



Launching a Comprehensive Learner Record:

TRANSFORMING EDUCATION
AND WORKFORCE READINESS



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Showcasing the Full Learner Journey With CLR



A **Comprehensive Learner Record (CLR)**

is a dynamic digital record that paints a full picture of a learner's academic and co-curricular achievements at their institution. Unlike traditional transcripts, which focus primarily on grades, CLRs highlight a student's competencies, skills, and experiences outside of the classroom. This gives learners the opportunity to present a more complete profile of themselves to educational institutions or future employers.

86%

of higher education faculty and staff believe postsecondary programs should focus on the well-defined skills and competencies students need to succeed in today's workplace¹

And as education and workforce needs evolve, CLRs are gaining traction as a powerful tool to:

- » Showcase skills and achievements beyond grades.
- » Support personalized learning and career pathways.
- » Boost student employability with a comprehensive profile.
- » Facilitate seamless credit transfers and mobility.
- » Support trends like competency-based education and lifelong learning.

In this ebook, we explore the value of CLRs and offer practical insights to launch a Comprehensive Learner Record at your institution.

How CLRs Empower Learners in a Skills-Based World

WHY ARE CLRS GAINING MOMENTUM IN EDUCATION TODAY?

Meet Modern Educational and Workforce Demands

Employers now look beyond grades, with **73% of employers** reporting they used **skills-based hiring** in 2023.² As a result, students need verifiable records that showcase more than academics.

By providing a dynamic record of academic achievements, co-curricular activities, skills and competencies, and real-world learning, CLRs support personalized learning and help institutions keep pace with digital transformation demands.

Align With Educational Trends

With the global alternative credentials market set to grow by **\$1.8 billion from 2025 to 2029**, CLRs are increasingly important.³

They support key trends like competency-based education (CBE), micro-credentials, and experiential learning, offering a fuller picture of a student's skills. This dynamic approach ensures learners are represented in a way that aligns with modern needs.

Improve Learner Mobility and Pathways

By streamlining credit transfers and boosting learner mobility, CLRs help students navigate between institutions and employers. This holistic overview of student achievement opens up new educational and career opportunities.



HOW TO LAUNCH A CLR:

Establishing Goals and Choosing the Right Platform

Employers, colleges, and students are eager to collaborate on delivering affordable, verifiable, non-degree programs tailored to industry needs.⁴ Follow these six steps to launch a CLR initiative and set your program up for success:

Step 1:

Establish a Clear Vision and Goals

The strategic foundations of a successful CLR initiative include:

- » Defining your implementation roadmap
- » Aligning stakeholders
- » Establishing governance and priorities

Start by aligning your strategy with institutional priorities, such as:

- » Enhancing student success.
- » Showcasing learners' skills and competencies.
- » Guiding students toward career readiness.
- » Boosting retention and graduation rates.

Then, gain early buy-in from key players, including those who will be responsible for implementation, ongoing support, and direct student engagement. In addition to administrators and faculty, involve department heads, IT teams, academic advisors,

and student representatives. Bringing together diverse perspectives helps set expectations, address concerns, and build momentum.

Step 2:

Choose the Right CLR Platform

Digital upgrades are essential to meet rising data demands and student expectations.⁵ The right platform simplifies issuing and managing CLRs.

Parchment provides a secure, scalable platform that accepts data from your SIS, LMS, and co-curricular sources—supporting both structured and unstructured formats to create a unified record of student learning.

With automated delivery and guided setup, Parchment streamlines the process for staff and empowers learners to share their CLRs with confidence.

HOW TO LAUNCH A CLR:

Defining Content and Verifying Data

Step 3:

Define What's Included in Your CLR

A CLR goes beyond grades to highlight the full scope of student learning — from classroom achievements to real-world experiences. Customize it to reflect your institution's goals and your students' unique journeys.

Key elements often include:

- » Co-curricular activities: Clubs and programs that complement coursework.
- » Experiential learning: Leadership, volunteer, and job-based experiences.
- » Competencies: Market-ready skills developed through courses.
- » Program progress: Academic milestones and key achievements.
- » Other highlights: Internships, certifications, digital badges, and micro-credentials.

By capturing learning in and beyond the classroom, your CLR becomes a future-ready record students are proud to share. With Parchment, it's easy to design CLRs that reflect your institution's brand and values while encouraging learner engagement.

For added impact, integrate digital badges and micro-credentials to highlight specific achievements — making it a powerful tool for employers and institutions alike.

Step 4:

Develop a Data Collection and Verification Process

To create a reliable CLR, pull information from multiple sources, including:

- » Faculty and course assessments.
- » Co-curricular activities.
- » Internships and work experience.
- » Certifications and credentials.
- » Learning management systems.
- » Student information systems.

Clear, consistent data entry and integration are critical steps — without them, a CLR can't function as a trusted, verifiable record.

That's why Parchment partners with institutions to align and verify all data, ensuring every record is accurate, credible, and meaningful.



HOW TO LAUNCH A CLR: Securing Buy-In and Launching Your Program

Step 5:

Secure Buy-In for Your CLR Program

Effective communication with faculty, administrators, and students is key to securing buy-in for your CLR initiative. To build support, clearly highlight the value of CLRs by:

- » Holding engaging informational sessions.
- » Sharing real-world case studies.
- » Showcasing how they empower students in their education and future careers.

60%

With 60% of faculty feeling there's insufficient training for new digital resources, fostering understanding, collaboration, and enthusiasm will pave the way for smoother adoption.⁶

Step 6:

Pilot and Launch the CLR Program

Start with a small pilot — like a department, program, or graduating class — to roll out your CLR. This lets you test data flows and see how well the CLR reflects student experiences; not to mention catch any issues early.

- » Get feedback from both students and staff:
- » Are learners using their CLRs?
- » Do they clearly highlight skills and achievements?
- » Are support teams comfortable with the process?

Use those insights to fine-tune processes and launch campus-wide. Offering training, sharing clear guidance, and spreading the word ensures everyone knows how to access and use their CLR.

A thoughtful rollout builds momentum — turning your CLR efforts into a powerful way to showcase student success.

The Value of CLRs for Educational Stakeholders

HOW DO CLRS CREATE VALUE FOR EDUCATORS, EMPLOYERS, AND LEARNERS ALIKE?

Improving Workforce Readiness for Learners

74% of employers

40% of employers feel that graduates aren't career-ready when they enter the workforce⁷, and 74% are struggling to find skilled talent today.⁸

By connecting academic achievements to workplace skills, CLRs help bridge the gap between education and further learning or employment. Students can showcase their job-ready skills and experiences, and employers gain access to better-prepared candidates, resulting in a more capable workforce.



Helping Motivate and Track Student Progress for Educators

CLRs help educators track and motivate student progress, making it easy to spot areas for improvement and celebrate achievements. With a comprehensive view of each student's journey, educators can ensure learners get personalized support to thrive.

Offering Verifiable, Comprehensive Data To Employers

For employers, CLRs offer a richer, more trustworthy picture of a candidate's abilities. Beyond traditional resumes, these records provide verifiable proof of skills, experiences, certifications, and competencies, enabling hiring teams to make smarter, more confident decisions.

Unlock the Power of CLR's With Parchment

As education and workforce dynamics shift, Comprehensive Learner Records are becoming essential in credentialing — providing a more holistic view of students. By highlighting more than just academic achievements, but also skills, competencies, and experiences, CLR's help shape a learner's full potential in the workforce.

Parchment is here to help your institution maximize the value of CLR's. Our CLR services streamline the entire process — from planning and design to deployment — with customized solutions that reflect your students' unique journeys.

With our proven platform and implementation process, you can create tailored CLR's that connect education with future learning and career opportunities.





Looking for a proven way to manage and issue CLRs
that truly represent your students?

**Explore Parchment CLR services
or book a demo to get started.**

Follow us for the latest info or
visit us at parchment.com



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