVEMENT



COMPETENCE



PARTICIPATION



INSTITUTION



COMPANY



GROUP



INDIVIDUAL



PATHWAY



MAPPING



MILESTONE



COMPOSITE



Digital tender for a diverse skills economy



Badges: transparent **lenses** to focus on different aspects of learning



Evaluating a collection of signals – varying relevance, weight, rigour





Education, training and credentials

- Advanced Degree
- Advanced Certificate
- Associate's Degree
- Military Specialization

- Apprenticeship
- Licensure
- Occupational Certification

- On-the-Job Training
- Certificate
- College Courses
- Military Training

- Industry Intro Course
- Contextualized Learning
- Apprenticeship

- Contextualized Learning
- Military Service
- Work Readiness Certificate
- High School Diploma

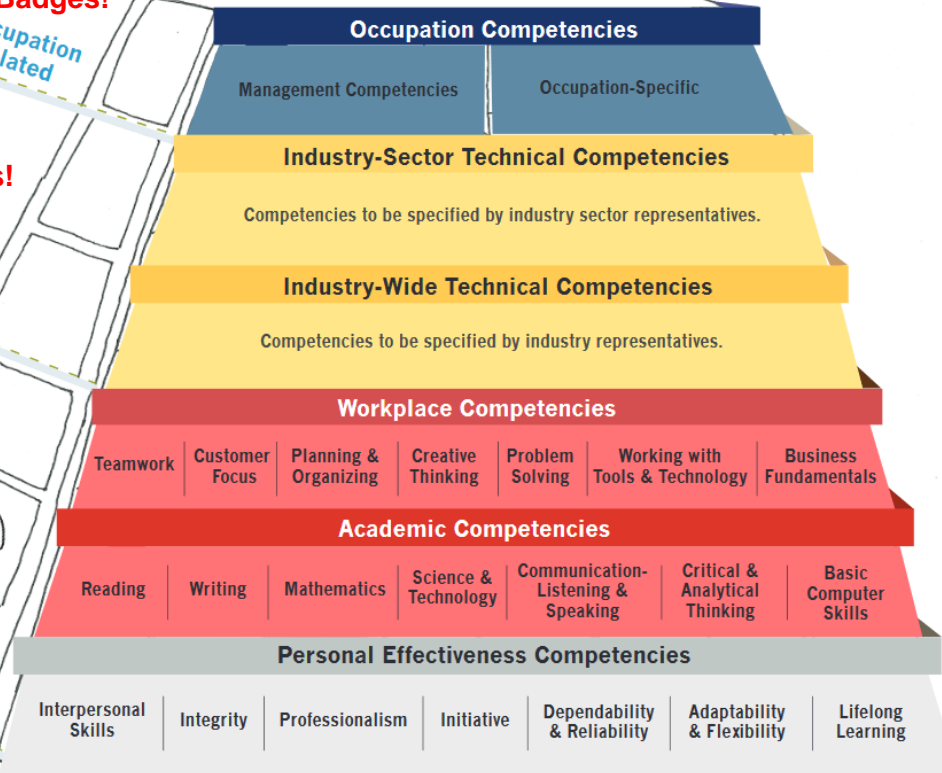
- Adult Basic Education
- On-the-Job Training
- Pre-Apprenticeship
- GED

Badges!

Badges!
Occupation Related

Badges!
Industry Related

Foundational





Open Badge Credentials


EXAMPLES IN THE WILD





Some ways to recognize with Open Badges

 **Program/course/module completion**
Assessment-based or participation-based certificates of learning;
eLearning or Face to Face; professional development or compliance

 **Competency certification**
Can be **flexible assessment**: exams, portfolios, evidence packages,
skills demonstrations, etc. Also **compliance**. Time-delimited.

 **Membership**
Associations, organisations,
professional and industry bodies

 **Experience, expertise, service, achievements**
Projects/missions, years of service, awards,
professional contributions, volunteering

 **Values, interests, goals**
Self-issued, endorsable by others



Basics

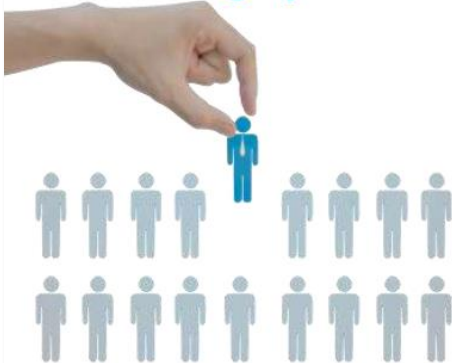




Workforce skills mapping across IBM

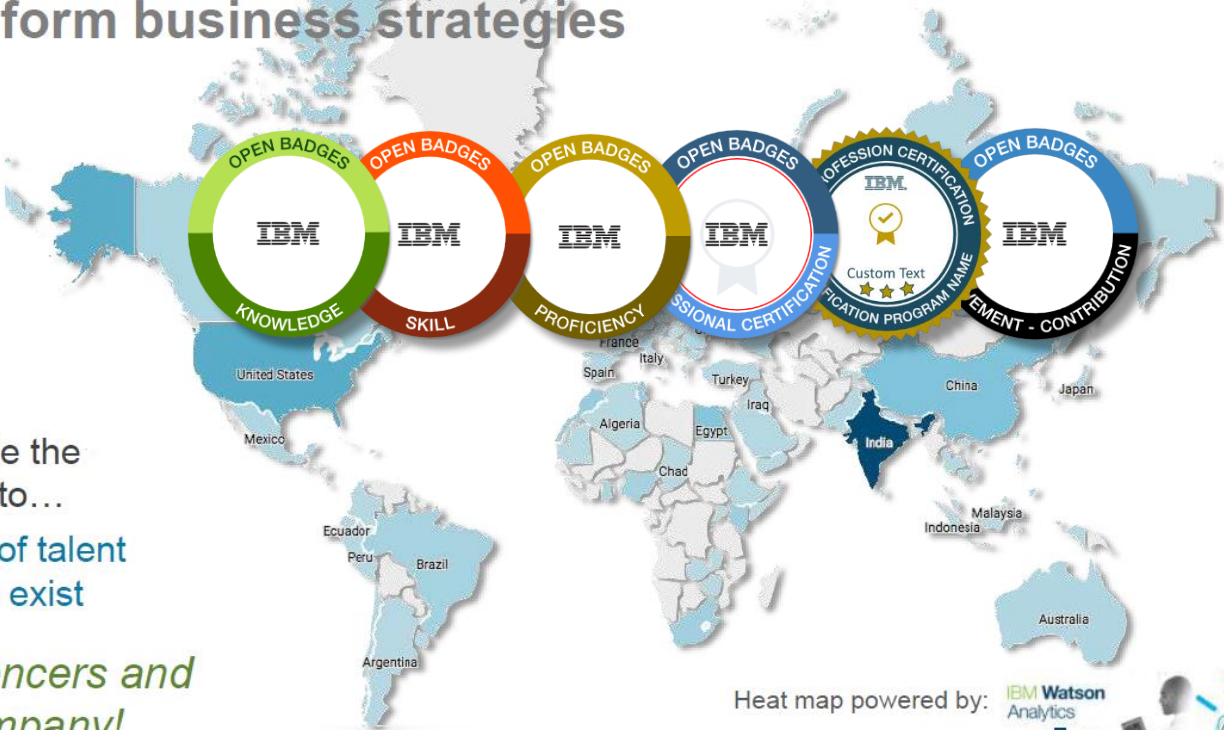
IBM Readiness

Digital badges are creating **heat maps of advocates, skills and skill gaps** to inform business strategies



- IBM Digital Badges provide the ability to create heat maps to...
- ✓ Understand distribution of talent
 - ✓ Identify where skill gaps exist

These are brand influencers and advocates for your company!



Heat map powered by: IBM Watson Analytics



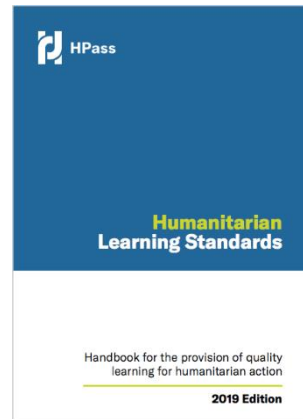
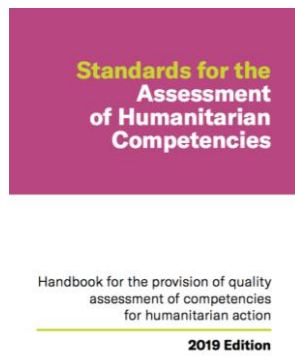
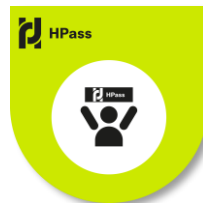
Humanitarians, and the organisations that prepare and deploy them

Humanitarians



“I want to plan my development, ensure I’m investing in quality learning, and network with potential employers”

Workers or volunteers in humanitarian action including development, peace building, and emergency relief operations



Humanitarian Organisations



“I want to ensure my offer is high quality and signal this to potential learners”

Providers of courses, credentials, or assessments. This could include employers acting in their capacity as workforce developers

“I want to find and develop individuals to enable better humanitarian action.”

Recruiters or line managers responsible for identifying needed skill-sets and sourcing required talent. This includes both paid staff and volunteers

Recognizing professionals in Canada



Board of Canadian
Registered Safety Professionals



Canadian Professional Sales
Association



International Foundation
of Employee Benefit Plans



Ericsson – MANA
Learning & Development



Association for Financial
Professionals



Global Risk Management Institute



Recognizing Essential Skills development in BC

Show the World What You Know With Decoda Open Digital Badges



Credentials and Badges for Learners

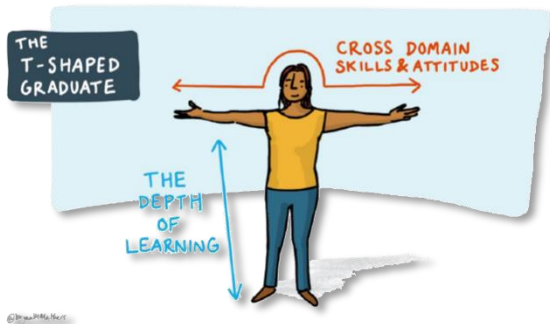
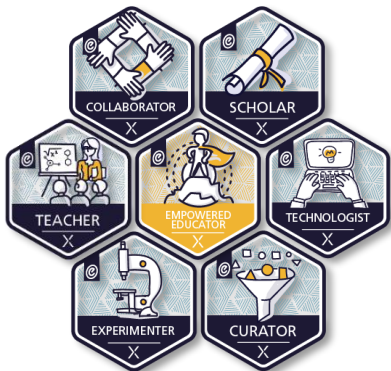


Credentials and Badges for Practitioners



decoda.ca/literacy-in-bc/badges

Building a network at eCampusOntario



Level up Ontario's digital game.

eCampusOntario builds Ontario's digital future with leadership in technology and training for all 45 colleges and universities.

ecampus Ontario  ecampusontario.ca




ecampus
Ontario



Welcome to the
eCampusOntario
Open Badge Passport


Login

eCampusOntario Micro-certification Pilot Expression of Interest (EOI)

ecampus Ontario 

Micro-certification Principles and Framework

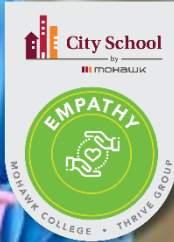
This document was developed by a working group of employers and post-secondary representatives in Ontario to provide high-level guidance for micro-certification pilots across the province. This is a living document. Partner organizations and institutions are encouraged to test this framework in their contexts and share their findings publicly to enable the development of a healthy micro-certification ecosystem that serves all Ontarians.



Recognizing "Hot Business Skills"



Mohawk "City School": Careers in Community and Long Term Care





Open Learning at Shopify
Getting started with Shopify badges



Basics



Seller



Live



Other Canadian recognition initiatives



Inclusive Design
Research Centre



Canadian Association for
Prior Learning Assessment



Mining Industry
Human Resources Council



Sirius
Wilderness Medicine



Supply Chain
Canada



Manitoba Federation of
Non-Profit Organizations

CANADA - Institute for Performance & Learning



Volunteer service recognition



Professional recognition

Collaborative MoU between I4PL & CanCred

Applying Open Badges in your organization

GETTING STARTED

Time to get started – badges and micro-credentials are going mainstream



MACLEAN'S

EDUCATION

University students can now earn badges to recognize their merits

How universities use “micro-credentials” to recognize skills that won’t appear on a transcript

by Jennifer Lewington Apr 10, 2019



Riley Dunn and Scott Sutherland (right) work on their team project at the Gerald Hatch Centre (Photograph by Chloë Ellingson)

Ontario 

OPEN FOR BUSINESS, OPEN FOR JOBS STRATEGY



SKILLED WORKFORCE

- Helping employers attract skilled
- Aligning postsecondary funding market outcomes
- Modernizing the apprenticeship skilled trades system
- Reviewing employment and training services

Ontario 

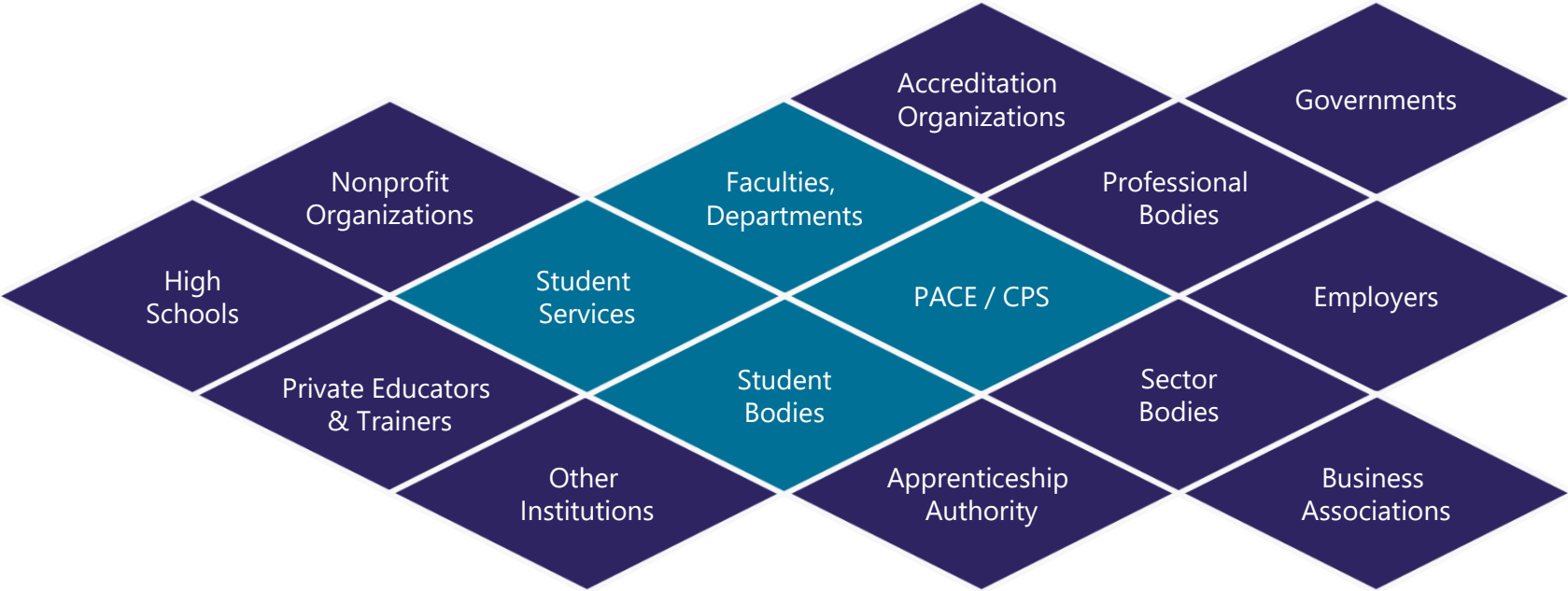
Ministry of Labour, Training and Skills Development

RapidSkills:
Ontario's Micro-credentials Pilot

Program Guidelines
and Requirements

December 2019

Become part of a skills development ecosystem



Early steps...

Early hands-on exploration

Immerse yourself as
issuer AND earner

Brainstorm the “why”?

Gaps, opportunities, vision
Avoid under/over thinking

Be “agile”

Start small, build on success &
feedback to improve/scale over time

Engage stakeholders early

Talk AND listen to
Employers, Workers, Stakeholders

Seek out “low hanging fruit”

Early adopters, easy wins?

Be clear about your badges

Transparent purpose, criteria, weight
Appropriate rigour & quality

Build in portable recognition

Align to frameworks, ask for endorsements
Build/join community networks

Plan ahead as you grow

Test your business model(s)
for sustainability, scalability

Tap professional resources

Instructional, technical
& creative support
Leverage internal, enrich with external

Communicate! Market!

Formal, informal
Internally, externally
Online, event-based – social!

Early steps...

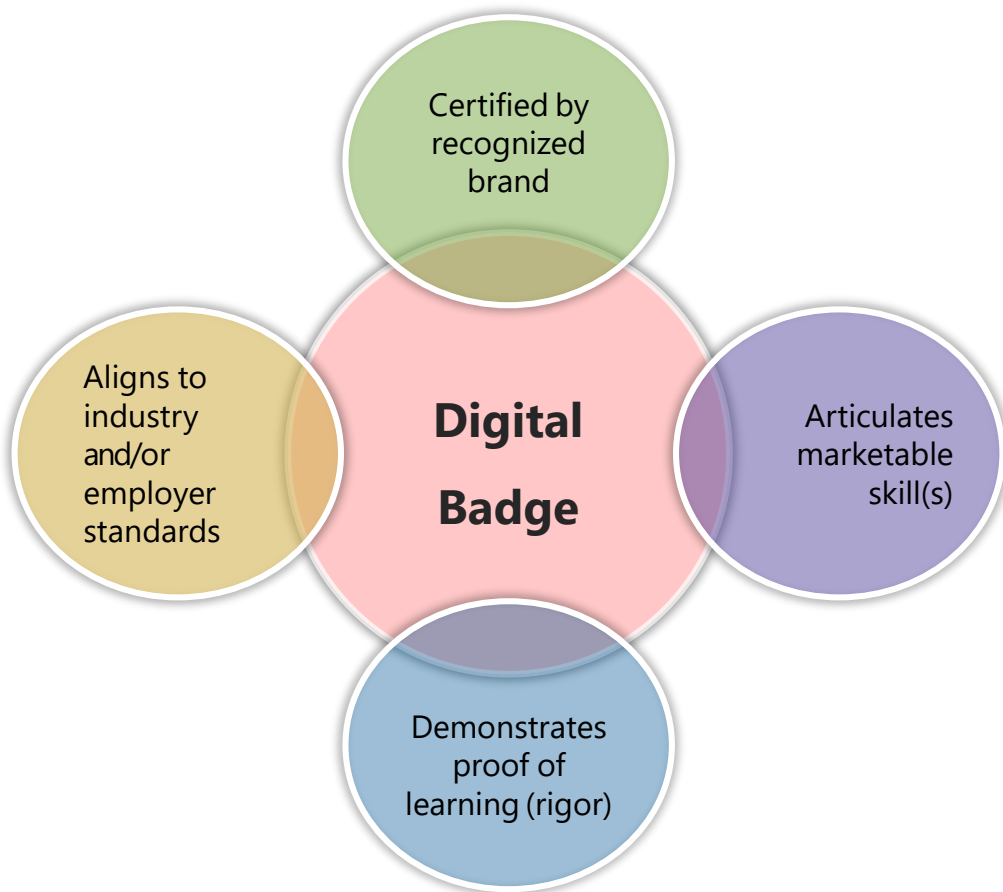
Seek out “low hanging fruit”

Early adopters, easy wins?

Start by badging one of your popular courses?



Tested method to create a badge with high recognition value



1. Define your purpose for the badge
2. Determine required and/or supplemental course material
3. Review current and/or create new curriculum
4. Identify course learning objectives
5. Align learning objectives with national/employer standards
6. *Seek endorsement*



Canada's Open Badges solution



Want to **issue and manage** Open Badges?




CanCred Factory is a secure cloud service for organizations to issue trusted digital credentials based on Open Badges

Want to **store and share** your own Open Badges?



CanCred Passport is a free, easy to use home in the cloud for Open Badges that you've earned for yourself

Bilingual service in a bilingual country



Dashboard Issuer tools Creator tools Network Admin tools Reports Help






Tableau de bord Outils pour l'émetteur Outils du créateur Réseau Outils d'administration Rapports Aide

... with bilingual badges




Canada's Open Badges solution



La solution des badges numériques ouverts du Canada




Vous souhaitez **émettre et gérer** des badges ouverts? Vous souhaitez **stocker et partager** vos propres badges ouverts?




CanCred Factory

CanCred Factory est un service informatique sécurisé pour les organisations permettant d'émettre des accréditations numériques de confiance basés sur la technologie Open Badges



CanCred Passport

CanCred utilise



ME

Badge image *

Upload a file (PNG or SVG)

Pick from library

Edit image

Preview

☒ Ready for issue

☒ Issue now


☒ Advertised in

- Add language -

English Français

☒ Default language

Tip: Admins can edit available languages in Admin tools > Badge languages



MEMBER

Badge image *

Upload a file (PNG or SVG)

Pick from library

Edit image

- Add language -

English Français

☐ Default language

Remove language Français

Name *

Membre de CanCred Passport

Description *

Le détenteur de ce badge est un membre de la communauté de CanCred Passport. CanCred Passport est un service gratuit pour les détenteurs d'Open Badges, fourni en tant que service complémentaire à CanCred Factory par CanCred.ca. Nous sommes fiers d'être un service canadien, offert au service aux Canadiens.



MEMBER

Badge image *

- Add language -

English Français Inuktitut Ojibwe Cree

☒ Default language

Remove language English

Name *

CanCred Passport Member

+ indigenous languages...

CanCred Factory: simple, flexible badge issuing



Previous

1Content


2Message

3Permissions

4Issuing

5Endorsements

Next



Badge image *

- Upload a file (PNG or SVG)
- Pick from library
- Edit image

Preview

☒ Ready for issuing

[Issue now](#)

[Advertise in Passport](#)

- Add language -

English

Tip: Admins can edit available languages in Admin tools > Badge languages

Default language

[Remove language English](#)

Name *

Ontario Extend: Teacher for Learning

Description *

Recipients of the Teacher for Learning badge will have explored how we learn and what we can do to ensure learning environments are effective. They have considered strategies for designing significant learning experiences that are grounded in and informed by research principles that foster student learning in specific contexts.

Tags





environment, learning, research, teacher, teaching

Default expiration time 0 months

Alignments

[Pick alignment](#)

Criteria *

B I H    

Submitted evidence of:

- Identifying a concept that is often misunderstood in a discipline and created an analogy to make sense of it
- Creating a concept map of a syllabus for a course
- Practicing note taking skills
- Brainstorming a list of "what's in it for me?" from a student perspective
- Identifying a concept in a discipline that is like driving a car and specified the component skills that are required to master this concept of skill
- Creating an introductory activity, connected to a discipline, to get to know learners
- Finding a nugget and making it as meaningful as possible

[Pick template](#) | [Save as template](#)

Previous

1Preview badge


2Set badge details

3Select recipients


4Edit email message

5Confirm & issue

Next



ONTARIO EXTEND: TEACHER FOR LEARNING

 eCampusOntario
admin@ecampusontario.ca

Tags: environment, learning, research, teacher, teaching

Recipients of the Teacher for Learning badge will have explored how we learn and what we can do to ensure learning environments are effective. They have considered strategies for designing significant learning experiences that are grounded in and informed by research principles that foster student learning in specific contexts.

[Recipients](#)

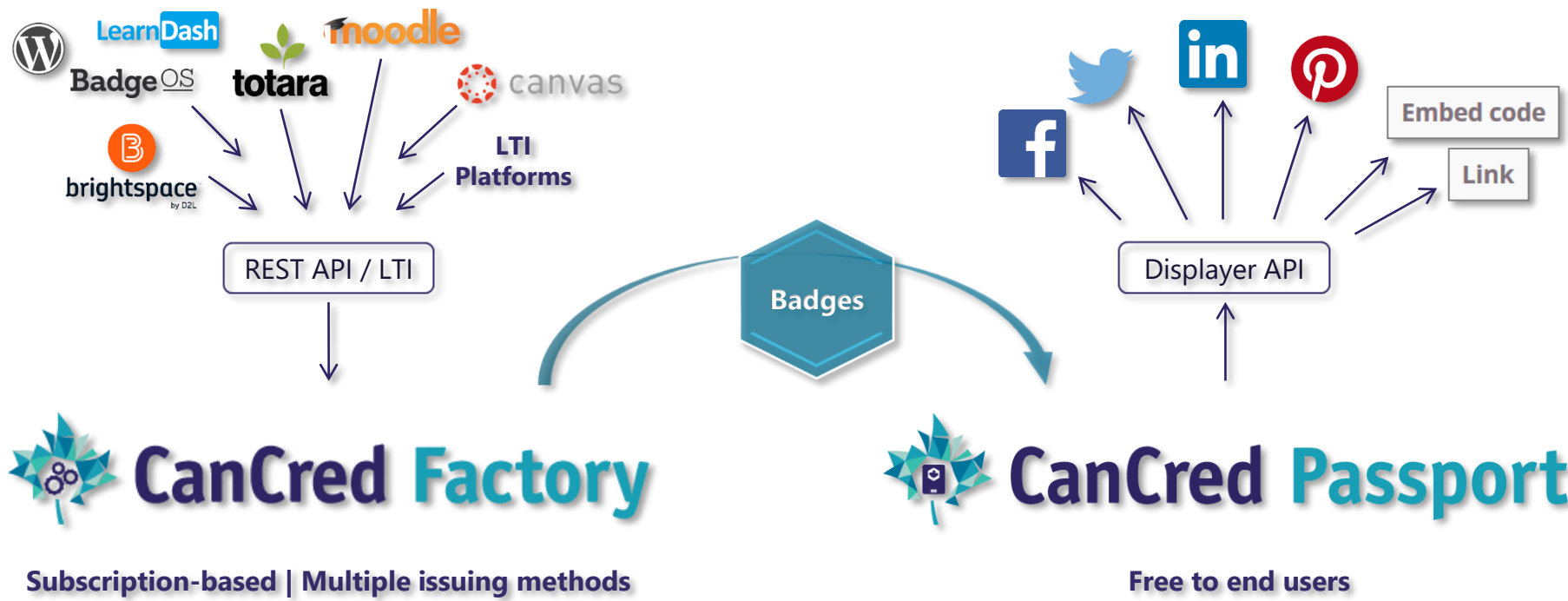
Pick a recipient list

Email addresses (one per line) *

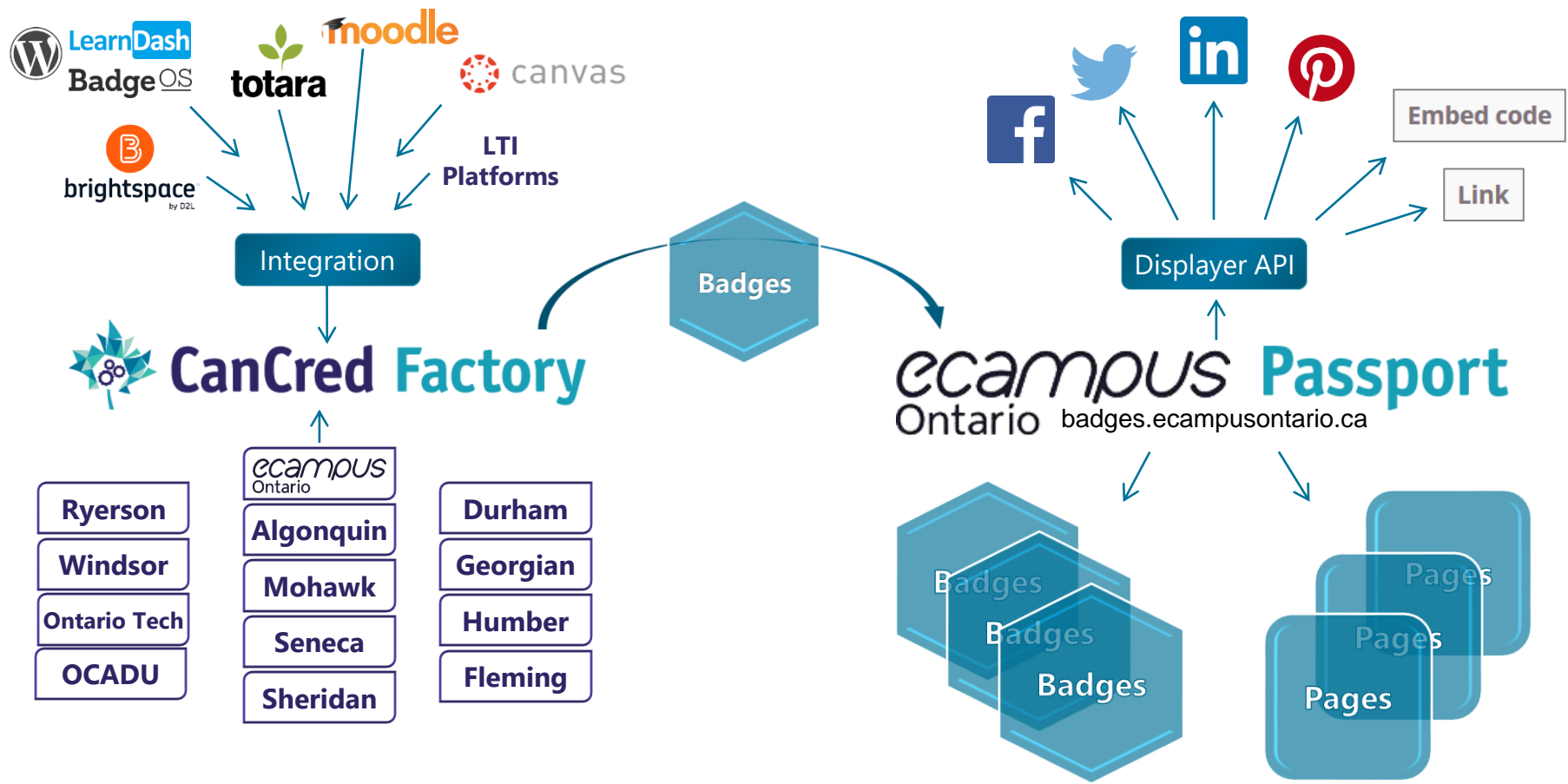
FacultyMemberA@institution1.ca
FacultyMemberB@institution2.ca
FacultyMemberC@institution3.ca
FacultyMemberD@institution4.ca
FacultyMemberE@institution5.ca



Collaboration-friendly infrastructure



eCampusOntario - a growing network





Example: adaptable Word templates

Badge Strategy Development Framework



See also: [Badge System Design Workbook](#), [Badge Creation Worksheet](#), [Email Worksheet](#)

This document is designed to help you and your team develop a robust and sustainable strategy for recognition through open badges and micro-credentials. You can use a printout or the electronic version to help guide your thinking. It's a good idea to cycle through the steps of the process a few times, even starting in different places - new ideas will occur.

If you're working alone, find opportunities to test your ideas with others. If you're part of a team, consider answering these questions individually, then meet to discuss your responses.

Some of this content is contained in a workshop tool called the **Badge Canvas**.

Overall objectives

Why are you starting a badging initiative at your institution - what would you like it to accomplish with it?

How will this align with other learning and recognition practices?

How does it align with your strategic plans that are in place? How will it help your institution as a whole?

What values will it support?

Approach to badged learning and recognition

What types of learning and what types of recognition do you plan to explore and support?

(Options include online/ blended delivery, experiential, work-integrated, self-directed, self-initiated, personalized pathways, open education pathways, Domain of One's Own, peer-driven, constructivist, organizational collaborations, ePortfolio, PLA/RPL, etc.)



Learning Agents, based on [CanCred](#) Open Badge Design Canvas, [Jisc Open Badges Design Toolkit](#), [Serge Ravet's Canvas](#) collaboration & [Badge Alliance](#) Badges of Learning Canvas

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Badge System Design Workbook



See also: [Badge Strategy Development Framework](#), [Badge Creation Worksheet](#), [Email Worksheet](#)

Use this workbook to guide your thinking as you develop your badge system (also known as a badge cluster or badge family), a set of badges designed for a particular recognition purpose, such as a course, program or domain.

It's a good idea to cycle through the steps of the process a few times, even starting in different places - new ideas will occur to you at different points. If you're working alone, find opportunities to test your ideas with others. If you're part of a team, consider answering these questions individually, then meet to discuss your responses.

If you are planning more than one integrated badge system, or developing different systems for different purposes or audiences, complete a separate workbook for each system.

Some of this content is contained in a workshop tool called the **Badge Canvas**.

Badge system title & goals

What's the name of your system?

What are its primary goals - what would you like it to accomplish?

What behaviours would you like to see demonstrated?

How does your badge system fit within the Badge Strategy of your institution?

Issuer perspective

Which part of your institution is issuing these badges?

How will this help them?



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Badge Creation Worksheet



Use one worksheet for each badge in your system, then copy and paste as you create your badges online. This will help you build more distributed workflows and maintain a focus on the quality of your badge content.

Badge name

Title for the badge
Maximum 128 characters (plain text)

Recommendations:

The badge name should be meaningful, interesting, and clearly understood by potential earners.

Approximately 2-4 words for best display.

This field is mandatory.

Language(s)

As an option, CanCred Factory supports the display of badge content (metadata) in multiple language versions.

Note: there can only be **one badge image**; it will be the same for all badge language versions

Recommendations:

Make this decision at the Creation stage, before issuing any badges, since issued badges will not be updated.

Complete a separate worksheet for each language, or clearly separate the different language text if you keep it in one document.

Consider avoid unilingual text in the badge image for multilingual badges.

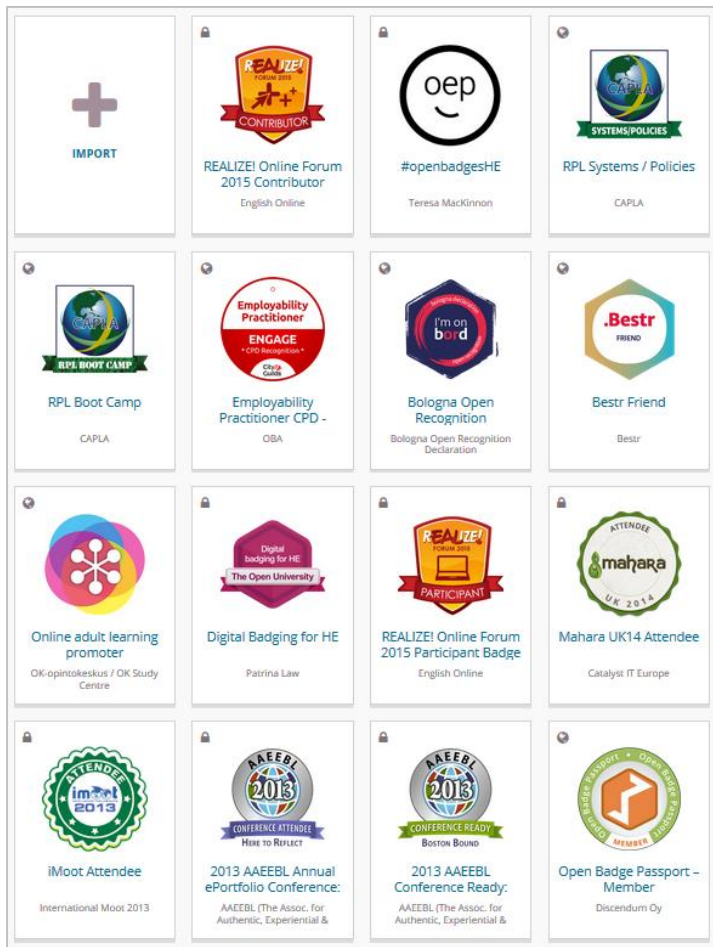


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CanCred Passport – “Portfolio Lite”, free for end users



10.1.2017

Micro-portfolio: Don Present

Don Present

Don Present is a senior management consultant and an accomplished producer of multimedia solutions for online learning and collaboration. His track record covers a range of innovative accomplishments spanning over 20 years, with diverse experience in the fields of eLearning, ePortfolio, human capital development, knowledge transfer and community of practice.

Tag: Professional



2017 Keynote: Waterloo University



Open Badges - Red River College from Don Present

Curriculum Vitae

Attachments:

[DonPresent_CV_20170110.pdf](#)



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