

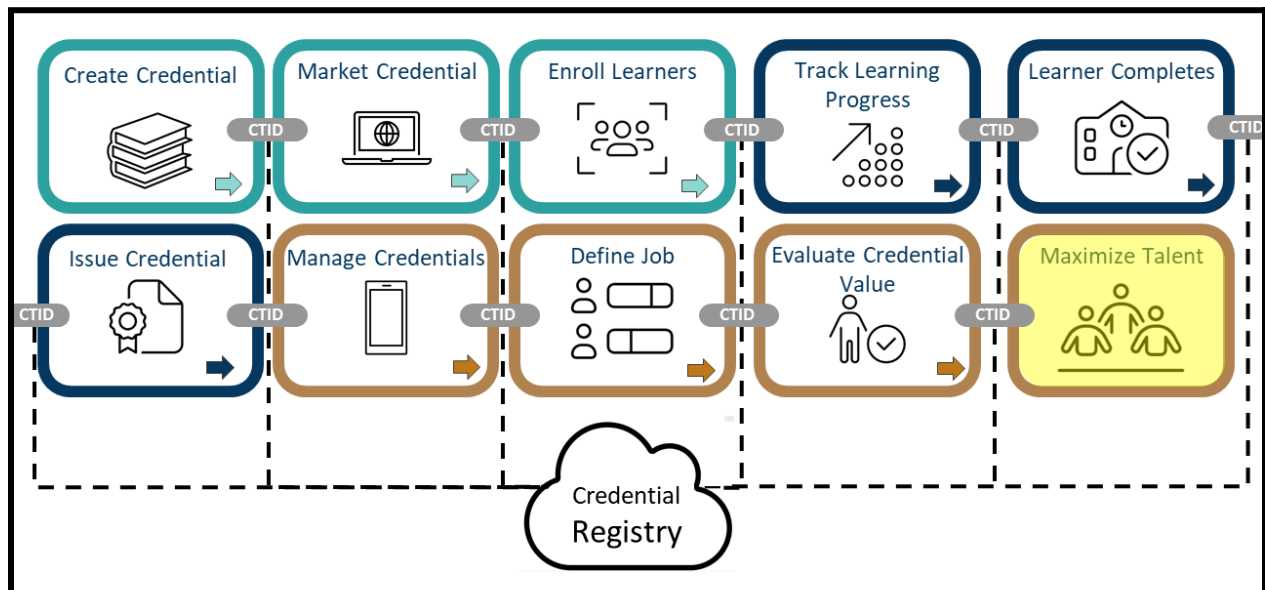


## Lifecycle Phase: Maximize Talent

This phase encompasses the continuous process where individuals engage in learning and career development, supported by a clear understanding of credential requirements and outcomes. It maximizes talent by assisting in planning and executing education and career growth strategies effectively.

By implementing CTDL and the Credential Registry in the maximize talent lifecycle phase, pathways can enrich the decision-making process at every step—from choosing the right credentials to strategic career planning. The goal is to ensure that individuals and organizations have access to detailed, accurate, and comparable credential information, facilitating informed decisions and promoting career development.

### Maximize Talent in the Context of Credential Lifecycle Phases



### Credential Transparency Description Language (CTDL): Key Data

- **Pathway:** A defined sequence of pathway components that culminate in an intended destination, such as a career pathway consisting of a sequence of credentials that culminate in an in-demand, high-wage job.
- **Component:** The building blocks of a pathway, each referencing detailed information stored in the Credential Registry. Components within a pathway can vary widely and include credentials, courses, assessments, competencies, work roles, jobs, and even other pathways. These components are crucial for outlining the steps needed to achieve professional goals and advance in a chosen career..

### Call to Action for Using CTDL When Maximizing Talent

- Incorporate the review of CTDL pathways as a component of regular performance reviews and career planning sessions. This approach will ensure that individuals' career strategies are aligned with valuable pathways, facilitating targeted professional development.

### Maximize Talent: Who, What, and Where

By providing clear, accessible, and standardized credential information, pathways empower individuals and organizations to make informed decisions that align with their educational and career objectives. Stakeholders are encouraged to explore these resources as part of a comprehensive approach to workforce and talent development, ensuring they remain competitive and adaptive in an ever-evolving job market.

Who	What (CTDL terms)	Where
Learner	Pathway, courses, outcomes, job	Learning management systems, career and education exploration tools
Supervisor	Pathway, credential, duration, competencies, work role	Career and education exploration tools
HR Manager	Pathway, organization, cost	Human Resource Management Systems
Career Counselor	Pathway, credential, occupation, job, work role, competency	Reports
Credential provider	Pathway, credential type, course, competencies	Curricular management systems
Workforce agency	Pathway, organizations, credential, course, job	Reports, custom applications

### Key Questions to Address

- How can a supervisor use CTDL pathways to support a direct report in gaining the competencies necessary for a promotion?
- How can Credential Registry information be presented to learners to help them identify and enroll in programs for emerging job opportunities?
- What steps can credential providers take to align credential offerings with occupations and industry needs using CTDL?
- How can human resource managers use the Credential Registry to define required competencies and credentials for specific roles, to support precise job matching?



### Important Uses

- **Enhanced Career Pathways Visualization:** The Credential Registry allows individuals to see clear, actionable career pathways, demonstrating how different credentials link to each other and the competencies they cover.
- **Pathway Recommendations:** Applications can use CTDL pathways to recommend educational and career next steps based on an individual's earned credentials and future goals.
- **AI and Data-Driven Decision-Making:** CTDL and the Credential Registry can be used by algorithms to support informed decisions about career pathways, program development, human resources practices, and strategic planning.

