

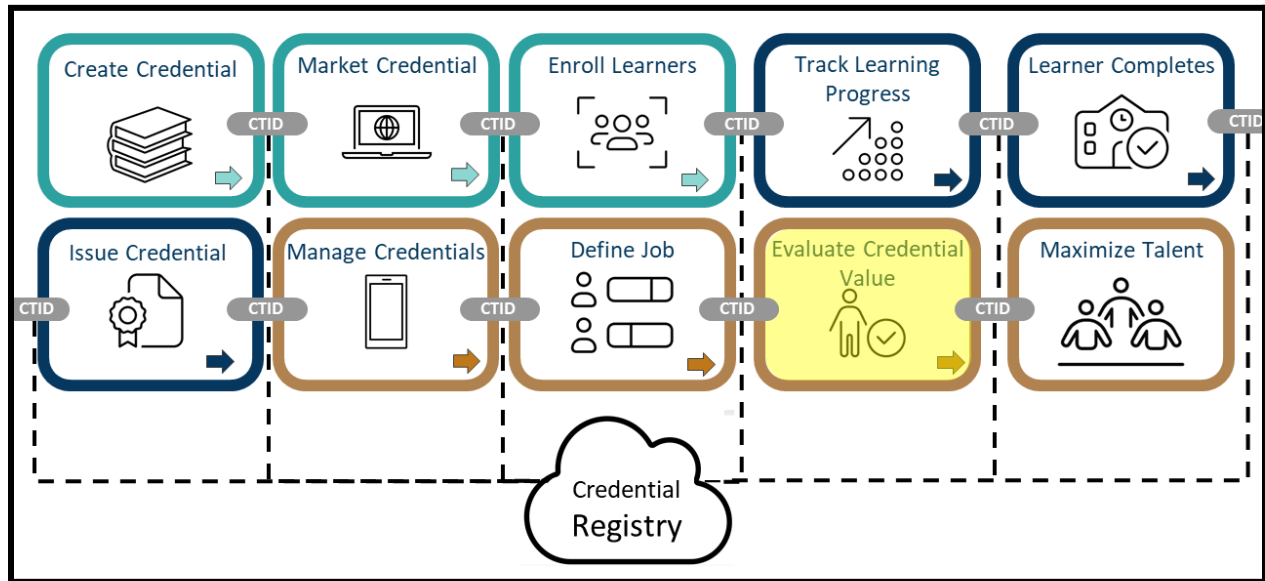


Lifecycle Phase: Evaluate Credential Value

The Credential Transparency Description Language (CTDL) significantly enhances the clarity and understanding of credentials, ensuring that both employers and job seekers comprehend qualifications thoroughly. This precision aids in aligning individual skills with appropriate job roles, optimizing the recruitment process. Employers use applicant tracking systems (ATS) and Human Resource Management Systems (HRMS) to evaluate applicant's credentials against job requirements, ensuring candidates are well-suited for the positions. Hiring managers, career coaches, and workforce agencies can further leverage CTDL to streamline their recruitment strategies, which speeds up the hiring process and increases its accuracy by matching candidate qualifications with job needs more effectively.

Additionally, CTDL enables job seekers to articulate and present their qualifications and skills clearly, aiding their search for well-matched job opportunities. This ability to demonstrate suitability in a format that resonates with potential employers helps candidates secure job offers that align with their career aspirations, thereby enhancing job satisfaction and reducing turnover. Thus, CTDL fosters a more dynamic and effective labor market, where the value of credentials and skills is both transparent and accurately assessed, benefiting employers and job seekers alike.

Evaluate Credential Value in the Context of Credential Lifecycle Phases



Credential Transparency Description Language (CTDL): Key Data

- **Credential Transparency Identifier (CTID):** A globally unique identifier for recognizing and connecting credential offering information across lifecycle phases.
- **Verification service profile:** Information from a credential provider about how they verify that a credential has been issued to a credential earner.
- **Competencies:** Specifies skills and knowledge associated with credentials and jobs, enabling hiring managers to better evaluate applicants.

Call to Action for Using CTDL When Evaluating Credential Value

- Update HR systems that detect, retrieve, and present CTDL information from applicants so that hiring managers can review each applicant's complete set of qualifications and achievements for job opportunities.

Evaluate Credential Value: Who, What, and Where

Who	What (CTDL terms)	Where
Applicants	Credential, competency	Applicant Tracking Systems
HR staff	Credential, Verification service profile	Applicant Tracking Systems, HR Management Systems, Credential Registry
Hiring managers	Credential, job, competency	Applicant Tracking Systems, Credential Registry
Career coaches and workforce agencies	Credential, competency, job, pathway	Career guidance systems

Key Questions to Address

- Can job applicants share CTDL descriptions of their credentials using job application tools?
- Are applicants' CTDL described credentials transmitted and fully accessible by HR staff and hiring managers?
- Are applicants' credentials, competencies, and other achievements aligned with a job's requirements as described using CTDL?
- In what ways are an individual's credentials related to industry frameworks and competencies that are relevant to a job opportunity described using CTDL?
- Can HR staff review a credential's associated CTDL verification service profile to determine how to verify that a credential was issued to a specific individual?

Important Uses

- **Enhanced Recruitment Efficiency:** CTDL provides a standardized format for describing credentials, which can be integrated into Applicant Tracking Systems (ATS) and Human Resource Management Systems (HRMS). This integration allows
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employers to automate and refine the screening process, matching candidates' credentials with job requirements more accurately and quickly.

- **Improved Candidate Fit and Retention:** By using CTDL, hiring managers, career coaches, and workforce agencies can more effectively assess the suitability of candidates for specific roles.
- **Empowered Job Seekers:** CTDL enables job seekers to clearly understand the credentials they possess and how these align with the jobs they are applying for. By providing a means to articulate and share evidence of their skills and qualifications in a way that resonates with employers' needs, CTDL helps candidates present themselves as a fit for specific roles. This alignment increases their chances of securing job offers that are well-suited to their skills and career goals.
- **Reliable Verification of Credentials:** Organizations benefit from the use of CTDL as it ensures that they are finding whose credentials can be reliably verified. This capability is crucial in industries where specific qualifications are mandatory for compliance or safety reasons. By using CTDL, employers can trust the accuracy of the credentials presented, reducing the risk of fraudulent claims and ensuring compliance with industry standards.

