

Integrating Data Registries in an HR Marketplace

| April 2019



Credential
Engine™

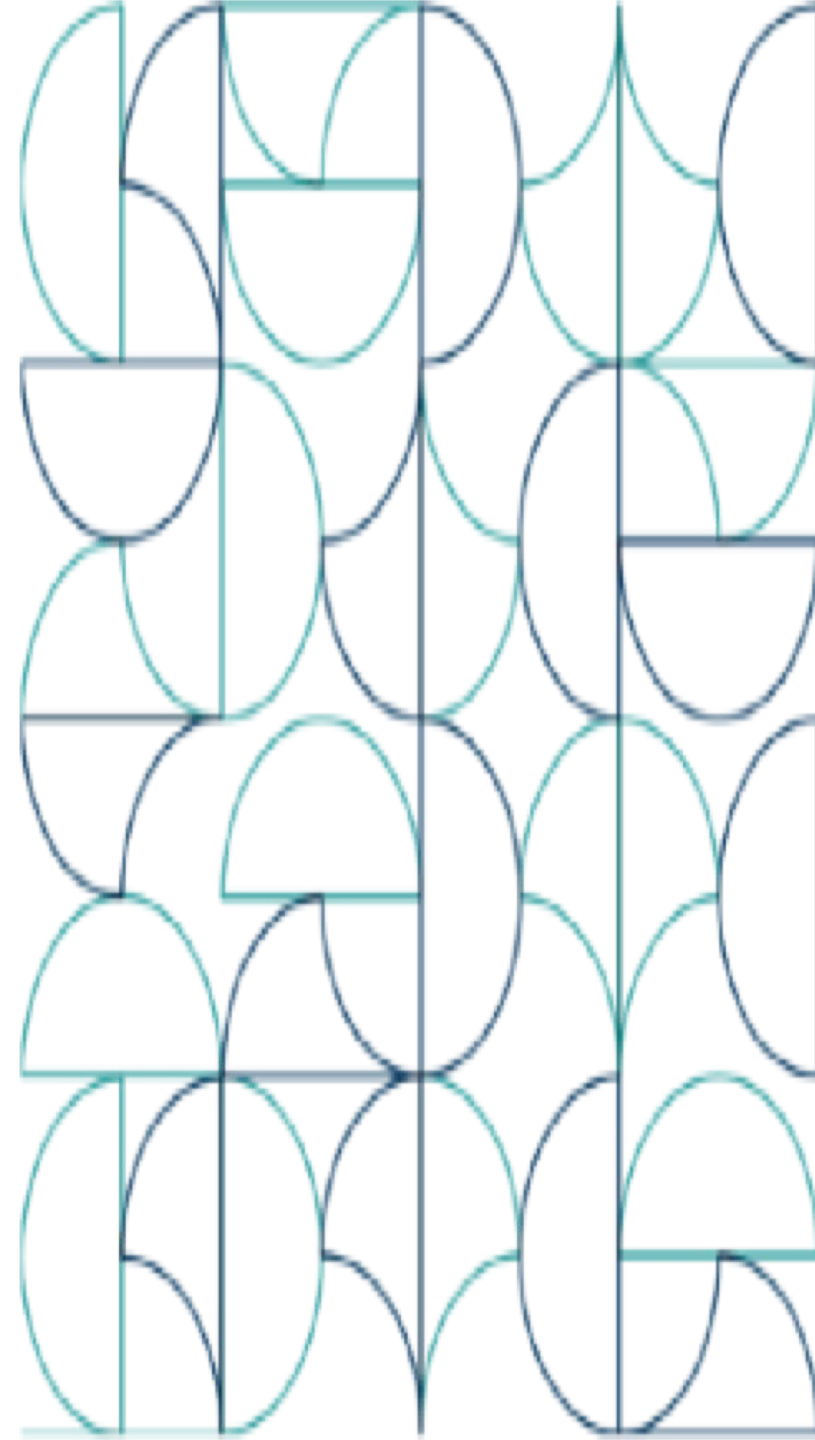
Jeff Grann
Credential Solutions Lead



CSW
Corporation for a
Skilled Workforce

Good Jobs. Thriving Communities.

Susan Lupo
Senior Policy Associate





It's become easy to find and compare online information for travel, products, sports teams, and much more.

Map data ©2018 Google

Mon, Sep 3 Tue, Sep 4

Sort by 2 Price Rating Hotel class Amenities

Clarion Collection Hotel Arlington Court Suites \$99
4.0 ★★★★★ (428) - 3-star hotel
Casual option with free WiFi & breakfast
"Comfy bed and pillows, large and clean rooms and friendly front desk attendants"

The Westin Arlington Gateway \$89
4.3 ★★★★★ (833) - 4-star hotel
Upscale hotel with Italian dining
DEAL 40% less than usual

Your location: Nashville, TN

SHOW ONLY

Available nearby New items

Price

Up to \$20 \$20 - \$45 \$45 - \$80 Over \$80

Use

Cell Phone Tablet Computer MP3 Player

Type

Powerbank Car Charger

50000MAH Power Bank Portable 2 USB Output Interface For All Digital Device
\$19.99 from 2 stores
★★★★★ 2 product reviews
Powerful with long operation time. Portable and convenient. High efficiency, long cycle life. Electricity-saving. Use friendly ...
Powerbank

Digital LCD Universal Cell Phone Battery Charger USB Port
\$5.95 from eBay - bridge_wireless
Description DIGITAL LCD UNIVERSAL BATTERY CHARGER 100% Brand New High Quality New Mobile Universal Battery Charger LCD ...
Cell Phone

Branded Portable Phone Charger, Lux, Black, 3350mAh, 10 units
\$136.40 from Express USB Drives
The Lux Power Bank is a luxurious and stylish promotional gift. The Lux features an LED torch and a supple leather casing that ...
Powerbank

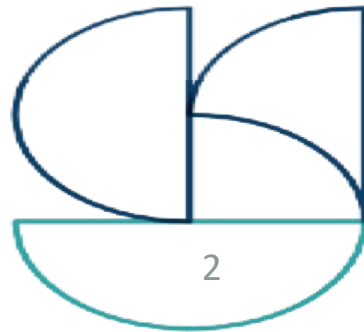
NFL standings

GAMES NEWS STANDINGS PLAYERS

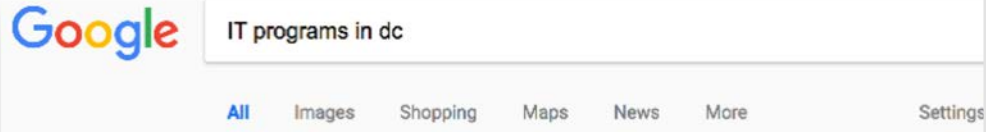
American Football Conference

AFC East	W	L	T	Pct	PF	PA	Home	Away	Strk
Patriots	7	3	0	.700	280	236	5-0-0	2-3-0	L1
Dolphins	5	5	0	.500	199	256	4-1-0	1-4-0	L1
Bills	3	7	0	.300	137	251	1-3-0	2-4-0	W1
Jets	3	7	0	.300	208	254	2-3-0	1-4-0	L4

Feedback



Credential data hasn't kept up



Purdue University Global | Online IT Degrees

Ad go.purdueglobal.edu/InfoTech
Own Your Education. Explore Purdue Global's IT Programs Today. Apply! Classes Start 6/6.

IT Programs | South College® Online

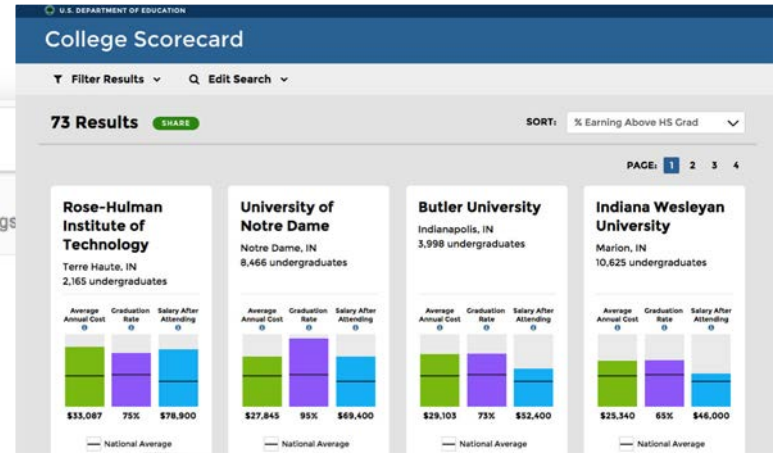
Ad apply.south.edu/IT/Programs
Accredited Online Education. Fill Out a Form to Get Started. Military Friendly. Hi Night & Flexible Classes. Get Started Today! Services: Career Advisors, Modern Fairs.
Current & Former Military · Military Grant · Financial Aid · First Responder Grant

DC Adult Training Programs Provide Career Certification, <https://osse.dc.gov/.../dc-adult-training-programs-provide-career-certification>
Sep 28, 2012 - WASHINGTON, DC – District of Columbia adult learners were awarded certificates, trade certifications and immediate job placement ...

IT certification programs Washington DC, Microsoft Cisco <https://www.learn4good.com/.../washington-dc-computer-certification-programs>
IT certification programs in Washington DC area: Computer training classes. ... A+ / Network+ certifications. ... Citiwide Computer Training Center in Washington corporation dedicated to helping underprivileged people acquire the skills they

Computer Training & Certification Courses | Washington, <https://www.dcnewhorizons.com/training-certifications>
New Horizons Washington, D.C. is a premier training provider. And, with award-winning non-cancellation policy, we are able to utilize the best ...

Paid Training Jobs, Employment in Washington, DC | Indeed <https://www.indeed.com/q-Paid-Training-I-Washington,-DC-jobs.html>
5957 Paid Training jobs available in Washington, DC on Indeed.com. ... Education



APPRENTICESHIP.GOV

CAREER SEEKERS EMPLOYERS EDUCATORS FAQS RESOURCES

HOME / APPRENTICESHIP FINDER / APPRENTICESHIP FINDER LISTINGS

Keywords: Information Technology
Location (city, state, or ZIP code): Washington, DC 20036
Within Miles: 10 miles

Showing 9 of 76 Results
Showing results for Washington, DC 20036

- TECHNOLOGY API/JAVA DEVELOPER - The Kroger Co - Washington, DC - 11 days ago
- CUSTOMER EXPERIENCE PLATFORM (CXP) DEVOPS DEVELOPER - Kroger Technology - Washington, DC - 11 days ago
- INSTRUCTIONAL DESIGNER - Deloitte - Mclean, VA - 3 months ago
- FINISHING APPRENTICE - MacAulay-Brown, Inc. - Alexandria, VA - 24 days ago
- INSTRUCTIONAL DESIGNER - Deloitte & Touche - Mclean, VA - 2 months ago

Technology API/Java Developer
THE KROGER CO
WASHINGTON, DC

Summary:
Technology API/Java Developer
Kroger
· Food services
Blue Ash, Ohio, United States
From February 11, 2019 to February 15, 2019
Full time · Salary to negotiate
Be the first to apply for this job!
Job description
Requirements
* Entry level
* No Education
* Salary to negotiate
* Blue Ash
Description
Technology API/Java Developer

Washington Career Bridge
Find the education & training you need to get the job you want

Find Education

Narrow your search by location, job title, and more.

Enter keywords or school/college name

Search by Location

Zip Code (60 mile radius) OR County

Additional Search Options

Offered Online Programs with Performance Results ETP Only

Job Title: Computer Occupations, All Other...

School/college: -- All Schools/colleges --

Education Type: -- All Education Types --

SAVE TO MY DASHBOARD Start New Search SEARCH

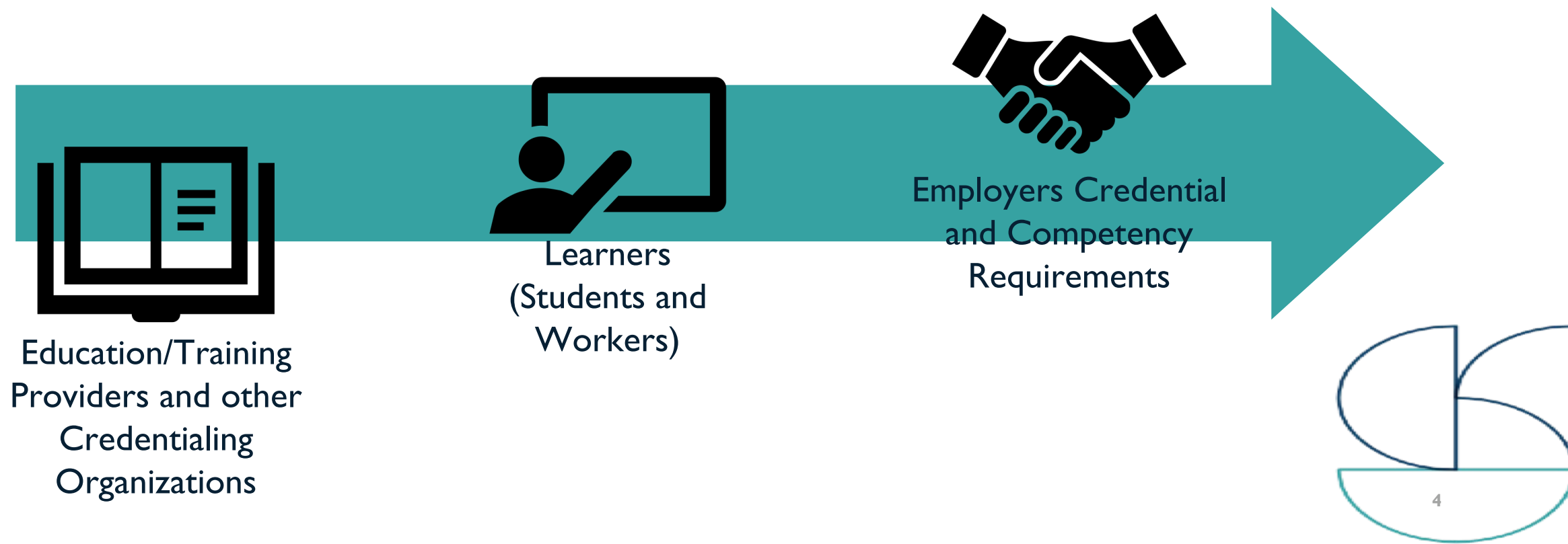
You searched for: job title: Computer Occupations, All Other..., only programs with performance results, counties: King

Search Results 9 Sort: Program Name Per Page: 25

Program Name	School Name	Locations	Length	ETP
Applied Computing (BA)	University of Washington/Bothell	Bothell	4 Years	✓
Computer Science (AAS-T)	Renton Technical College	Renton	33 Months	✓
Computer Science (MS)	DigiPen Institute of Technology	Redmond	2 Years	✓
Computer Science and Software Engineering (Master of Science)	University of Washington/Bothell	Bothell	2 Years	✓
Computer Science and Systems (BS)	University of Washington	Seattle	4 Years	✓
Computing & Software Systems (BS)	University of Washington/Bothell	Bothell	4 Years	✓
Data Visualization (Certificate)	University of Washington Professional and Continuing Education	Bellevue, Downtown Seattle, Online	9 Months	✓
Informatics (BS)	University of Washington	Seattle	4 Years	✓
Information Technology (BS)	Western Governors University (WGU) Washington	Kent	54 Months	✓

Information About Credentials and Employer Requirements is Disconnected

Credentialing and employment information is not connected causing mixed signals in the talent marketplace including misalignment of training to competencies employers require or prefer.





Credential Engine's Mission

We are a “public-good”, open-source non-profit working:

- To bring transparency to all credentials—their content, competencies, quality indicators, pathways, outcomes, etc.,
- To reveal the marketplace of credentials,
- To increase credential literacy,
- To help everyone make more informed decisions about credentials and their value.



CREDENTIAL FINDER™ Discover Credentials Powered by Credential Registry Prototype Phase

Search About

Search For

Credentials Organizations Assessments Learning Opportunities Competency Frameworks

Search Filters

Most Recent List Map

Web Design (Superseded) Compare

NOCTI

The Web Design industry-based credential is included in NOCTI's Job Ready assessment battery. Job Ready assessments measure technical skills at the occupational level and include items which gauge factual and theoretical knowledge. Job Ready assessments typically offer both a written and performance component and can be used at the secondary, post-secondary, and adult levels and is tied to the NOCTI Workforce Competency Credential. Individuals meeting a minimum benchmark also have the opportunity to earn college credit. More specific information about the standards and competencies measured can be found in the Assessment Blueprint at: [http://nocti.org/assessment-blueprint](#)

4 Quality Assurance 4 Audience Levels 1 Instructional Program 11 Subjects 45 Competencies

Last Downloaded: 1/29/2019

Information Support and Services Compare

NOCTI

The Information Support and Services industry-based credential is included in NOCTI's Pathway assessment battery. Pathway assessments assess knowledge and skills at a broader level than the Job Ready assessments and focus on the Pathways established as part of the national career cluster model. Pathway assessments are delivered online, which allows NOCTI to include interactive items. This online assessment can be used at the secondary, post-secondary, and adult levels and is tied to the NOCTI Workforce Competency Credential. Individuals meeting a minimum benchmark also have the opportunity to earn college credit. More specific information about the standards and competencies measured can be found in the Assessment Blueprint at: [http://nocti.org/assessment-blueprint](#)

4 Quality Assurance 4 Audience Levels 2 Instructional Programs 16 Subjects 29 Competencies

Last Downloaded: 1/29/2019

Emergency and Fire Management Services Compare

NOCTI

The Emergency and Fire Management Services industry-based credential is included in NOCTI's Pathway assessment battery. Pathway assessments assess knowledge and skills at a broader level than the Job Ready assessments and focus on the Pathways established as part of the national career cluster model. Pathway assessments are delivered online, which allows NOCTI to include interactive items. This online assessment can be used at the secondary, post-secondary, and adult levels and is tied to the NOCTI Workforce Competency Credential. Individuals meeting a minimum benchmark also have the opportunity to earn college credit. More specific information about the standards and competencies measured can be found in the Assessment Blueprint at: [http://nocti.org/assessment-blueprint](#)

4 Quality Assurance 4 Audience Levels 2 Instructional Programs 15 Subjects 30 Competencies

Last Downloaded: 1/29/2019

0 Credentials 0 Organizations Expand/Hide Details Compare Selected

0 Assessments 0 Learning Opportunities

CREDENTIAL FINDER

Powered by the /
Credential Registry



- **Competency Statements describe what a person knows and is able to do.**

- Incorporates a range of design strategies to effectively integrate solutions into the user experience in ways that users with a range of backgrounds become excited.

- Establishes clear goals and expectations even when achievement processes may be complex.

- Installs and configures software, hardware, and networks for optimum functionality.
- Monitors system performance and executes troubleshooting strategies.

- Knows and follows JSON schema design formatting rules.

- Sets up and uses client-side virtualization including knowing the purpose of virtual machines, resource requirements, emulator requirements, security requirements, network requirements, hypervisor.

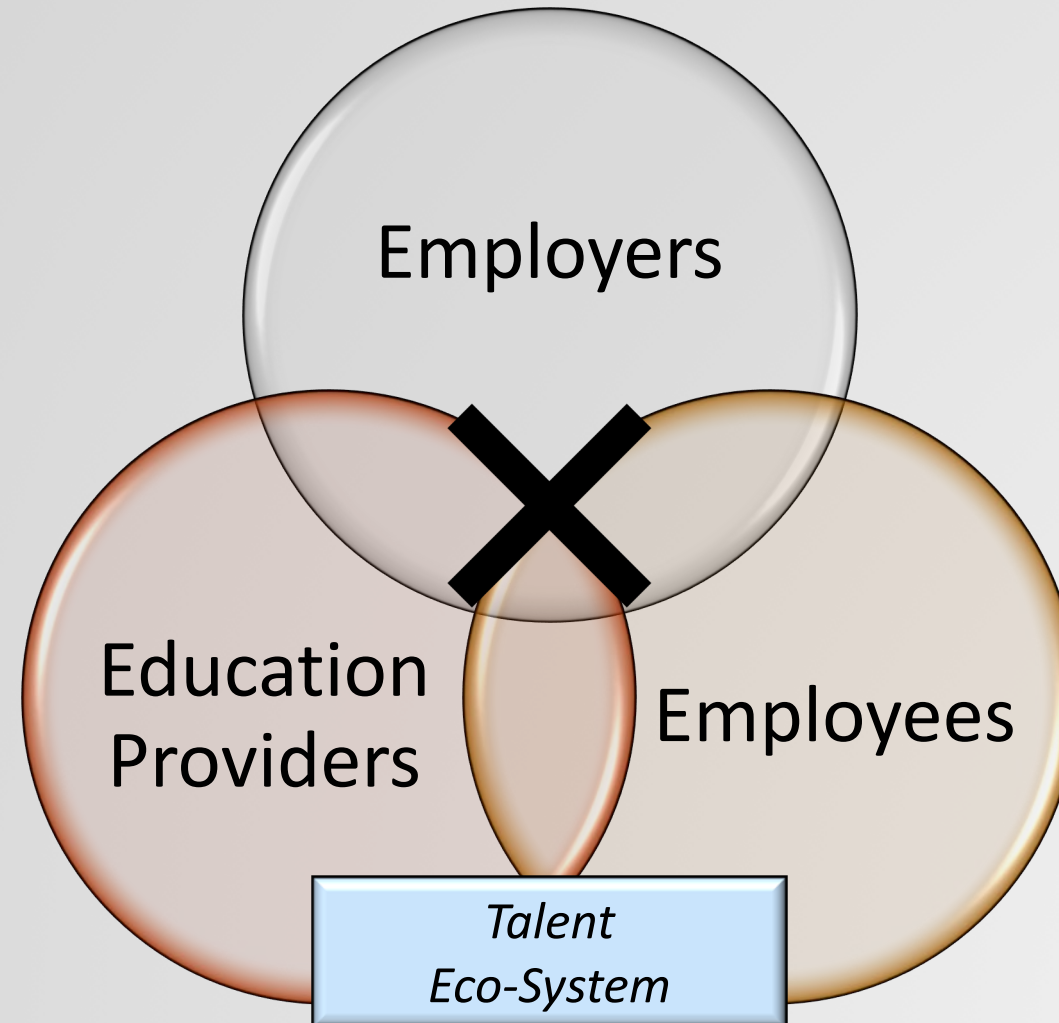
Think About:

- How you learned the competency?
- How you would measure your proficiency?
- How you would communicate this competency to an employer?
- How an employer/educational provider could validate the competency?
- How an employer could use the competency statement?



750,000+

Competencies as Connective Tissue



Competency Exchange



Profile
Builder
(App)



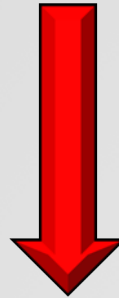
Published
Profiles
Courses/Programs
Industry Certifications
Job Descriptions



Competency
Calibrator
Embedded in App
Available for Other Use



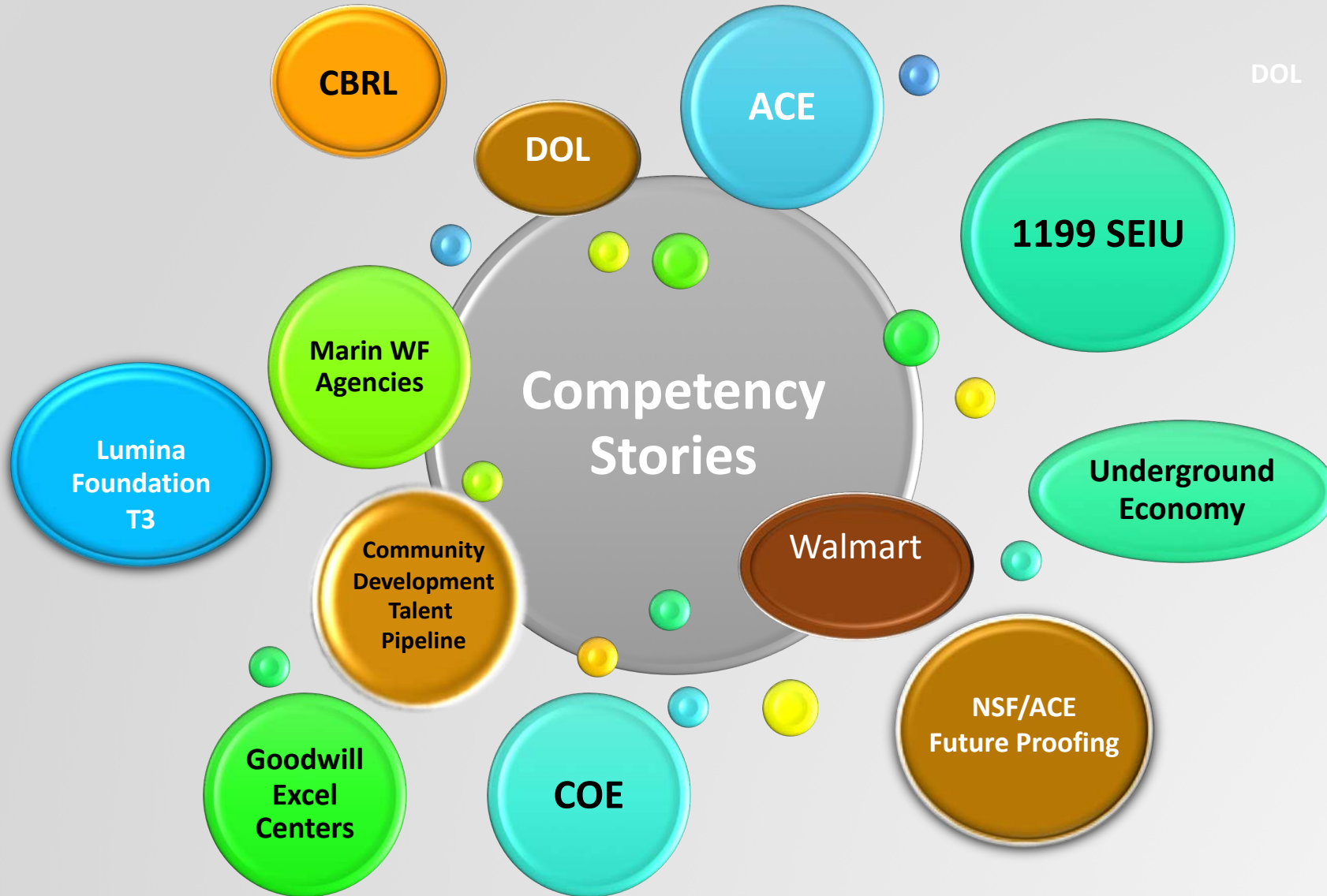
Exchange
Resources



- Use competencies to compare competency-based programs or courses
- Use competencies to align industry credentials to a course or program at your institution
- Use competencies to compare credit and non-credit programs at your institution
- Compare job competencies to program learning outcomes
- Use competencies to build credentials
- Use competencies to qualify, hire and assess talent
- Use competencies as a way to future-proof (individual and organization)

Customer Service Profile

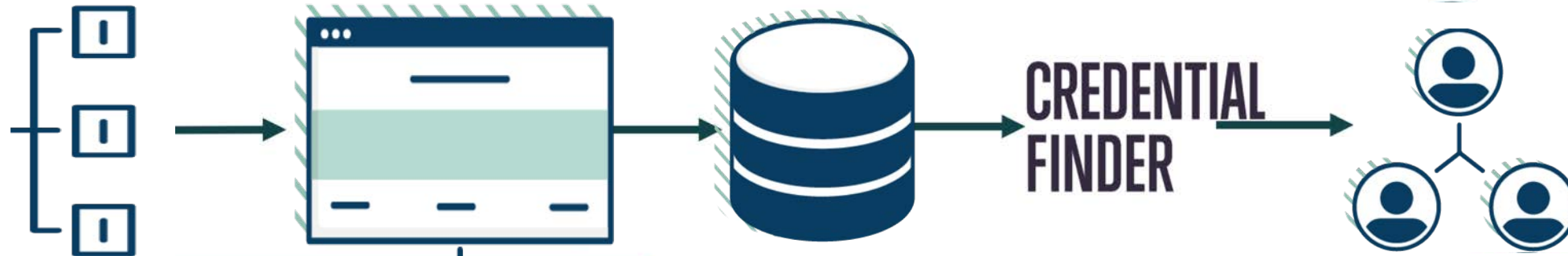
Organizational Function	Related Work Functions	Cross-Cutting Competencies (Retail and Hospitality)	Framework Level				Validation		Within Work Context
			K	SS	P	S	Yes	No	Entry Level Mid-Level Manager
Customer Service	Assess and meet customer needs	Understands and identifies internal and external customers.	2	2	2	1			Entry-Level
		Is pleasant, courteous and professional when dealing with internal and external customers.	2	2	2	1			Entry-Level
		Greets and acknowledges customer promptly and offers assistance, speaking clearly and using proper grammar.	2	2	2	1			Entry-Level
		Attends to what the customer is saying, taking time to understand the points being made, ask questions, and does not interrupt at inappropriate times.	2	2	2	2			Entry-Level
		Clarifies customer needs and objectives and confirms by re-stating information.	2	3	2	2			Entry-Level
		Applies company policies and procedures appropriately to meet customer needs.	2	2	2	1			Entry-Level
		Employs the most efficient interview technique when gathering information from the customer.	3	3	2	2			Entry/Mid-Level
		Provides prompt, efficient, and personalized assistance to meet requests, requirements and address concerns.	3	3	3	3			Mid-Level
		Identifies the social and cultural aspects of the customer in order to understand expectations for products and services	3	3	3	4			Mid-Level
		Tailors approach to meet the needs of customers with different demographic characteristics (e.g. age, cultural background, disability status) and personalities.	4	4	3	4			Mid-Level
		Establishes boundaries as appropriate for unreasonable customer demands.	3	3	3	3			Mid-Level
		Anticipates future needs of the customer.	3	3	3	3			Mid-Level



DOL



Transparency Through Technology



Credential Transparency Description Language (CTDL) – Common language that describes key features of credentials, credentialing organizations, and quality assurance bodies.

Common descriptors will allow for better apples-to-apples comparison between credentials.

Publishing – After creating a user account, organizations use the API, Registry Publisher, bulk upload, or-in the future-harvest structured data to convert organization, credential and quality assurance information to the common language and publish to the registry.

Organizations will have a suite of options to add information to the registry.

Credential Engine Registry – houses information described by the common language and supports an open applications marketplace.

Developers will create specialized applications for different types of users, like employers, military veterans, and students.

Credential Finder Prototype Application – Basic search to view information in the registry.

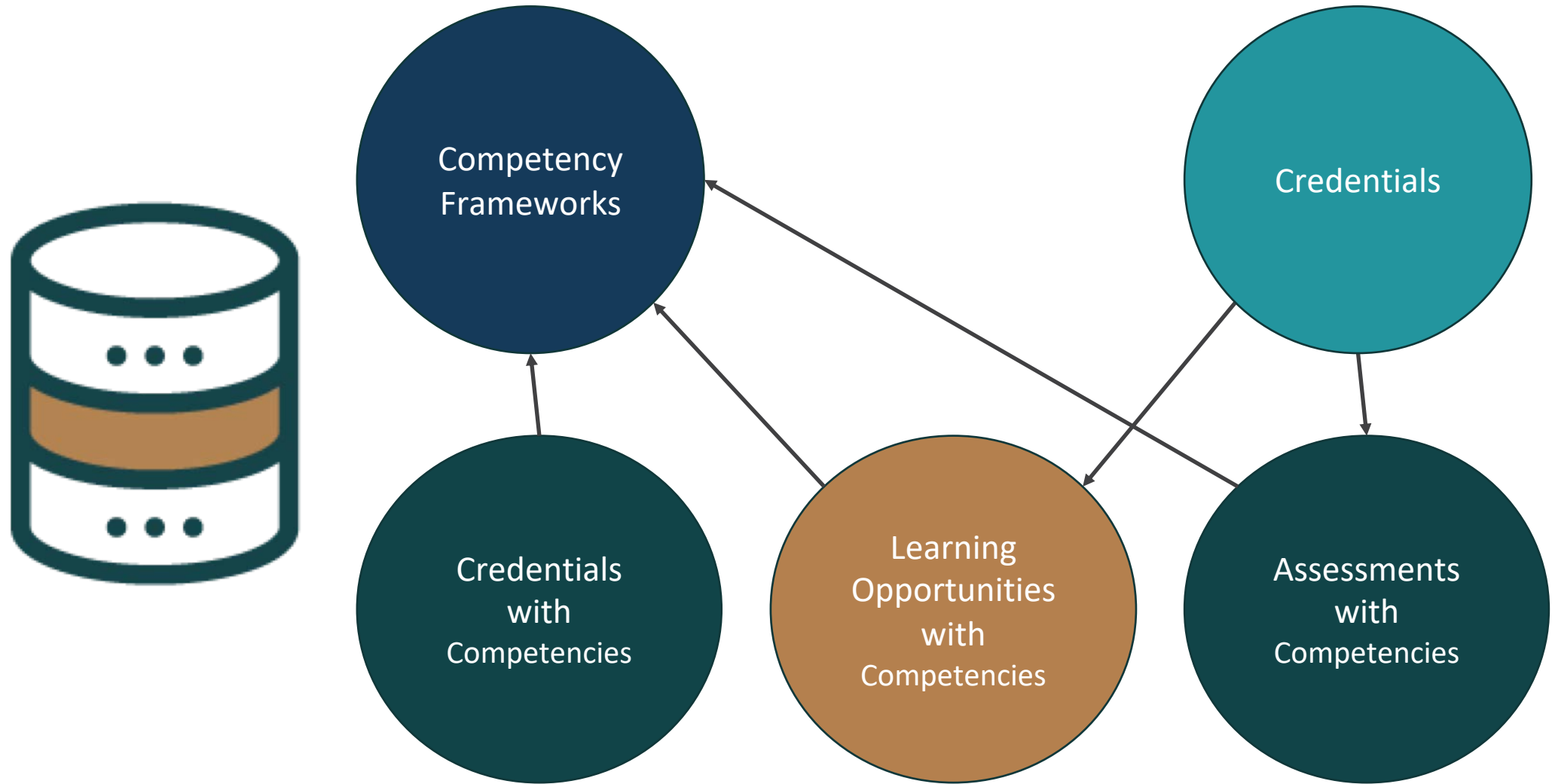
The public will use Credential Finder to see all information in the registry.

Community – Receives technical assistance and other services to consume from and publish to the registry.

Credentialing organizations, developers, and other users will have access to resources like best practices, user guides, and staff support.



Example: Competency Frameworks





Encoded Competency Framework

Competency Demonstrates and uses basic knowledge within a field of study or work that includes relevant principles and practices.

Beta Connecting Credentials Levels

Registry Information

URI: <https://credentialengine.org/graph/ce-75a38ea0-319d-4748-8bb0-a6dc4c68feb1>
CTID: ce-75a38ea0-319d-4748-8bb0-a6dc4c68feb1

Raw Metadata

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{
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  "@id": "https://credentialengine.org/graph/ce-75a38ea0-319d-4748-8bb0-a6dc4c68feb1",
  "@graph": [
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      "ceasn:name": {
        "en-US": "Beta Connecting Credentials Levels"
      },
      "ceterms:ctid": "ce-75a38ea0-319d-4748-8bb0-a6dc4c68feb1",
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        "https://credentialengine.org/resources/ce-305c2136-d08a-4f7d-bb72-d9efc588ffc7",
        "https://credentialengine.org/resources/ce-1cc7dca2-03bd-4223-931e-f89ae74a217e",
        "https://credentialengine.org/resources/ce-91e1ed6d-5de8-4341-b068-f2d5d1dc5b34",
        "https://credentialengine.org/resources/ce-e58703f7-15f3-44cd-a039-508896c0ec6e",
        "https://credentialengine.org/resources/ce-51f8716-401e-44ae-b080-b4335b80a5e4",
        "https://credentialengine.org/resources/ce-d7acbe04-2bb4-4bce-a5f0-cc22578031a2",
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      },
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      }
    }
  ]
}
```

Level 2

Level 3

Level 3

Level 4

Level 5

Level 5

Level 6

Level 6

Level 6

Level 7

Level 7

Level 8

Level 8

and the use of

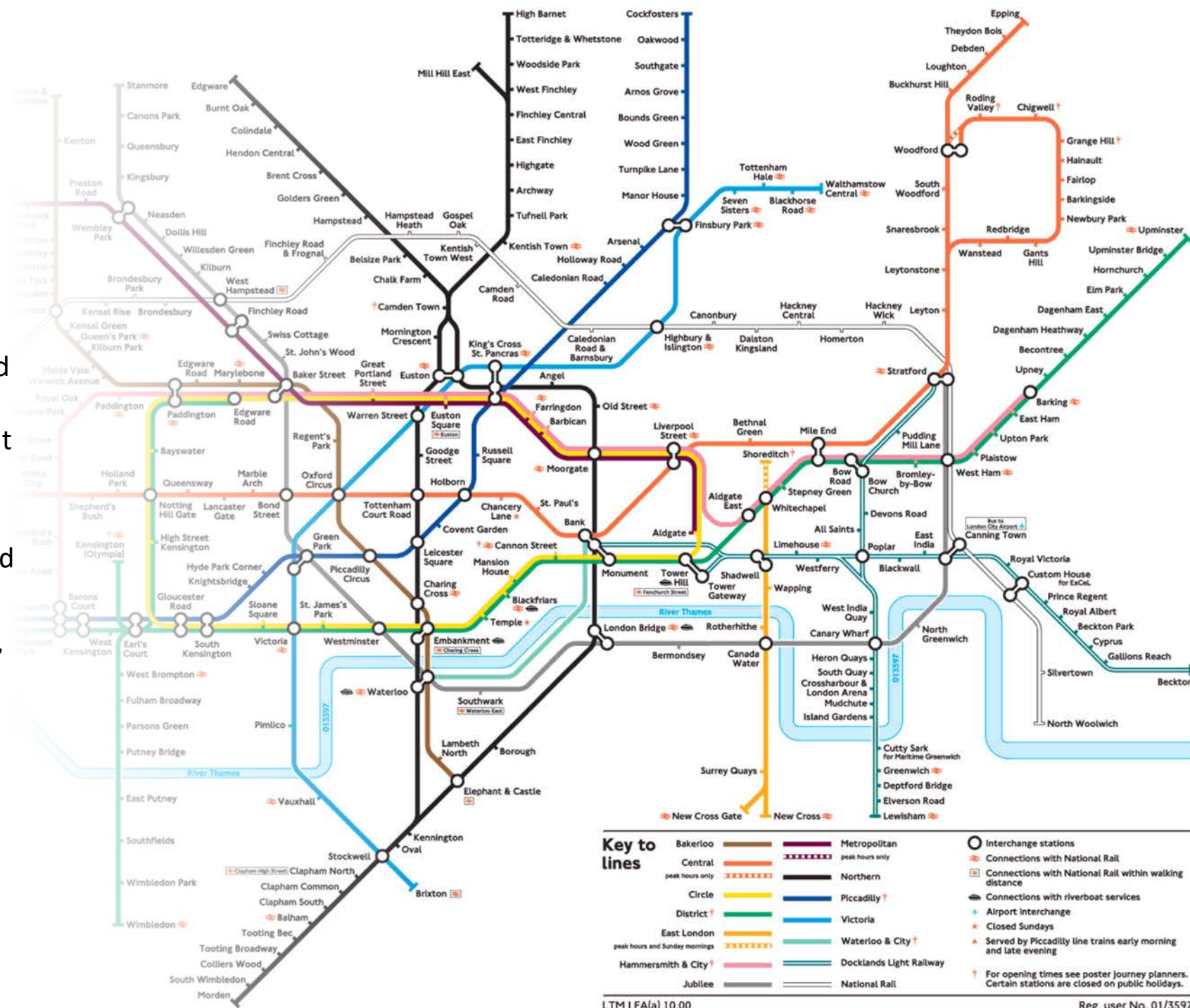
Level 1

Level 1

Pathway as 'Transit Map'—Defining 'Station Stops'

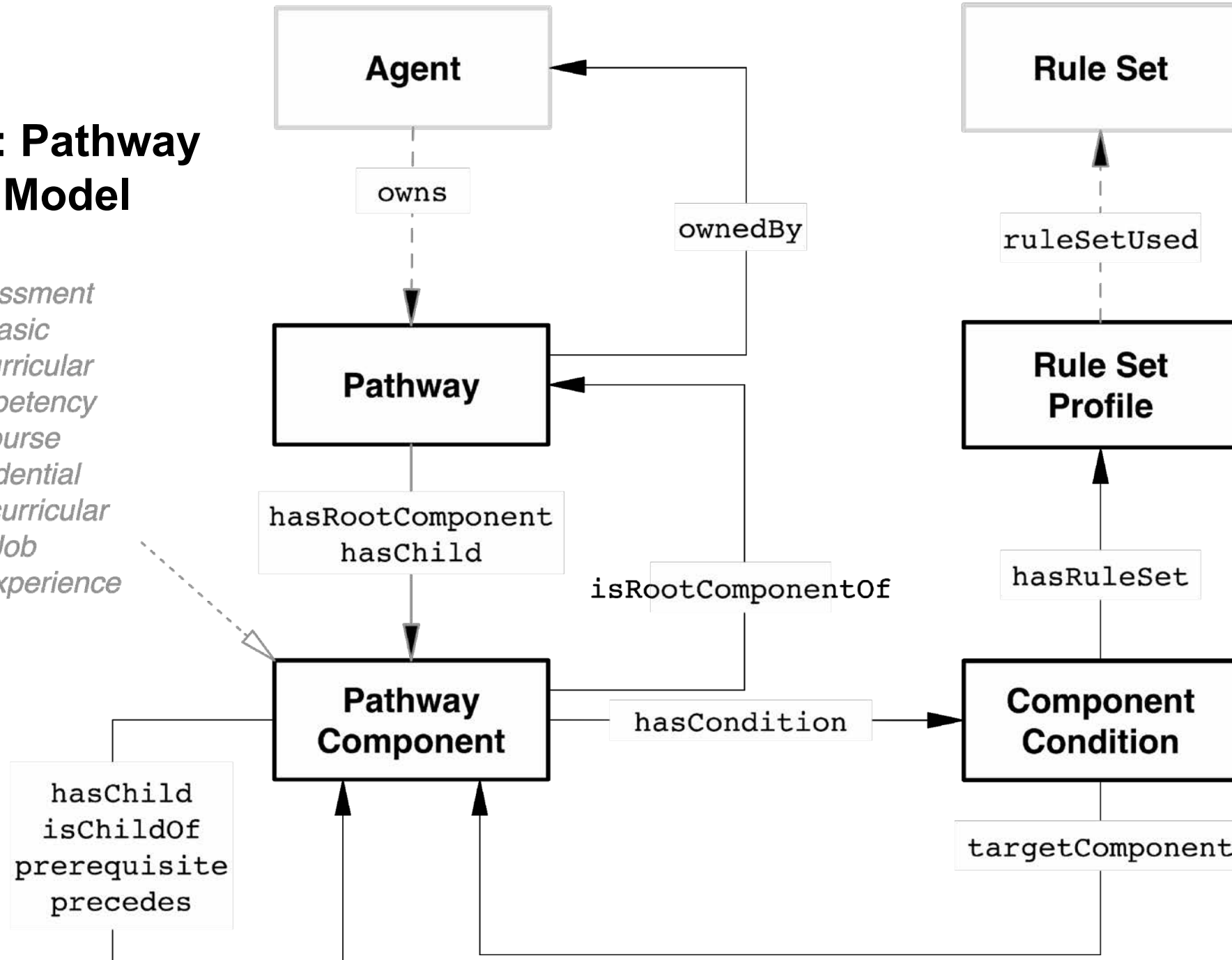
In the context of Credential Engine:

- Pathway is...
 - A structured set of *objectives* and *qualifying conditions* defining points along a route to fulfillment of a job, occupation or career.
- *Qualifying conditions* include sets of prescribed, preferred or recommended artifacts:
 - Competencies (knowledge, skills, abilities)
 - Relevant awards
 - Recognitions (formal or peer)
 - Credentials earned
 - Relevant experience
 - etc.



Example: Pathway Abstract Model

Assessment
Basic
Cocurricular
Competency
Course
Credential
Extracurricular
Job
WorkExperience





Example: Quality Assurance

Supports QA actions

- Approves
- Accredits
- Recognizes
- Regulates

Supports QA claims

- Approved By
- Accredited By
- Recognized By
- Regulated By

Bi-directional Verification

CREDENTIAL FINDER Discover Credentials Powered by Credential Registry Prototype Phase

Search About Compare

Indiana Commission for Higher Education

Quality Assurance Organization

90 Quality Assurance Performed

Basic Info

Connect to this Organization

About this Organization

Created in 1971 by an act signed into law by then Governor... Indiana Commission for Higher Education... fourth decade of service... Commission is a fourteen-member... to: -Define the educational mission... -Plan and to coordinate Indiana school education, taking into account... independent colleges and... -Review both operating and... requests from public institutions... -Approve or disapprove for new branches, campuses, and... -Approve or disapprove for additional associate, baccalaureate... program of two semesters... -Review all programs and... recommendations to the Governor, and the General... disposition of these programs... -Distribute student financial aid... The Governor appoints... Congressional District and... four years. In addition, the... faculty representative who... two years. The Commission... coordinating agency that... independent colleges. In addition, The Commission has strong...

A.S. in Health Information Management

Vincennes University

Health Information Management professionals play a critical role in maintaining, collecting and analyzing the data that doctors, nurses and other healthcare providers rely on to deliver quality healthcare. They are experts in managing patient health information and medical records, administering computer information systems and coding the diagnosis and procedures for healthcare services provided to patients. HIM professionals work in a multitude of settings throughout the healthcare industry inc...

Associate's Degree Approves

A.S. in Health Information Technology

Indiana University Northwest

A career in health information technology combines the disciplines of medicine, information management, computer technology, finance and law within the health care industry. The registered health information technician (RHIT) performs a variety of technical health information functions, including the following: analyzing and evaluating health information for accuracy; compiling administrative and health statistics; coding diagnoses as well as procedures for reimbursement and databases; and cre...

Associate's Degree Approves

A.S. in Labor Studies

Indiana University Northwest

Labor Studies is an interdisciplinary field that deals with work, the workplace, workers and their organizations. It draws from the fields of History, Economics, Industrial Relations, Political Science, Law, Sociology, Communication, and Philosophy, as well as other disciplines. As an academic discipline, Labor Studies educates workers and future workers to strengthen the labor movement and provide a richer understanding of its functions in society.

Associate's Degree Approves

A.S. in Nursing

Ivy Tech Community College of Indiana

*Nursing students have opportunities to care for real patients in a variety of clinical settings, and skills are also learned in simulation labs. The growing use of the simulations allows students to assume roles not available to students in a clinical setting. This allows them to make critical choices and see the results of those choices. We utilize a variety of learning strategies in the classroom and clinical settings to appeal to every learning style. The Associate of Science in Nursing (A...

Associate's Degree Approves

A.S. in Nursing

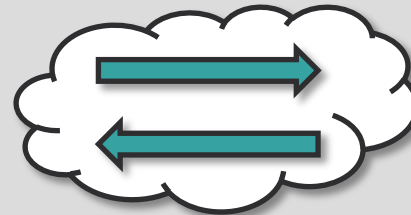
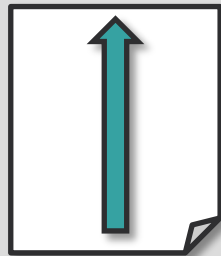
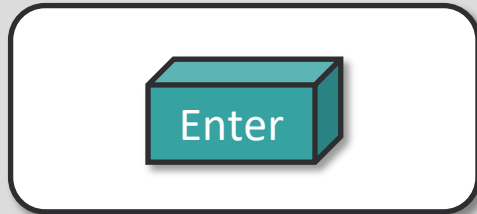
Vincennes University

The ASN Program provides students with the knowledge base needed to become a registered nurse. Upon successful completion of the program, graduates are eligible to write the National Council Licensing Examination for registered nurses (NCLEX-RN) to obtain licensure as a registered nurse. Students learn through lecture, laboratory experience, including our simulation laboratory, and hands on clinical experience. Laboratory and clinical experience provide students with the experience and know...

Associate's Degree Approves

Credential Registry Data Publishing Options

Manual Entry via the Publisher App	Bulk Upload via the Publisher App	Application Programming Interface (API)	Harvesting CTDL Structured Data from the Web
<p>Enter small quantities of credentials and competency frameworks.</p>	<p>Upload information using spreadsheets.</p>	<p>Programmers publish structured data in real time.</p>	<p>Future: Get and synchronize data from the Web.</p>





Credential Transparency Partner Program

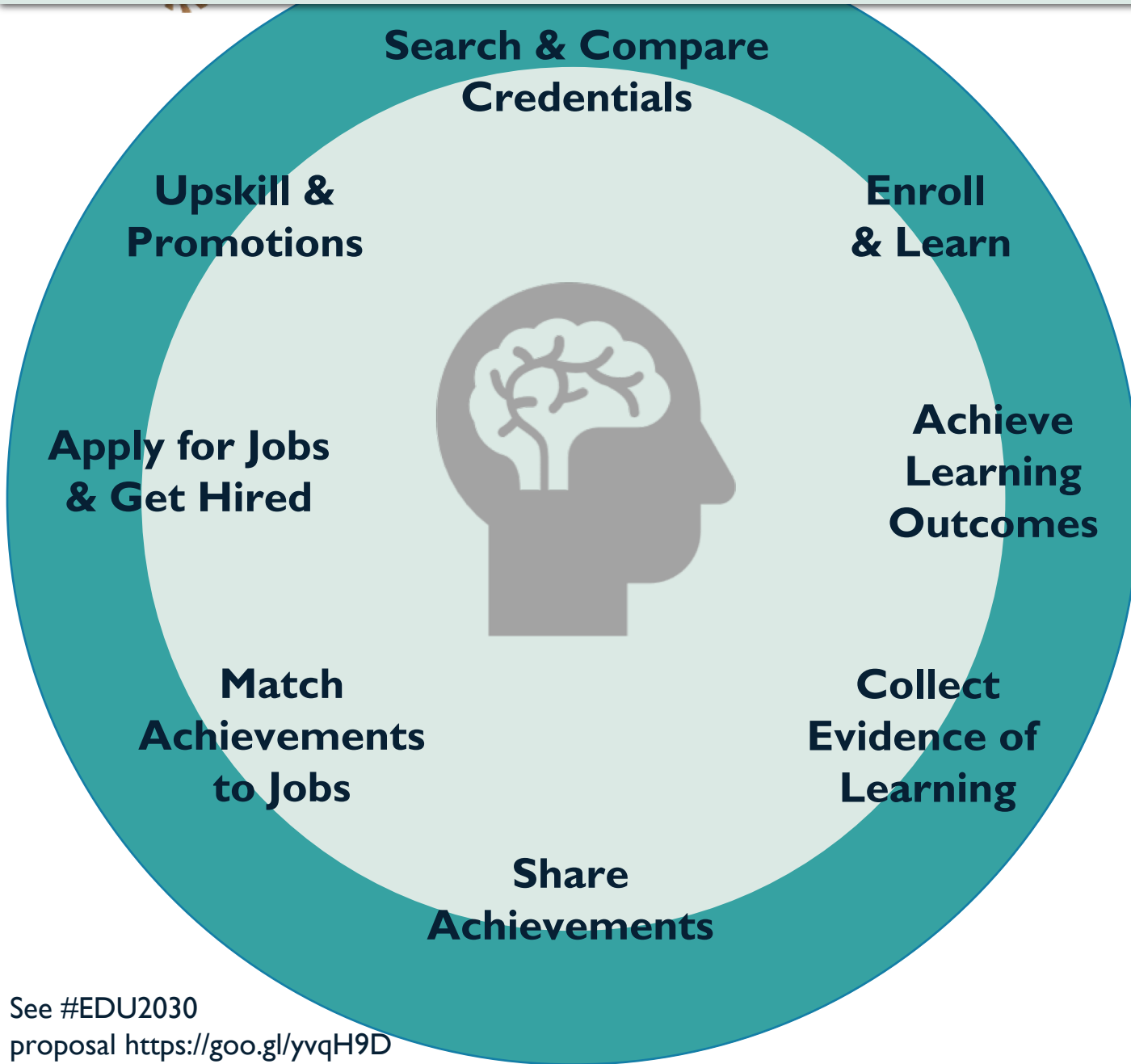
“By making data searchable and comparable through a common language, we will bring data transparency not only to credential providers, but also to the students, counselors, employers, and other users who need **clear data to make critical education and career decisions.**”

Scott Cheney

Executive Director of Credential Engine



Harmonizing Data Standards for a Learn & Work Ecosystem



Interoperability Data Standards

Access 4 Learning (A4L): SIF

Advanced Distributed Learning Initiative (ADL): Competency & Skills System (CaSS), Experience API (xAPI)

Credential Engine: Credential Transparency Description Language (CTDL), CTDL-Competency Framework, Credential Registry

Common Education Data Standards (CEDS): Elements and Data Model

Ed-Fi Alliance: Ed-Fi Data Standard

HR Open Standards: Assessments, Interviewing, Recruiting and Screening

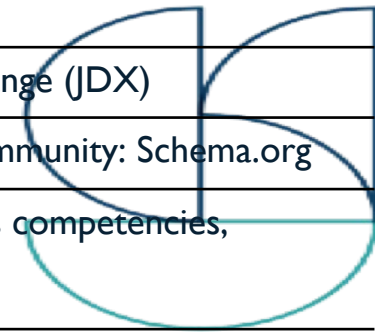
IMS Global: Caliper, Competencies & Academic Standards Exchange (CASE)", Learning Tools Interoperability (LTI), OneRoster, Open Badges, Question & Test Interoperability (QTI)

Postsecondary Electronic Standards Council (PESC): Standardization of Postsecondary Electronic Data Exchange (SPEEDE)

US Chamber of Commerce: Job Data Exchange (JDX)

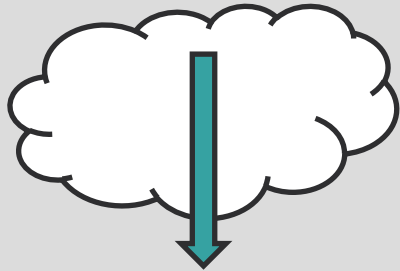
World Wide Web Consortium (W3C) Community: Schema.org

Other domain-specific specifications such as competencies, maintenance task analysis, occupations...

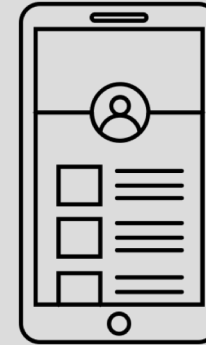


Credential Registry Data Consuming Options

Search API



Customizable Widgets

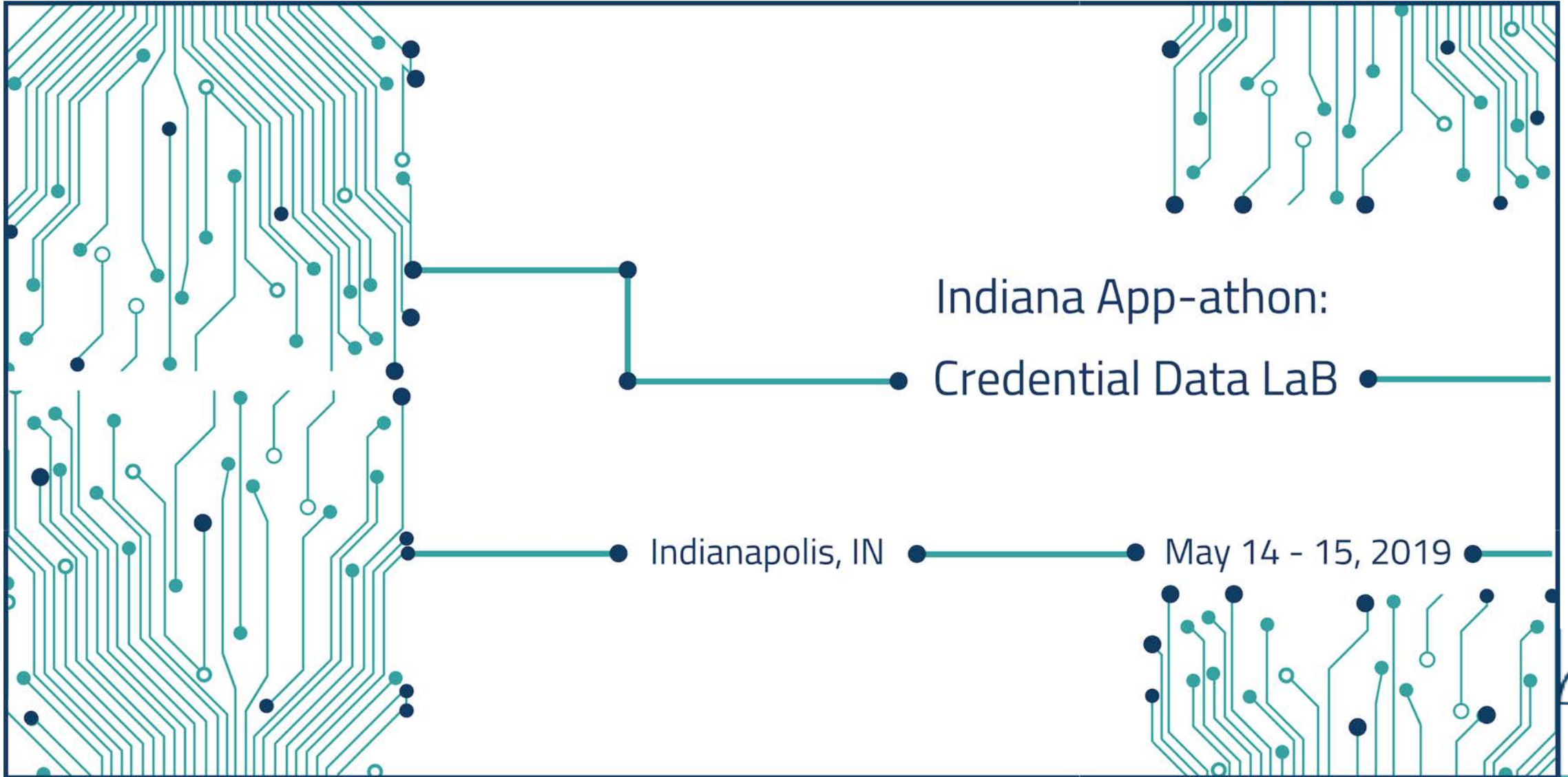


Application programmers can consume data from the Registry. This requires knowledge of implementing APIs.

Organizations can create customized search widgets that seamlessly embed in their websites. This does not require an application programmer; it only requires the webmaster to copy/paste code snippets provided by the widget creator tool into their website.



Register Now



Thank you!

Susan Lupo

slupo@skilledwork.org

(734) 769-2900 ext. 632

Jeff Grann

jgrann@credentialengine.org

651-208-5748