U.S. Chamber of Commerce Foundation

T3 INNOVATION NETWORK

Experience You Phase 2: Final Report

Transforming Experience into Opportunity Through AI-Enabled Learning and Employment Records

Executive Summary

Millions of Americans possess valuable skills gained through non-traditional pathways—military service, community college, professional development, volunteer work—yet these competencies remain invisible to employers due to translation barriers between human experience and employer recognition systems.

Experience You Phase 2 demonstrated that artificial intelligence, combined with open standards and collaborative partnerships, can successfully convert existing learning and employment data into machine-actionable Learning and Employment Records (LERs) at scale. Through field testing with nine partner organizations spanning higher education, workforce development, and technology providers, the initiative reached thousands of individual learners and workers while establishing sustainable models for cross-ecosystem collaboration.

Three years into our collective efforts, Experience You has validated that the tools and frameworks now exist to make skills visible, portable, and valued—the challenge shifts from proving what is possible to building the infrastructure needed for widespread implementation.

Building on Proven Foundations

The Market Failure We Address

The American workforce faces a fundamental skills translation problem where valuable experience remains economically invisible. This creates systemic inefficiencies that particularly disadvantage those who have gained skills through non-traditional pathways—veterans, career changers, and individuals from underrepresented communities.

Phase 1 of Experience You brought together technology teams to demonstrate that AI could effectively extract skills from unstructured experience data and convert them into interoperable digital credentials. As documented in the first phase demonstration report, this provided "strong validation that the goal of expanding access to tools for creating and scaling LERs is worth pursuing."

The most significant discovery of the initial phase was the "power of collaboration and alignment." Rather than building competing platforms, participating organizations found that coordinated solutions create superior outcomes for the individuals they serve.

Phase 2 Design: From Proof to Practice

Phase 2 launched in January 2024 with an 18-month timeline designed to move from proof-of-concept to real-world implementation. The field testing approach emphasized collaborative development that aligned with partners' existing workflows rather than requiring adoption of standardized tools.

Five focused use cases drove the work:

- Career counseling and job placement for individuals skilled through alternate routes
- Reemployment support services provided by states
- Incumbent worker support for organizing and curating skills
- Conversion of past education history into LERs for college graduates
- Specialized applications as identified by project teams

Field Testing Outcomes: Scale and Impact

This project explored a central challenge in the learning-to-work ecosystem: **how to place skills-rich, machine-actionable Learning and Employment Records (LERs) directly in the hands of individuals** so they can translate their experiences into career and economic opportunity. Field testing was organized around five interconnected criteria:

1 Integration with Existing Systems

LER solutions must work seamlessly within existing workflows across job seekers, employers, and career counselors, including interoperable data exchange, skills mapping, and experience translation services.

2 Ethical Considerations

Transparent AI decision-making, compliance with privacy regulations, and clear data retention and disposal policies must be designed in from the start, ensuring individuals retain control over their own data.

3 Impact Measurement

Success must be measurable across outcomes such as job placement, skills development, employer acceptance, and application activity, so the field can move from promising pilots to evidence-backed practice.

4 Design Solutions

Effective LER tools center the learner experience, from “Magic Mirror” interactions where AI reflects skills back in newly actionable ways, to technical interoperability that makes credentials portable across systems, to data management infrastructure that enables skills translation at scale.

5 Scalability and Sustainability

Solutions must be assessed for their ability to evolve beyond field testing into durable, maintainable infrastructure that serves learners across the full arc of their careers.

Field Testing Partners and Overview

9 partner organizations represented the full spectrum of stakeholders:

ORGANIZATION & SOLUTION	FIELD TESTING DESCRIPTION
Gobekli TalentPass for Displaced Workers	Demonstrate and scale the TalentPass ecosystem through tiered organizational partnerships (workforce development organizations, universities, and employer partners) that enable individuals to create comprehensive, talent profiles while providing organizations with integrated skills-based solutions.
iQ4 Achievement Wallet	Demonstrate the ability to translate transitional military and student backgrounds into skills, pathways, and have the ability to showcase their capability to perform jobs, including cybersecurity certification, captured in a macro-credential issued as part of the iQ4 Achievement Wallet. This project focuses on using AI-powered extraction and translation tools to map legacy skills to current and future opportunities based on KSATs (Knowledge, Skills, Abilities, and Tasks).
JobSpeaker Skills Transcript	Further develop and deploy an AI-enabled, end-to-end skills-based process that seamlessly connects career exploration, skills alignment, learning pathways, and employment outcomes to improve access to meaningful careers for individuals across the socio-economic spectrum. The overarching goal is to reduce friction between students, educational institutions, and employers while making the hiring process more equitable by focusing on verified skills rather than traditional credentials alone.
Learning Economy Foundation Scout Pass for Global Scouting	Enhance K–12 learner engagement through AI-powered digital wallet integration. The specific goal is to integrate AI tools into an existing digital wallet system to increase engagement among learners, teachers, parents, and community members with K–12 learning activities. This will be demonstrated across six separate K–12 cohorts, with the AI chatbot supporting learners in self-discovery, helping parents and teachers understand learner progress, and engaging community members with K–12 learning activities. The project builds on their existing Scout Pass initiative and Skyway ecosystem, focusing on creating systems that help learners maintain control of their data and develop lifelong learning portfolios, with particular emphasis on capturing informal learning experiences that are traditionally hard to document.
SkillsAware SkillsIQ	To test and refine their AI-driven skills recognition platform that automates Recognition of Prior Learning (RPL) processes by mapping individual learning artifacts and evidence against Australia's standardized skills framework (65,000 nationally defined skills converted to RSDs).

ORGANIZATION & SOLUTION	FIELD TESTING DESCRIPTION
Solutions for Information Design SOLID Military-to-Civilian Career Pathways	The Map My Future (MMF) project for the Experience You (XpU) initiative leverages Learning and Employment Records (LERs) to assist transitioning military personnel in identifying and articulating their skills for civilian employment. Through a collaboration with Orion Talent, MMF will enhance skill translation by aligning military experience with in-demand job roles and providing personalized, skills-based career pathways. This initiative will integrate AI-driven functionality to analyze skill gaps, recommend training, and facilitate skill-based hiring while prioritizing user-centered design and data interoperability to support veterans' economic mobility and career success.
University of Phoenix Skills Badging for Credit for Prior Learning	Expanding their unified LER-powered student experience, working with their established cross-functional team to create a test model of a complete and unified LER that incorporates existing and new student data from academics and career experience (CPL/PLA). They're also working with their partner Gobekli (TalentPass) to test receiving data from wallet partners and evaluate integration with their existing skills identification processes.
Western Governors University WGU Achievement Wallet	Implement course-level digital achievement verification to provide transparency and value for WGU students, particularly those who have stopped out, by recognizing incremental progress and skills gained during their educational journey. Provide verified digital credentials for the approximately 60,000 WGU students expected to stop out annually, shifting from a negative to positive narrative about their educational progress.
Workbay	By leveraging AI through automated interview processes to transform the unrecognized informal learning experiences of incarcerated individuals into structured digital credentials. Using AI-powered speech-to-text technology and automated competency identification aligned with industry standards, Workbay converts self-declarations and unstructured narratives into verifiable digital credentials using OBv3 standards. These AI-generated Learning and Employment Records (LERs) are stored as digital assets that can be accessed post-release, enabling formerly incarcerated individuals to demonstrate their skills to workforce agents, employers, and community programs, ultimately addressing significant employment barriers through AI-driven skill recognition and digital credentialing.

Strategic Insights: The Human-AI Partnership

Field testing revealed four critical principles that differentiate successful implementations:

1 Human-Centered AI Design

LER solutions must work seamlessly within existing workflows across job seekers, employers, and career counselors, including interoperable data exchange, skills mapping, and experience translation services.

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2 Employer Readiness as Foundation

A fundamental bottleneck emerged around employer preparedness.

The insight: Technology solutions alone cannot solve workforce challenges without corresponding investment in human capacity building.

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3 Network Effects Through Interoperability

Technical interoperability creates powerful network effects that accelerate adoption. When systems can seamlessly exchange skills data, the value proposition for individual users increases exponentially as more organizations join the network.

Evidence: Successful data exchange between platforms demonstrated that technical standards enable meaningful ecosystem growth.

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4 Language Enables Access

Technical terminology creates barriers to adoption. Successful implementations require translation into user-friendly language that resonates with diverse audiences, as “LER by name would not ring a lot of bells for folks.”

Implementation Framework: Making It Real

Field testing revealed that the path from promising concept to scalable infrastructure runs through coordinated action across the full stakeholder ecosystem. No single actor—however well-resourced or well-intentioned—can move this work alone. What follows identifies the specific roles and contributions that technology providers, educational institutions, workforce organizations, employers, and policymakers must play to turn field-tested insights into durable, real-world impact.

For Stakeholders: Building the Transformation

Technology Providers: Focus on interoperability and user experience while leveraging ecosystem partnerships for employer connections and user support. The field testing demonstrated that isolated platforms have limited impact—success requires ecosystem thinking.

Educational Institutions: Leverage credentialing expertise and user bases while integrating with broader skills recognition systems. WGU's 87% learner satisfaction with consolidated information demonstrates demand for comprehensive skills documentation beyond traditional transcripts.

Workforce Organizations: Provide essential implementation context and employer relationships while adopting AI-enabled tools for enhanced service delivery.

Employers: Invest in skills-based hiring training and infrastructure while participating in collaborative ecosystem development.

With stakeholder roles clarified, the conditions for scale ultimately depend on policy environments that support shared infrastructure and common standards. Policymakers are not passive observers in this ecosystem—they are essential architects of the foundation on which everything else rests.

For Policymakers: Infrastructure Investment

Infrastructure Investment: Support development of public utility models for skills data that serve as foundational ecosystem infrastructure.

Standards Coordination: Accelerate adoption and implementation of technical standards enabling seamless credential and data exchange.

Evidence Development: Fund longitudinal research tracking employment outcomes and validating AI-inferred skills claims.

Future Vision: The Transformation We're Building

As envisioned during the Badge Summit panel discussion, the future will enable individuals to see multiple pathways forward that are "truly personalized" based on their complete skills profile—from formal education to military service to volunteer work to gaming achievements.

This represents fundamental transformation in how Americans navigate the relationship between learning, skills, and economic opportunity. As Allison Bryant from Learning Economy Foundation described the vision: a high school junior will be able to look at their comprehensive skills profile and say: "Here are my real interests, and here's how I learn ... I can see multiple pathways and ways forward that are truly personalized and will change ... I feel more empowered than where we are right now."

The Pathway Forward: This transformation is not merely technological advancement, but fundamental change in how Americans navigate the relationship between learning, skills, and economic opportunity. It requires sustained collaboration among stakeholders committed to human-centered solutions that recognize the full spectrum of human capability and potential.

Conclusion: Foundations for Systematic Change

The second phase of Experience You established that AI-enabled Learning and Employment Records represent more than technological innovation—they offer a pathway to more equitable and efficient labor markets serving both individuals seeking opportunity and employers seeking talent.

The collaborative approach, grounded in human-centered design and open standards, provides a replicable model for scaling skills recognition solutions. The evidence gathered establishes that foundational elements for systematic transformation are now in place:

1. **AI applications** have matured sufficiently to extract meaningful skills data from unstructured experience
2. **Open standards** enable interoperability across platforms and organizational boundaries
3. **Partnerships** spanning technology providers, educational institutions, workforce organizations, and employers create necessary ecosystem conditions
4. **Proof points** demonstrate market demand and attract additional investment

The challenge now shifts from proving what is possible to building the infrastructure, partnerships, and evidence base needed for widespread implementation.

Experience You project partners have demonstrated that this transformation is not only possible but achievable through sustained collaboration among stakeholders committed to learner- and worker-centered solutions. The path forward requires continued investment in the partnerships, technologies, and evidence base that Experience You has established.

Success will be measured not by the sophistication of our tools, but by the opportunities created for millions of Americans whose skills and experiences deserve recognition in our evolving economy.

Experience You has shown us what's possible. The work of scaling what works begins now.

This report represents the collective insights of the Experience You Phase 2 community, including project partners, technology providers, workforce development organizations, and the thousands of individuals who participated in field testing activities.

Acknowledgments

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AI Use Statement

All strategic insights, recommendations, and core findings emerged directly from human-centered activities, stakeholder interviews, community conversations, and subject matter expert analysis. AI functioned as organizational assistance—parsing project documents, meeting transcripts, and stakeholder feedback to surface thematic patterns and support content synthesis and editorial clarity. Human expertise drove all strategic judgment, equity considerations, and impact determinations. This approach aligns with Education Design Lab's commitment to responsible innovation, ensuring AI amplifies rather than replaces human insight in education and workforce development contexts.

U.S. Chamber of Commerce Foundation

About the U.S. Chamber Foundation

The U.S. Chamber of Commerce Foundation harnesses the power of business to create solutions for the good of America and the world. We anticipate, develop, and deploy solutions to challenges facing communities—today and tomorrow.

Education Design Lab

About Education Design Lab

Education Design Lab (the Lab) is a national nonprofit and intermediary with a mission to co-design an inclusive, skills-based learn-and-work system that facilitates upward economic mobility and closes opportunity gaps for the New Majority Learner. Our facilitated design process helps employer and education stakeholder groups co-design and launch scalable, skills-based education-to-work pathways that align talent supply and demand. Learn more: www.eddesignlab.org

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