Helping Job Seekers and Employers Connect with Advanced Credential Insights

The new suite of tools available in Myhub℠ makes it easier for job seekers and employers to find the perfect fit.
One powerful force driving down learner mobility and opportunity is the degree of skills mismatch within the labor force. At the National Student Clearinghouse, we’re helping to close the skills and attainment gaps that are contributing to this problem through our Myhub platform. With Myhub, learners can present a more complete picture of their achievements, while planning for the next steps in their careers.

Myhub is a platform that combines the trusted and validated postsecondary data we process with actionable services and applications from the Clearinghouse and our partners – all through a single portal. Our goal, through Myhub, is to inform, support, enhance, and facilitate lifelong learners' progression and success throughout their educational and workplace journeys.

What Is Skills Mismatch?

According to a 2020 article by the International Labour Organization (ILO), “Skills mismatch is a discrepancy between the skills that are sought by employers and the skills that are possessed by individuals. Simply put, it is a mismatch between skills and jobs.” Skills mismatch can take several forms:

- **Skills gap** – a discrepancy between the skills a worker has and the skills a job requires
- **Skills shortage** – a lack of qualified job candidates, resulting in employers' inability to find qualified workers for certain jobs
- **Overskilling and underskilling** – when workers' skill levels are higher or lower than those required for their jobs
- **Obsolescence** – skills that are no longer relevant to a worker's job, most often because of changes or technological advancements in the relevant industry

A 2020 report by Boston Consulting Group outlines the factors at play:

> There are huge gaps between the goals of education systems and the needs of business. Unless they heed the insights of the private sector, education and skills development systems will continue to prepare people whose competencies will be outdated or in oversupply by the time they graduate, broadening a “qualifications trap.” Employers will struggle to hire the talent they require. Forced to take on people whose skills and experience fall short of what’s needed, employers will have to spend money on retraining. Meanwhile, those whose skills are not in demand will take any job simply to earn a living.

The global skills mismatch hurts employees, educational institutions, and employers. Workers whose skills don’t match demand risk being left behind, not fulfilling their potential. Educational institutions that are not preparing their students to compete successfully in the job market risk becoming obsolete themselves. And employers face a range of problems, from high employee turnover to extensive training costs, all of which have a negative impact on the bottom line.

**Did You Know?**

The current features and functionality in the Myhub platform are free to both learners and educational institutions.
A Solution thatHarnesses Technological Innovation

To reduce the skills mismatch – which affects nearly 1 billion individuals worldwide, according to the ILO – educational institutions, learners, and employers need an easier way to attain, manage, and share verified skills-based credentials. To that end, the Clearinghouse has joined a consortium of leading academic and professional organizations and business leaders as a founding member of the Learning Credential Network (LCN). The LCN is working to evaluate the use of blockchain technology to produce a permanent, verifiable record of learning and skills certifications.

What Is Blockchain?

Blockchain is a secure digital ledger of transactions that is built in a database for the sole purpose of easing the process to share content across multiple parties in real-time. This technology allows students and institutions to maintain their academic records in a format that prevents tampering – while continuing to build on this record over time. Learn more about the Clearinghouse and blockchain.

Benefits for Learners

Our Myhub platform enables learners to control which of their credentials are visible to potential employers and who can see them. This represents a new paradigm, in which learners have full control over the way their credentials are represented to employers seeking talent, enabling them to present a focused picture of their skills that is most relevant for the job opportunities in which they are interested.

The traditional credential verification model – in which a job seeker may be required during the hiring process to send a complete transcript from various educational institutions to the employer – is slow, expensive, and rigid. Transcript requests take up valuable time and resources for college and university registrars, and both learners and potential employers must wait to receive the official transcript.

“The traditional model is an overshare – it locks the learner into sharing their entire history at a given educational institution, even information that’s not relevant to the employer,” said Colin Hutchison, Myhub Senior Lead at the National Student Clearinghouse. “With Myhub, we’re breaking it down, so learners can select just what is relevant to the opportunity they’re seeking. They can be more thoughtful and selective as to what they are showing about themselves.”

The Myhub platform also helps make the hiring process itself fairer. When employers search for talent on the LCN, potential employees are defined by the degree to which their verified skills match an employer’s needs – not by who they are. This has an important impact on combating biases in hiring, including unconscious racism, ageism, and sexism, among others.

“In a skills-based economy, it doesn’t matter what my name, race, age, ethnicity, or gender is. The only relevant question is, do I have the skills you’re looking for?” Hutchison said. “Myhub enables an environment where the parties can see the skills that matter most before learning anything about the individual.”
Benefits for Employers

Employers can search for available talent through the LCN, and unlike the experience of poring through existing job boards full of resumes, have greater confidence in the credentials they are seeing. That’s because the information and achievements in Myhub — and available via its LCN connection — are identified from data provided by credential issuers (e.g., colleges, employers, industry associations) or their proxies, rather than being self-attested. This is an important consideration because resume fraud costs employers an estimated $600 million per year.

The Myhub platform and its connection to the LCN will make it easier for employers to identify the right talent for their available job opportunities, while reducing bias by muting potentially distracting demographic information. In an increasingly tight job market, finding the best candidate is a win for employers, leading to higher employee satisfaction, increasing the chance that the employee will stay with the company, and reducing costly turnover.

Benefits for Educational Institutions

The Clearinghouse has long provided time- and labor-saving services to institutions, like online educational verification and transcript ordering. Along with the many self-service features it offers, our Myhub platform enables participating institutions to further increase efficiency by joining a credential blockchain solution like the LCN.

Even institutions that lack the resources and technological know-how to invest in blockchain can participate. That’s because with Myhub, institutions don’t have to take on that burden. As a proxy issuer for institutions that participate in the Myhub platform, the Clearinghouse handles blockchain issuing and credential management using the student data we already receive from those institutions.

“We make it simple for our customers to take advantage of the blockchain by handling the credential issuing and management and keeping the blockchain up to date from a technological perspective,” Hutchison said. “Through Myhub, we’ve created an easy on-ramp for institutions to get engaged with blockchain without needing to have extra staff or experience with the technology.”

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National Student Clearinghouse
Myhub’s Vision: Shrinking the Skills Mismatch

The Myhub platform’s suite of tools enables learners to understand the skills that are most relevant for the job opportunity they seek. With those insights, learners can make better decisions about what skills and experiences they articulate to employers, and how they can highlight those skills.

Employers can use the Myhub platform to streamline recruiting, finding best-fit candidates based on verifiable, skills-based credentials, ultimately increasing their organization’s competitiveness in the marketplace. The Myhub platform also gives educational organizations a friction-free way to engage with blockchain to issue verifiable credentials.

By making it easier for learners, employers, and educational institutions to share information in a trusted way, Myhub is helping to shrink the global skills mismatch so that individuals and organizations alike can realize their full potential.

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Help Job Seekers and Employers Connect with Myhub.

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