Career Ready Competency
Digital Badges

The Digital Badging Program at Thomas College is designed to help increase your employability. The key to your success is to be able to articulate what you know and are able to do by using clear examples and evidence. There are many resources to help you do this on the Digital Badging Moodle Site

THOMAS COLLEGE
Advocate
Waterville, Maine

THOMAS COLLEGE
Critical Thinker
Waterville, Maine

THOMAS COLLEGE
Design Thinking
Waterville, Maine

THOMAS COLLEGE
Digital Terrier
Waterville, Maine

THOMAS COLLEGE
Leader
Waterville, Maine

THOMAS COLLEGE
Responsible Citizen
Waterville, Maine

THOMAS COLLEGE
Team Player
Waterville, Maine

Master Badge
THOMAS COLLEGE
Career Ready
Waterville, Maine

Remember to access resources across the campus that can help you with these!

- Career Coaches
- Career Navigators
- Innovation Centers Staff
- JMG Specialists

- Student Success Staff
- Academic Coaches
- TRIO Specialists
- Academic Advisors

- Student Affairs Staff
- Club / Group Leaders
- Athletic Coaches
- Other faculty and staff!

Advocate

Description: The Advocate badge earner has engaged with notions of what it means to be equitable in a diverse environment. They have focused on the concepts of diversity, equity and inclusion (DEI) in careers and the workplace. They understand how the systems in place in an organization can support DEI. Using this knowledge, badge earners complete an advocacy project and hands-on experience of their choice. They can articulate how this experience has impacted their worldview and professional mindset.

Skills: advocacy, communications, diversity, equity, and inclusion, interpersonal communications, information literacy, collaboration

How to Earn this Badge

Step 1: Learn about advocacy.

Step 2: Plan for a project that shows your ability to:
- Demonstrate knowledge of the concepts of diversity, equity and inclusion in careers and the workplace.
- Describe or demonstrate how the systems in place in an organization can support DEI.
- Evaluate the most effective strategies for building DEI in career and the workplace.
- Evaluate the most effective strategies for continued advocacy related to your project.

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Advocate Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*

Activity/Project Ideas

-- Participate in and/or lead an advocacy project that raises awareness for and supports a cause that affects a marginalized community

-- Submit a resource-rich proposal to a community group, organization, school, or other entity to encourage systematic changes to promote diversity, equity, and inclusion.

-- Organize Diversity Week activities at Thomas College and develop ways to ensure others engage in the activities.

-- Serve on the Presidential Task Force for Diversity, Equity, and Inclusion at Thomas College.

-- Create resources that can be used to teach others about social justice topics or advocacy.

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

Learning for Justice Resources
- Race & Ethnicity
- Class
- Ability
- Religion
- Immigration
- Gender & Sexual Identity
- Bullying & Bias
- Rights & Activism

Glossary for Equity

Many more resources on the Digital Badging Moodle Site

Email: badges@thomas.edu or reach to the members of the Presidential Task Force

Industry Standards

- Social Justice Standards (A Learning for Justice Framework)
- National Association of Colleges & Employers Career Competencies (Equity & Inclusion)

Critical Thinker

Description:
The Thomas College Critical Thinker badge earner has showcased the skills needed to solve an authentic problem using critical thinking skills. The badge earner has engaged actively and consistently in problem solving through critical thinking by resolving or beginning to resolve a complex local problem using the five steps of critical thinking: formulating a question, gathering information, applying the information, considering implications, and exploring other points of view.

Skills: critical thinking, problem solving, complex problem solving, research, solutions focused, acceptance of feedback, defining a problem, discovery, exploring points of view, formulating questions, interdisciplinary approach

How to Earn this Badge

Step 1: Learn about critical thinking.

Step 2: Plan a project that demonstrates your ability to identify AND consistently apply the 5 steps of critical thinking (formulating a question, gathering information, applying the information, considering implications, and exploring other points of view) to solve a local, complex and authentic problem.

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Critical Thinker Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*

Activity/Project Ideas

-- Produce an analysis of a text, video/film, social media campaign, dataset, etc.

-- Research an issue of interest and present a persuasive argument for your position.

-- Step up in a situation of conflict to help the group develop a plan to move forward.

-- Propose and implement a solution to a complex problem that a group is facing.

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

	TED Talk: 5 tips to improving your critical thinking
	3 simple habits to improve your critical thinking
	Exercises to Strengthen Your Critical Thinking Skills
	Many more resources on the Digital Badging Moodle Site
	Email: badges@thomas.edu

Industry Standards

National Association of Colleges and Employers Career Competencies (Critical Thinking)

Design Thinking

Description: Earners of this badge have demonstrated the ability to apply the design thinking process to a specific challenge. After understanding their audience and problem, they have created a prototype, tested it, and iterated on it. They have shared at least a second version of a prototype in a public forum. Additionally, they have taken the time to reflect on what they've learned, why it matters, and how they might proceed in the future.

Skills: active listening, adaptability, questioning skills, collaboration, communications, consultative approaches, creativity, critical thinking, design thinking, cognitive flexibility, innovation, inquiry, observational techniques, problem solving, project management, research, resilience, time management, finding alternatives, finding opportunities, identifying key information, problem definition, remote collaboration, self-management, taking initiative, technology skills

How to Earn this Badge

Step 1: Learn about design thinking.

Step 2: Make a plan that shows your ability to complete a long-term project (at least a semester) using the design thinking process and an approved framework (Stanford d.School, IDEO, or L.A.U.N.C.H.)

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Design Thinking Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*

Activity/Project Ideas

-- Participate in the President's Innovation Challenge at Thomas College

-- Work with the HAIBI Center to develop your own startup or product

-- Enter entrepreneurship competitions such as Top Gun or Greenlight Maine.

-- Complete a course where you develop and pilot your own product at Thomas or outside of Thomas (for example, Propeller).

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

📖	d.School Design Thinking Process Guide
🎥	TED Talk: Designers - Think Big!
💻	Thomas College President's Innovation Challenge
💻	Harold Alfond Institute for Business Innovation (HAIBI) at Thomas College
💻	Many more resources on the Digital Badging Moodle Site
💬	Email: badges@thomas.edu or visit HAIBI and talk with Mike Duguay.

Industry Standards

- Stanford d.School Design Thinking Framework
- IDEO Design Thinking Framework
- L.A.U.N.C.H. Design Thinking Framework

Digital Terrier

Description: The Thomas College Digital Terrier badge earner has showcased the ability to choose tools that will allow them to succeed in their given situation, and more generally are able to adapt their skill set so that they can still communicate, collaborate, access information, solve problems, and create high-quality products in an ever-evolving digital environment. The badge earner has demonstrated their technological fluency and ability to apply skills using 21st century skills.

Skills: collaboration, critical thinking, digital skills, leadership, videoconferencing, digital literacy, information literacy, 21st century skills, community building, netiquette, online security, technology skills

How to Earn this Badge

Step 1: Learn about the "Digital Terrier" skills.

Step 2: Plan for a project that shows your ability to:
A. Demonstrate each of the Thomas College Core Competencies while using technology.
B. Use the current productivity tools available at Thomas.
C. Participate in and effectively lead video conferencing sessions.
D. Access, assess, and apply information that is found online.
E. Make safe and secure choices while engaging with the digital world.

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Digital Terrier Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*

Activity/Project Ideas

-- Use appropriate research skills and awareness of personal learning networks to create a series of lesson plans for local K-12 schools to use in a virtual environment

-- Use productivity tools such as Word, Excel, Powerpoint, and Adobe, creates a business plan for a future business venture

-- Post self-made videos on a secure network

-- Use technology on campus to create a product, such as a 3D model using the 3D printers in the CIE Design Center or a video created in the One-Button studio

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

	Your guide to chat etiquette in the workplace
	Navigating Library Resources at Thomas College
	Online Safety Basics
	Thomas College IT Training Resources
	Many more resources on the Digital Badging Moodle Site
	Email: badges@thomas.edu or visit the IT Help Desk in the Library.

Industry Standards

National Association of Colleges and Employers Career Competencies (Technology)

Leader

Description: The Thomas College Leader badge earner has exemplified the skills of an emerging leader throughout an experience where they took initiative to fulfill a goal in a collaborative manner. In addition to recognizing the dispositions and skills necessary to be a leader in their future field, badge earners actively engage in the leadership process through a project that highlights their ability to: take initiative, set goals, make a plan, collaborate, actively listen, problem-solve, positively influence, coach, accept feedback, and effectively communicate (publication, marketing, and/or presentation).

Skills: collaboration, communications, leadership, problem solving, goal setting, active listening, acceptance of feedback, taking initiative, coaching, positive influence

How to Earn this Badge

Step 1: Learn about leadership.

Step 2: Plan for a project that shows your ability to:
A. Identify and emulate the characteristics and dispositions of an emerging leader in your future career field.
B. Plan and carry out an experience that showcases emerging leadership skills, including the ability to take initiative, collaborate and communicate effectively, focus on problem-solving, and acceptance of feedback.

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Leader Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*
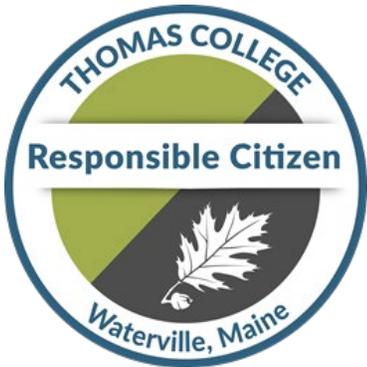
Activity/Project Ideas

-- Lead an initiative on or off campus

-- Publish in a book/journal/magazine

-- Market self-made product

-- Present at conference

-- Become lead of a student group on campus with at least one proven deliverable

-- Teach, coach, or mentor others who are developing leadership skills.

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

🎥	Flipgrid - What Leadership Means at Thomas College
🎥	First Follower Leadership Lessons
📖	6 Essential Leadership Skills That Drive Success
📖	No Hard Feelings Guides
💻	Many more resources on the Digital Badging Moodle Site
🖥	Email: badges@thomas.edu or talk with Student Success & Engagement Staff such as Michael Sales or Jim Delorie.

Industry Standards

National Association of Colleges and Employers Career Competencies (Leadership)

Responsible Citizen

Description: The Thomas College Responsible Citizen badge earner has engaged in community learning and service either on or off campus and has become a more well-rounded individual with better understanding of their own communities as well as communities of need. The Responsible Citizen has begun to embrace and utilize tools to support and engage with communities and has begun to expand their own identity towards community outreach, networking, and involvement.

Skills: ethical responsibility, professional responsibility, community service, community building, equity, global citizenship, initiative, networking

How to Earn this Badge

Step 1: Learn about advocacy.

Step 2: Plan for a project that shows your ability to:
A. Develop awareness and better understanding of the communities where you reside.
B. Show how you can make a difference in your community.
C. Engage in responsible and impactful volunteering, ensuring the safeguarding of vulnerable populations.

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Responsible Citizen Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*

Activity/Project Ideas

-- Develop and share a community tour that highlights the perspectives of multiple people in the community, as well as resources that can be accessed.

-- Volunteer at local community organization and demonstrate an on-going commitment.

-- Tutor or mentor a younger student in the community.

-- Plant wildflower gardens to attract bees and other beneficial pollinators.

-- Develop a service program that engages others in learning about and taking action on an issue they care about.

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

🖥	United Way of Mid-Maine Volunteer Opportunities
🖥	United Nations Sustainable Development Goals
🎥	TED Talk: What does it mean to be a citizen of the world?
🖥	Email: badges@thomas.edu

Industry Standards

Association of American Colleges and Universities – VALUE Framework (Civic Engagement)

Team Player

Description: The Thomas College Team Player badge earner has showcased collaborative skills through the culmination of a mutual project where they acted as a team player in group interactions. In addition to navigating communication and collaboration on a group project, the badge earner has demonstrated active listening and effective conflict resolution skills through working with diverse group members outside of the Thomas College community.

Skills: active listening, collaboration, conflict management, conflict resolution, communications, teamwork, business networking, relationship building, relationship management, solutions focused

How to Earn this Badge

Step 1: Learn about being a team player.

Step 2: Plan for a project that shows your ability to:
A. Initiate opportunities to communicate and interact positively with diverse group members.
B. Interact professionally and use appropriate language when communicating with others.
C. Build upon the contributions of others in a way that facilitates solution-orientated discussions and work.
D. Demonstrate capacity for active listening and effective conflict resolution.

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Team Player Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*

Activity/Project Ideas

-- Curate evidence of and reflections on the quality and quantity of your contributions, efforts, and interactions during a group project as part of a class or club/group/team activity.

-- Develop a way to get feedback from others on your ability to be a team player for a particular project or activity that is sustained for at least three weeks. Curate that feedback.

-- Develop resources that help others learn the skills they need to be a team player.

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

	6 qualities that make a great team player
	Being a good team member
	Many more resources on the Digital Badging Moodle Site
	Email: badges@thomas.edu , talk with club/group advisors, athletic coaches, mentors, etc.

Industry Standards

National Association of Colleges and Employers Career Competencies (Team Work)

Career Ready

Description:

The Thomas College Career-Ready badge earner has already earned the Advocate, Leader, Critical Thinker, Responsible Citizen, Digital Terrier, Design Thinking, and Team Player badges from Thomas College. In completing this badge, the learner has engaged in various reflective exercises to illustrate their employability.

Skills: critical reflection, career readiness certificate, acceptance of feedback, initiative, reflection, technology skills, writing skills

How to Earn this Badge

Step 1: Learn about career readiness.

Step 2: Plan for a project that shows your ability to:

A. Earn the Advocate, Leader, Critical Thinker, Responsible Citizen, Digital Terrier, Design Thinking and Team Player badges.

B. Submit three (3) examples of up-to-date and professional evidence that show you can demonstrate your employability to others.

Step 3: Complete your project, collecting evidence (plans, photos, videos, presentations, surveys, posters, journals, research, feedback from others, recognition, news articles, etc.) you can share at the end.

Step 4: Earn the badge by submitting evidence on the Digital Badging Moodle Site **AND** completing the Career Ready Google Form. *You will receive this badge if you earn a score of 80% or better when project materials and reflection are reviewed.*

Activity/Project Ideas

-- Updated resume and cover letter that showcases experiences from earning badges.

-- Feedback on a successful interview or job application

-- Updated digital identity (portfolio, social media presence, etc.) reflecting the badge experiences.

-- Reflection on networking opportunity if badge experiences were discussed.

-- You're welcome to develop your own project. If you want to make sure you're on the right track, send your idea to badges@thomas.edu

Learning Resources

🖥️	Thomas College Professional and Career Development Videos and Workshops (creating resumes, cover letters, LinkedIn profiles, etc.)
🎥	TED Talks to Watch Before a Job Interview
🖥️	Attend an event or training offered by the Professional and Career Development Office
📅	More resources on the Digital Badging Moodle Site
🖥️	Email: badges@thomas.edu or visit the Professional and Career Development Office.

Industry Standards

National Association of Colleges & Employers Career Competencies