

SIGNALING WORK READINESS IN 2030: THE FUTURE OF ASSESSMENT

Who will be the workers and learners of the future—
and how will we help them reach their individual potential?

In a future of distributed learning and distributed work, traditional standardized tests and scores will no longer tell the story of who's ready for work and how they can build their unique potential for unexpected tasks and unprecedented projects. Already, we see new platforms and pathways emerging to cultivate this unique individual potential. Over the next decade, we'll build a new signaling infrastructure for new archetypes of learners and workers around the world.



A CHANGING LABOR ECONOMY

from jobs and careers
to tasks, services, and meaningful lives

NEW ARCHETYPES FOR WORKING AND LEARNING



Contestant



Startup Artist



Speedrunner



DJ



Eco-maker



Climate changer



Autoconsciente



Transitionist



Global Citizen

NEW SIGNALING INFRASTRUCTURE

SCENARIO 1 GAMES

Build competencies and assess matches to work tasks—helping learners and workers level up their earning opportunities

new tools
for recording, measuring,
and validating learn+work
readiness

SCENARIO 2 RECOMMENDER SYSTEMS

Capture the experience of the crowd to create custom AI-driven playlists of courses and tasks for individuals

- » Personal branding and storytelling services
- » Assessment simulations
- » Browser plug-in for context-aware assessment

SCENARIO 3 SOCIAL LEARNING PLATFORMS

Tap social media to match mentors and learners and create personal economies with fan and followers

- » Real-time data maps of the labor market
- » Timelines of demand for skills
- » Skills frontier maps

SCENARIO 4 BLOCKCHAIN NETWORK GRAPHS

Create a blockchain-based accounting of “learning transactions” and assess the future value of personal learning networks

new institutional forms
for signaling across
a global labor economy

- » Platform-based labor market
- » Networks of API-based services that connect platforms
- » Growing assessment labor pool
- » Universities as facilitators & managers of apprenticeships
- » Cryptocurrency-based learning networks
- » Open-source learning networks
- » On-demand micro-assessment networks

new standards
for micro-learning
and micro-working

- » Learning attestation standards
- » Work performance attestation standards
- » Human capital accounting & inventory standards
- » Badge standards
- » Taxonomies of skills and competencies