How Myhub℠ Empowers the Skills-Based Workforce of the Future
Traditionally, one of the most important ways individuals communicated their qualification for a certain job was by completing a formal course, attaining a college degree in a relevant field, or earning an industry-standard certification or license.

More recently, however, the education-to-workforce continuum has taken the first steps in an evolution toward a skills-based paradigm. Skills-based learning – and its industry analogue, skills-based hiring – recognizes that developing and articulating a marketable set of skills is the way to promote learner mobility and close skills gaps.

COVID-19 has brought the complexities of workforce transformation into sharp relief, as entire industries faced collapse while others underwent dramatic shifts in the way they worked. These trends within the labor force highlighted the need for flexibility among both workers and employers, to better match worker skills with employer needs.

The Shift Toward Skills

Many learners, educational institutions, and employers have realized that completion of a course or a degree doesn't necessarily equate to skill attainment. Similar courses at different institutions may have different areas of focus and different outcomes – judging an individual's preparation based on course names is no longer good enough.

A larger conversation is currently taking place within the workforce about the utility of skills-based hiring and the best ways to assess a job candidate's skill attainment relative to the skills necessary for a particular position. A recent article in the Harvard Business Review highlights the ongoing need for reskilling and upskilling in the workforce. “Reskilling goes beyond learning the latest technology. It's about building both the skills and agility to find a new job, and to continue evolving skills development alongside changes in the job market.”

A 2018 study from Northeastern University’s Center for the Future of Higher Education and Talent Strategy found increasing interest in skills-based hiring among the 750 human resources leaders surveyed, including a greater focus on nontraditional credentials. “The last decade has seen significant innovation and experimentation – including the continued growth of online learning, the development and launch of numerous new forms of ‘microcredentials,’ and the rise of new noninstitutional educational providers.”

A 2021 analysis by Credential Engine found 967,734 unique credentials in the U.S. across 16 categories.

What Is a “Learner”?

The Clearinghouse uses the term “learner,” rather than “student,” to refer to a person who is pursuing education, both inside and outside traditional degree or certification programs offered by academic institutions. “Learner” better reflects the reality that skill development is ongoing throughout an individual’s education and career and occurs in many ways, recognized by many credentials, both formal and informal.

The number of credentials available is dizzying. According to a 2021 report by Credential Engine, today’s learners have nearly 1 million unique credentials to choose from, more than half of which (549,712) are badges, certificates, and other forms of credential from nonacademic providers.
The Role of Myhub

The National Student Clearinghouse has stepped into this landscape, where the explosion of credentials meets rapidly shifting workforce needs, by introducing Myhub to learners, employers, and educators.

Myhub is an online platform that integrates all a learner's accomplishments into a single, secure location (also known as a digital locker) – no matter where, when, or how those learning achievements were earned. It is designed to bring together all an individual's verified academic records and achievements, as well as credentials earned through online or workplace-based learning, in one place. The current features and functionality in the Myhub platform are free to both learners and educational institutions.

Myhub has important benefits for learners, educational institutions, and employers. It helps learners understand and communicate what their learning experiences really mean, by focusing on the skills they developed while completing the requirements for a given credential.

“Myhub gives learners a way to articulate how they developed certain specific skills in the attainment of a specific credential and makes it easier to translate that understanding to an employer,” said Colin Hutchison, Myhub Senior Lead at the National Student Clearinghouse. “If we can speak in a language of skills, the hope is that we can better understand each other – institution, learner, and employer – and really understand what a learner is capable of doing.”

Myhub’s Vision: Skills Mapping to Close Skills Gaps

Skills mapping requires educational institutions to rethink their approach to course and program descriptions. First, educational institutions provide competency mapping information for their courses, certificate programs, and degrees, revealing the body of discrete skills that are developed through successful completion of those courses or programs. Then, the Myhub platform brings this information together to create a holistic skills profile for the learner, defining precisely how and in what capacity learners developed their range of skills.

“Skills-based hiring is the latest evolution in matching the right talent to a job opportunity, with the goal of happier workers and employers. However, evolution doesn't happen in an instant. It happens over time. As such, we know that many institutions will not be ready to describe their curricula and programs in terms of skills developed,” Hutchison said. “For the time being, we're working to support institutions where they are, while continuing to build toward the future as this evolution progresses.”

Looking ahead, the Myhub platform will incorporate a Comprehensive Learner Record (CLR) to further expand the available picture of a learner's achievements. Myhub will include digital credentials and Open Badges, which enable skills to be built within the credential (that is to define the skills within the credential data itself) eliminating the need for separate documentation.

Myhub helps learners articulate their skills and put them in the context of all their educational achievements. “Learners need to be able to articulate what their degree means, and that includes knowing how to talk with employers about what they can do. It enables the employer to more fully appreciate what the learner is bringing to the table, and it allows the learner to put his or her best foot forward,” Hutchison said.

Recruiters spend an average of **7.4 seconds** reading a resume before deciding whether to pursue the candidate further, according to a 2018 Ladders Inc. eye-tracking study.
How Learners Can Use Myhub to Turn Insights into Action

Once a learner has established their skills profile, they can use the Myhub platform to evaluate their skills relative to those demanded in the job market. Learners can:

- Check how well their skills align with those desired in the job market
- Find out about roles that align well with their existing skills, introducing learners to near-term or existing job opportunities for which they are already well prepared
- Expand their minds to consider additional related career options that demand a similar skills profile to the learner's known jobs of interest

With this information in hand, learners can identify their skills gap – what skills they need to be a competitive candidate for their desired role – and what steps they can take to shrink that gap. Next, the Myhub platform can identify known and credible learning opportunities – among the hundreds of thousands available in the U.S. – where the learner can go to develop those skills they need.

“That's where what we're doing here becomes really powerful for learners,” Hutchison said.

Myhub’s Benefits for Educational Institutions

Myhub also offers significant benefits to institutions. The platform helps administrators and faculty members assess how the skills learners develop in their programs align with the skills that are in demand for the careers their programs are preparing learners to enter.

Myhub's big-picture analytics go beyond current in-demand skills for certain programs to reveal current trends among employers. Myhub gives institutions visibility at a granular level, revealing words or phrases that are increasingly included in job descriptions. It can also shine a light on which specific roles are currently in demand, helping institutions understand the current job landscape so that they can best prepare their learners for success.

The Myhub platform also offers significant career counseling value, as institutions help learners to define career fields that are a good match for their skills and interests. Using the insights available through Myhub, academic advisors and career counselors can more effectively help learners navigate decisions about how to develop in-demand skills and where they can go for training and education to help them demonstrate those skills.
A Skills-Based Future

The Myhub platform is already a powerful resource for learners, educational institutions, and employers – and we’re just getting started. Look for additional powerful Myhub features to arrive on the platform in the coming months. With Myhub, the Clearinghouse is helping to change the education-to-workforce continuum for the better, advancing learner mobility and promoting positive outcomes for learners across the nation for years to come.

Get Started with Myhub
Empower the Skills-Based Workforce of the Future with Myhub.

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