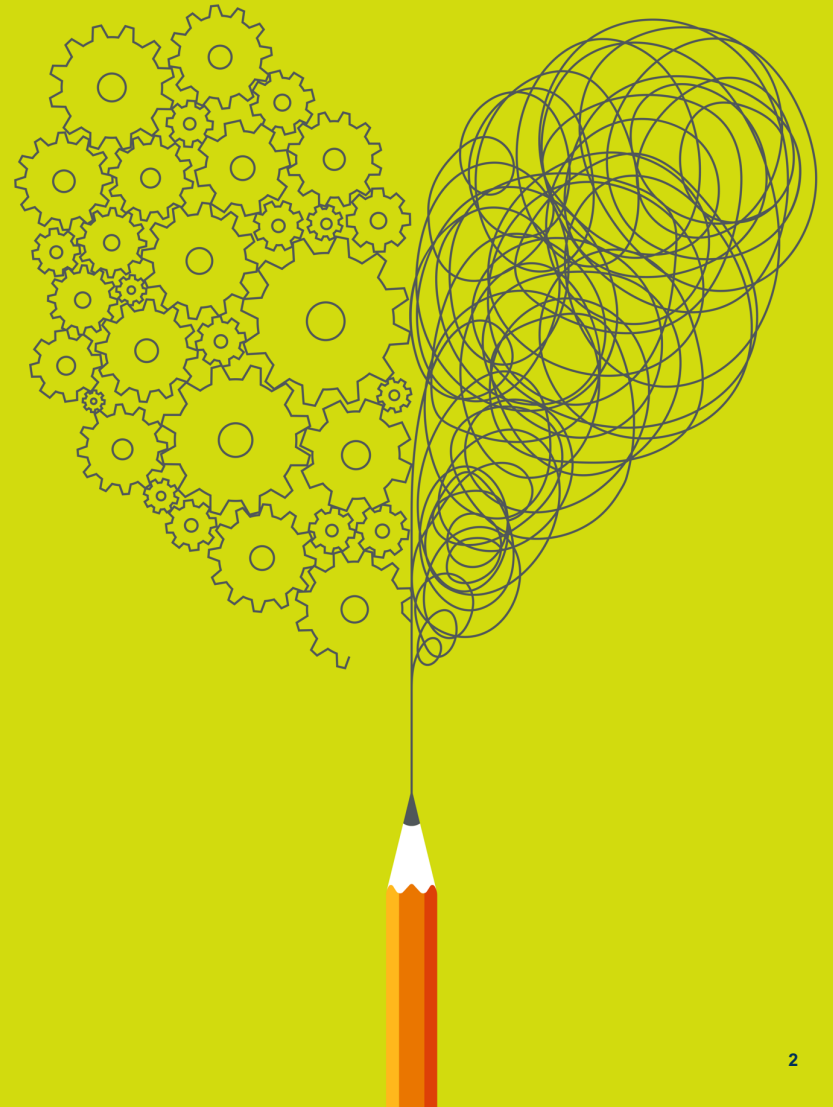# PCS Learning Outcomes Dashboard Wireframes
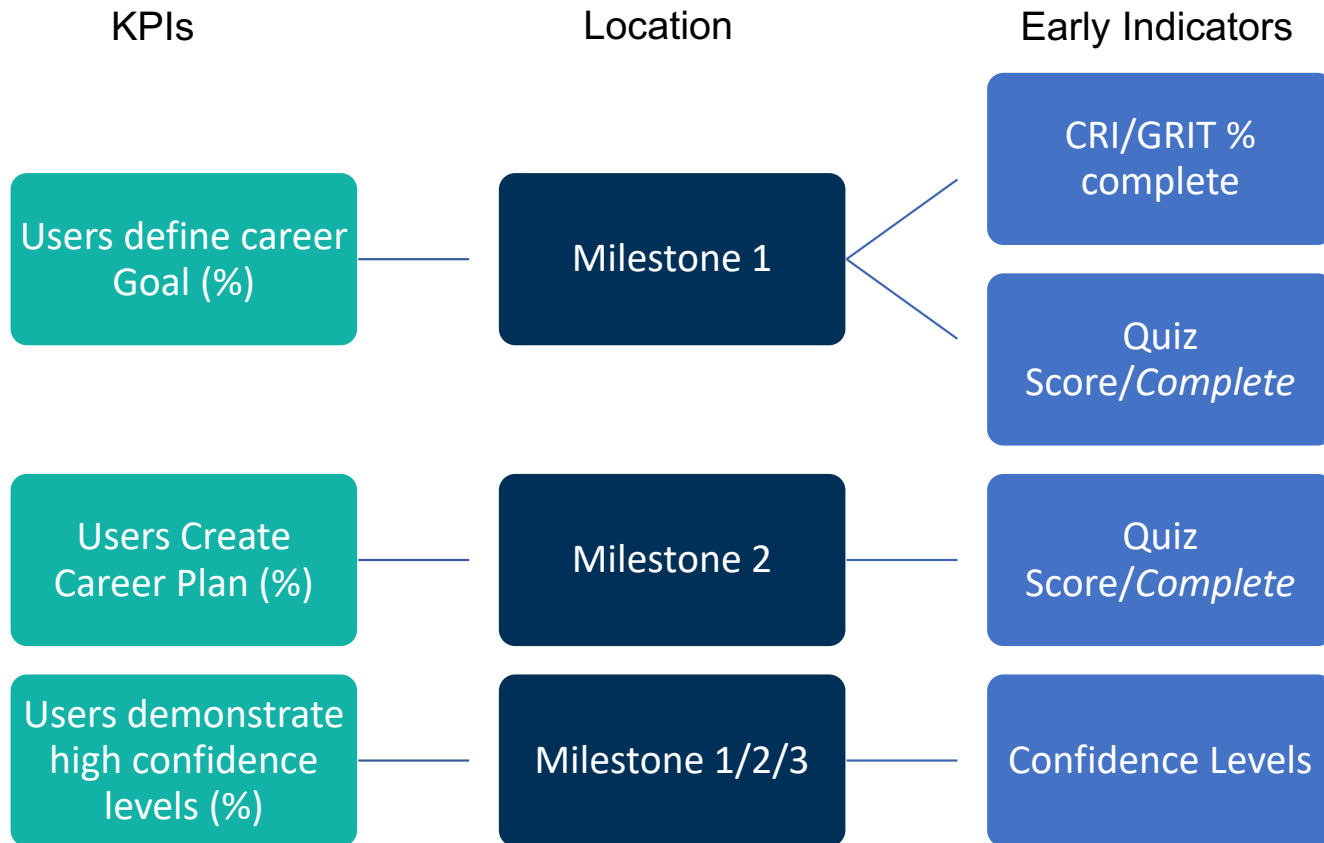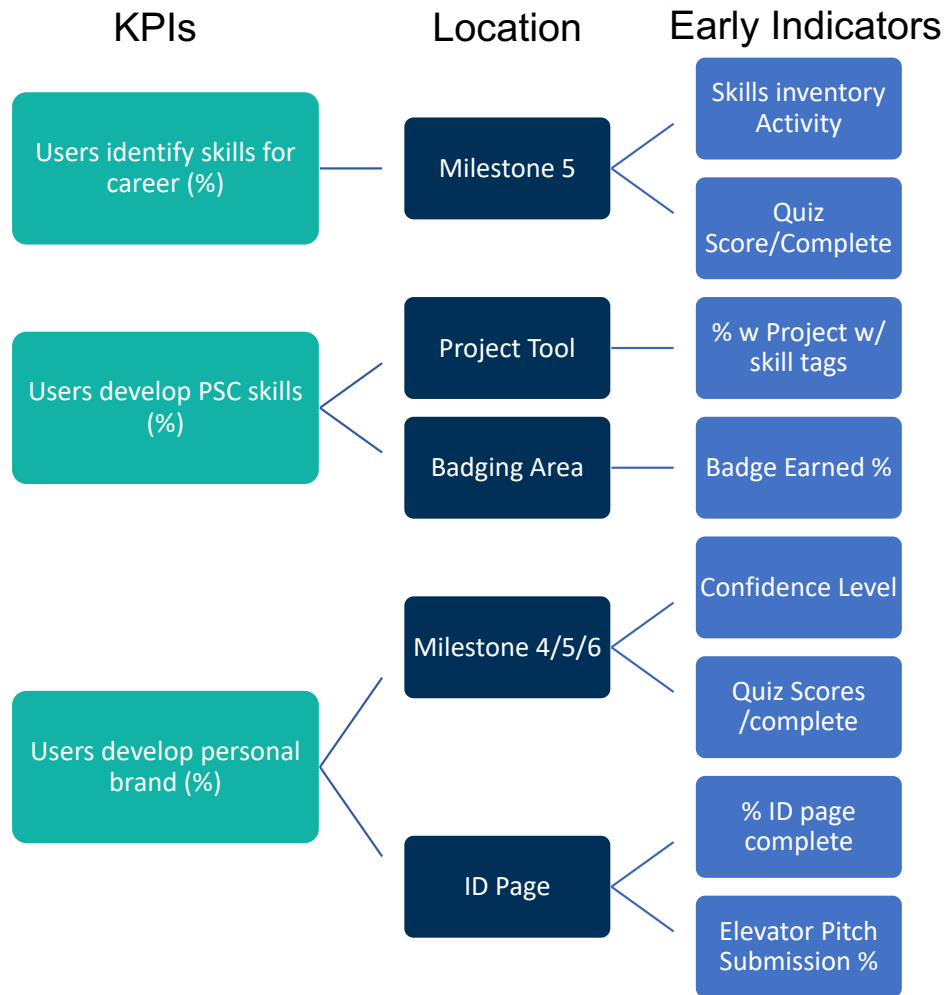
Dr. Anne-Marie Fiore

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Learner Outcomes

1. DISCOVER Learners of all ages and stages discover career goals/preferences and how those goals/preferences connect with jobs in the market

2. DEVELOP Learners of all ages and stages develop key employability skills and a personal brand that supports their career goals

3. DEMONSTRATE Learners of all ages and stages demonstrate their value and professional skills to employers effectively

Learning Outcome 1: Discover

KPIs	Location	Early Indicators
Users define career Goal (%)	Milestone 1	CRI/GRIT % complete
		Quiz Score/*Complete*
Users Create Career Plan (%)	Milestone 2	Quiz Score/*Complete*
Users demonstrate high confidence levels (%)	Milestone 1/2/3	Confidence Levels

Learner Outcome 2: Develop

KPIs	Location	Early Indicators
Users identify skills for career (%)	Milestone 5	Skills inventory Activity
		Quiz Score/Complete
Users develop PSC skills (%)	Project Tool	% w Project w/ skill tags
	Badging Area	Badge Earned %
Users develop personal brand (%)	Milestone 4/5/6	Confidence Level
		Quiz Scores /complete
	ID Page	% ID page complete
		Elevator Pitch Submission %

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Learner Outcome 3: Demonstrate

KPIs

Location

Early Indicators

Users ready for interview (%)

Milestone 6

Milestone 7/8/9

Quiz Score/ complete

Confidence Level

Quiz Score /complete

Confidence level

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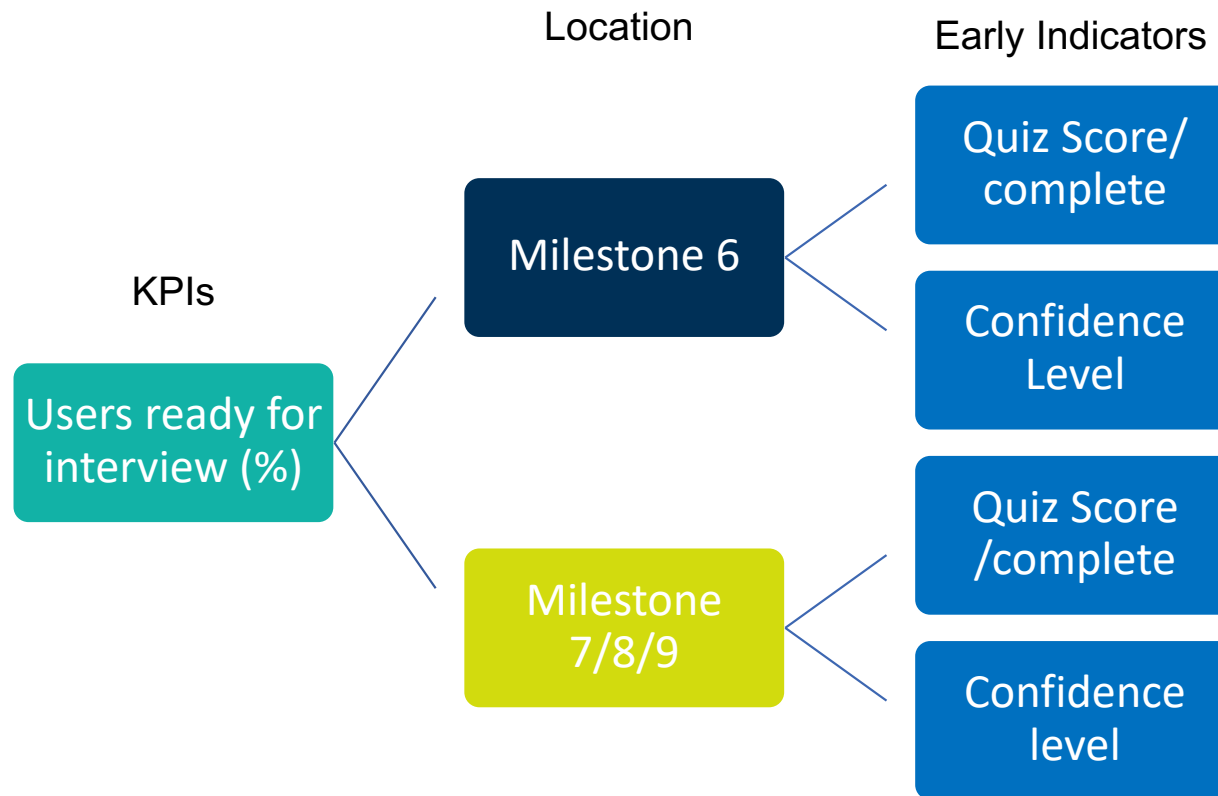
PCS Learning Outcomes Dashboard

Content Area	Description	Target	Actual
DISCOVER (KPIs for M 1-3)	Discover careers that align with learner preferences and understand the path to achieving those goals	Targeted # of successful achievements in DISCOVER milestones	Actual # of successful responses achieved in Discover content
DEVELOP (KPIs for M 4-6)	Develop a personal brand and skills that support career goals	Targeted # of successful achievements in DEVELOP milestones	Actual # of successful responses achieved in Develop content
DEMONSTRATE (KPIs for M 7-10)	Demonstrate skills and experience in successful interviews, resumes, and ePortfolio	Targeted # of successful achievements in DEMONSTRATE milestones	Actual # of successful responses achieved in Demonstrate content

Key Performance Indicators (KPI)

KPIs for "DISCOVER" Milestones

User Achievement	Target	Actual
% Users with Career Goal Defined	Goal %	Actual %
% Users with Career Plan Created	Goal %	Actual %
% Users Reporting High Confidence in Their Ability to Complete Career Research & Define Career Path (Scores 4-5 of 5 in survey)	Goal %	Actual %

KPIs for "DEVELOP" Milestones

User Achievement	Target	Actual
% Users who have Identified Necessary Career Skills	Goal %	Actual %
% Users who have Developed PSC Skills	Goal %	Actual %
% Users who have Developed Personal Brand	Goal %	Actual %

KPIs for "DEMONSTRATE" Milestones

User Achievement	Target	Actual
% Users Indicating Readiness for Interviewing	Goal %	Actual %
% Users who have Developed a Professional Network	Goal %	Actual %
% Users who have Completed Key Professional Documentation	Goal %	Actual %

Learning Outcomes and Metrics Defined

Content Area	Learning Outcome	Metrics
DISCOVER (Milestones 1-3)	Has learner discovered their career goals/preferences and understood how those goals/preferences connect to jobs in the market? Has learner developed a career plan?	Milestones 1-3 Completion: Activities, GRIT Gauge, ID Page Scores: Quiz, GRIT Gauge Readiness: Learner Survey Feedback
DEVELOP (Milestones 4-6)	Has learner developed key employability skills and a personal brand that supports their career goal?	Milestones 4-6 Completion: Activities, Resume, Project Creation Scores: Quiz Readiness: Learner Survey Feedback
DEMONSTRATE (Milestones 7-10)	Can learner effectively demonstrate their value and professional skills to employers? Are users confident in their ability to persuasively communicate about use of knowledge, skills, and abilities to potential employers?	Milestones 7-10 Completion: Activities, GRIT Gauge, ID Page, Resume, Project Creation, ePortfolio Scores: Quiz, GRIT Gauge Readiness: Learner Survey Feedback

Early Indicators

Early Indicators for DISCOVER Milestones

| Indicator Achieved	General Metrics	Target	Actual
Confidence Level Scores (Scores 4-5 of 5 in survey) in Milestones 1-3	Learner surveys at the end of milestones	Goal %	Actual %
High Impact Moments Achieved in Milestones 1-3	GRIT completion, Tags added, ID Page level of completion, Assignments completed, File Uploads	Goal %	Actual %
Quiz Scores (60% or higher) in Milestones 1-3	Quizzes at the end of milestones 1-3	Goal %	Actual %

Early Indicators for DEVELOP Milestones

Indicator Achieved	General Metrics	Target	Actual
Confidence Level Scores (Scores 4-5 of 5 in survey) in Milestones 4-6	Learner surveys at the end of milestones 4-6	Goal %	Actual %
High Impact Moments Achieved in Milestones 4-6	Tags added, ID Page level of completion, Assignments completed, File Uploads	Goal %	Actual %
Quiz Scores (60% or higher) in Milestones 4-6	Quizzes at the end of milestones 4-6	Goal %	Actual %

Early Indicators of DEMONSTRATE Milestone

Indicator Achieved	General Metrics	Target	Actual
Confidence Level Scores (Scores 4-5 of 5 in survey) in Milestones 7-10	Learner surveys at the end of milestones 7-10	Goal %	Actual %
High Impact Moments Achieved in Milestones 7-10	GRIT completion/score, Badges completed & claimed, Tags added, ID Page fully completed, Assignments completed, File Uploads	Goal %	Actual %
Quiz Scores (60% or higher) in Milestones 7-10	Quizzes at the end of milestones 7-10	Goal %	Actual %

Learner Outcomes & Overview of Activity

- Efficacy Mission: Help people make progress in their lives through learning by designing for and measuring impact on learner outcomes
- Learner Outcomes: a measurable impact on someone's life because of engagement in the learning process
- Purpose of Learner Outcomes: defined learner outcomes support outcomes-focused product development
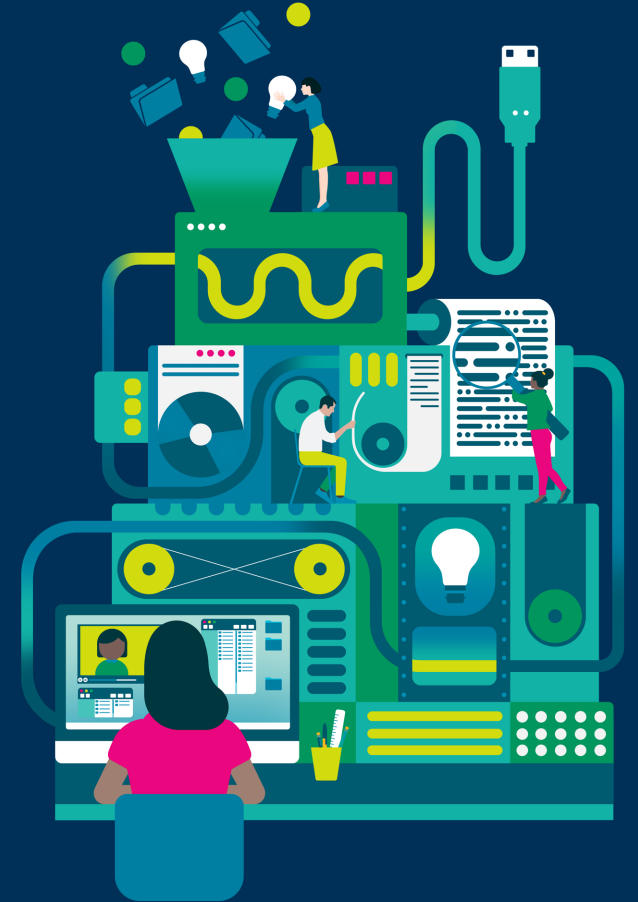
Learner Outcomes & Overview of Activity

- Important to keep in mind:
  - If we can validate progress on learner outcomes than we're also validating each product's value proposition
  - If your learner outcomes are deeply embedded in your team's work, then every decision is focused on delivering learning value which will help achieve product KPIs!

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ALWAYS LEARNING