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Credential Intelligence: Redefining Skills Recognition in the AI Era

As AI reshapes our world, traditional digital credentials increasingly fall short in capturing the full spectrum of learning and achievement. This session introduces Credential Intelligence (CI), a transformative approach that leverages Radical Transparency and Generative Recognition to discover, document, and validate skills recognition. Participants will explore how intentionally recording human-AI interactions can build trust, provide deep insights into learning processes, and reveal hidden skills, while AI-driven analysis tailors personalized pathways for continuous improvement.

The rapid evolution of AI challenges the credibility of conventional credentialing systems, which often overlook the nuanced contributions of both human and machine. Credential Intelligence (CI) addresses these gaps by introducing two key concepts:

Radical Transparency: By deliberately documenting learning processes—including human-AI interactions, metacognitive reflections, and collaborative exchanges—Radical Transparency enriches our understanding of learner experiences. This comprehensive record not only boosts trust but also enables a deeper insight into the diverse skills acquired during the learning journey.

Generative Recognition: Building upon this transparency, Generative Recognition employs AI to analyze documented interactions. This analysis uncovers latent skills and offers customized recommendations for further upskilling or employment opportunities, fostering a dynamic and continuous cycle of personal and professional growth.

Throughout the session, we will showcase an example of early implementation of CI, suggesting a roadmap on how to extend existing credentialing standards and address related considerations.