DIGITAL BADGING 101:
What's In It For Me (WIIFM)

- Digital badges provide an opportunity to track, train, and develop Total Force Airmen for today's mission and tomorrow's fight.

- Digital badges are a symbol of an accomplishment, skill quality, or interest.

- Badges have metadata to communicate details of the badge to anyone wishing to verify it or learn more about the context of the achievement it signifies.

- A digital badge serves both as recognition of learning or achievement AND digital proof of that accomplishment.

Digital Badges...

- Are a verifiable, translatable, shareable, and secure digital record of achievement that demonstrates what an Airman knows and can do.

- Validate technical and soft skills that may otherwise be unaccounted for in various training records.

- Enhance commander's ability to identify Multi-Capable Airmen (MCA) with current and future skill sets that put the right people in the right place at the right time.

- Contain metadata such as detailed badge descriptions, concrete earning criteria, issuing bodies, issuance and/or expiration dates, skills tags, and industry or academic standards.

- Are increasingly adopted in major organizations such as IBM, Microsoft, Ernst & Young, Salesforce, Cisco, Adobe, and Bank of America to identify, develop, and promote talent.

Digital Badges Will...

- Offer career field managers with tools to make data-driven decisions to promote a learning culture, optimize professional development and talent management efforts, build and manage a skills inventory, recruit for specific skills, and prepare for mission readiness.

- Provide comprehensive learning and development pathways for career fields that do not have defined career field education and training plans.

- Help airmen translate their skills to industry when exiting the force and promote their accomplishments on resumes and social media platforms.

Digital badges may be used for:

- **Talent Development**

- **Talent Management**

- **Transition Management**

Not just an image file...

There's data inside

- Criteria that you met
- Where you received the badge
- Alignment to professional standards
- Expiration date

BADGE

What is Metadata?

Metadata is the content created to represent the credential, certification, course, or designation behind the badge. Metadata is what truly differentiates badges from more traditional documents, i.e., transcripts, resumes, certificates. This gives a digital badge its value. The richer the metadata, the more value the badge will hold for the earner and badge viewer.

Metadata should describe what the earner is capable of doing after earning this badge, what they had to do to earn it, and why leadership should care about it.

Learning Pathways

Digital badging recognizes the knowledge, skills, abilities, and other characteristics (KSAO) of our Airmen. Learning and developmental pathways utilize digital badges to lay out developmental tracks for Airmen to achieve a desired role, skill, or position recognized by a progression of digital badges from foundational to specialized.

Pathways can also lay out occupational development requirements dictated by career field needs. While some pathways demonstrate meaningful destinations required in a career field, most pathways allow Airmen to take ownership for their own individual development by laying out waypoints to meet personal goals.

Technical Mastery
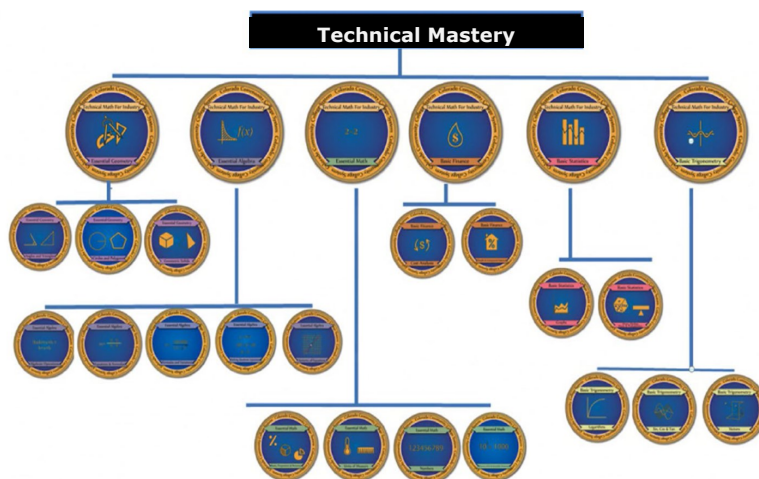
HQ AETC/A3B is the lead agent for developing digital badges across the Department of the Air Force facilitating Force Development accreditation and certification programs designed to document evidence of progressive learning accomplishments through digital credentials, badges, and certificates.

For more Information:
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