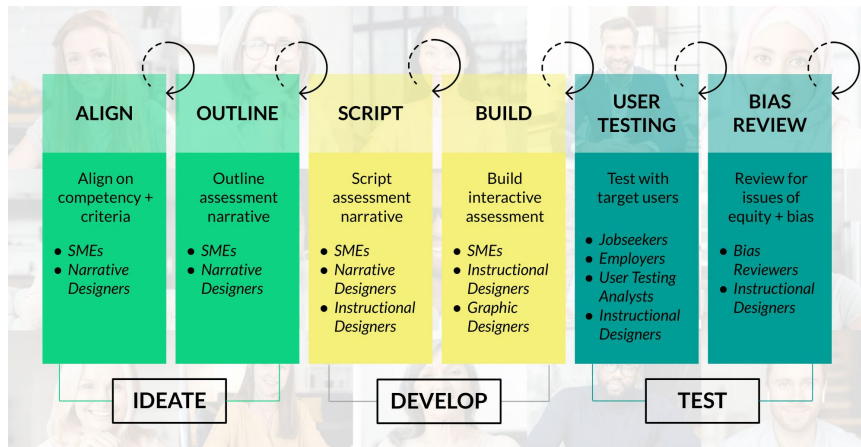


Designing Next-Generation Skills Assessments

A Multi-Stakeholder, Iterative Approach

June 2023

Executive Summary



XCredit Skills-Based Assessments

Education Design Lab's XCredit initiative seeks to validate and credential skills gained through work and life experience. Along with our partners and the Skills Validation Network, we are prototyping a scalable, interoperable set of validation tools and methods, to empower STARs (those Skilled Through Alternate Routes) with valuable labor market currency along with agency, mobility, and visibility in a rapidly changing skills-based economy.

Over the past two years, our team of 13 designers, analysts, and SMEs has developed a library of 118 next-generation skills assessments aligned to the Lab's 21st century skills framework. Throughout this time, the assessment development process itself has gone through an iterative design process as our team experimented, learning what worked, discarding what didn't, and seeking continuous improvement.

Key Insights

Overall: It is both the **people** and the **process** that enable success in iterative, multi-stakeholder design. It takes a team of dedicated, collaborative people to bring even the best processes to life.

1. Designers must capture a **variety of lived experiences and perspectives** in the tools and methods used to truly elevate the value of lived experience through skills validation. This includes understanding and incorporating the perspectives of **those you seek to serve**.
2. **Strong relationships** enable vulnerability, which enhances the quality of feedback provided in iterative design.
3. **Align team expertise** to feedback loops throughout the process to best leverage everyone's strengths.
4. Rubric criteria representing **demonstrable behaviors** are foundational to effective skills validation.
5. **Intentionality and clarity** about handoffs and which activities can be conducted asynchronously are needed when engaging multiple stakeholders in development.

This Publication is For:

- **Designers.** This publication contains insights for those developing assessments, those engaged in iterative or human-centered design, and anyone designing cross-functionally, remotely, or asynchronously.
- **Employers.** This publication contains insights for employers interested in skills validation and skills-based hiring and those considering how they might leverage XCredit.
- **Skills Champions.** This publication unpacks a critical component of the future skills-based economy, and is for those who believe in and are pushing for this shift.

Get an inside look at our on-the-ground work— delivered right to your mailbox.

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eddesignlab.org/project/xcredit/

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