Building Careers with ePortfolios:
French Universities Collaborating Using Open Source

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Introduction

Janice Ann Smith, Ph.D.

Karuta Open Source Portfolio Project
Under the umbrella of the Apereo Foundation

- Member of the open source portfolio, Sakai, and Apereo communities from just about the beginning.
- Three-time participant in the Kumamoto ePortfolio seminar
- Long career in facilitating teaching and learning at the university level
- Consultation on learning projects at some sixty universities in North America, Mexico, Europe, and Japan

Karuta Open Source Portfolio

- A next generation open source ePortfolio

- Created in the spirit of the Open Source Portfolio (OSP) tools in Sakai

- Original Partners: HEC Montréal, Kyoto University, IUT-2 Grenoble, ePortfolium, Three Canoes LLC

- Completed Apereo incubation: October 2015

- Release of Karuta 2.4: April 2019

SOME STRATEGIES FOR EPORTFOLIO SUCCESS

Consider Your Primary Portfolio Purpose

| Learning Portfolios	Assessment Portfolios	Career Development Portfolios
• Focus on developing academic or professional knowledge, skills, and identity	• Focus on programmatic or institutional improvement	• Focus on sharing attractive displays of evidence with others

See Portfolios as a High-Impact Educational Practice

Done well, ePortfolios:

- Advance improve student pass rates, grades, and retention.
- Support reflection, integration, and deep learning.
- Connect learning across academic and co-curricular learning experiences..
- Help students construct purposeful identities as learners.
- Catalyze learning-centered instructional change.
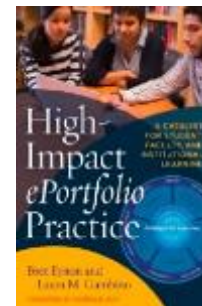
Develop ePortfolio Literacy Skills

- **Collecting**
  - Assembling and describing evidence of learning.

- **Self-Regulating**
  - Becoming aware of and exercising control over learning.

- **Reflecting**
  - Contextualizing the meaning and significance of learning.

- **Integrating**
  - Synthesizing and transferring learning to any number of situations.

- **Collaborating**
  - Participating in community to build knowledge and skills.

- Paul Treuer and Jill D. Jenson, 2013

Six Strategies for ePortfolio Success

- Janice A. Smith, Jikei School of Nursing 2016

1. Continually reinforce your portfolio purpose.
2. Emphasize documentation and reflection.
3. Plan for guidance from faculty and/or student peers.
4. Use portfolios to link to and reinforce learning outcomes.
5. Use portfolios to integrate learning across contexts and disciplines.
6. Encourage learners to strive for authenticity in and ownership of their portfolios.

SUCCESS STORY: FRENCH UNIVERSITY COLLABORATION WITH EPORTFOLIOS

A Unique ePortfolio Context

- Support from the French government
- Sharing a common set of competencies (learning outcomes) within and across disciplines
- Active collaboration across institutions
- Intensive participation by instructors
- Making the best use of open source

The role of
French Universities

- Using a skill-based approach to encourage students to prepare for future careers
- Making learning more visible and reflective
- Collaborating across universities to share resources, challenges, and solutions
- Providing their own technical and functional support
- Participating in code development or paying for code innovations

Participating French Universities

- IUT2 Grenoble Alpes
- Université Grenoble Alpes IAE Promising
- COMUE (Communauté des Universités Grenoble Alpes)
- Grenoble INP
- GEM (Grenoble Ecole de Management)
- Polytech Annecy Chambéry
- Université Savoie Mont-Blanc
- Université de Poitiers (3ème Cycle de Médecine)
- Université de La Rochelle
- Université de Valenciennes
- EPF Sceaux
- IUT de Cergy
- CNAM national (Conservatoire National des Arts et des Métiers)
- Université de Strasbourg
- Université technologique de Compiègne
- U of Poitiers (École de médecine)

The role of
HEC Montréal (Quebec, Canada)

- Creating and developing the Karuta Open Source Portfolio
- Completing the Apereo Foundation incubation process
- Collaborating on and supporting pedagogical design
- Integrating innovations into the code
- Quality assurance
- Documentation and support

The role of
IUT2 Grenoble Alps University

- Using Karuta to design a pedagogical model and an ePortfolio of experiences, skills, and careers

- Graphic design for a Karuta interface

- Participation in code development

- Creation of and leadership in a French Karuta community in collaboration with ESUP

Grenoble, France, is a city of innovation

- 150,000 inhabitants
- 65,000 students (University of Grenoble-Alps + engineering schools)
- 7.1% of the population works in R&D (2nd in France)
- Focus on business and scientific development

IUT2 Grenoble Alps University

- An Institute of Technology within the University of Grenoble Alps (UGA)

- An undergraduate college
  - With 3,200 students
  - Offering:
    - A two-year bachelor's degree
    - A shorter university degree in technology
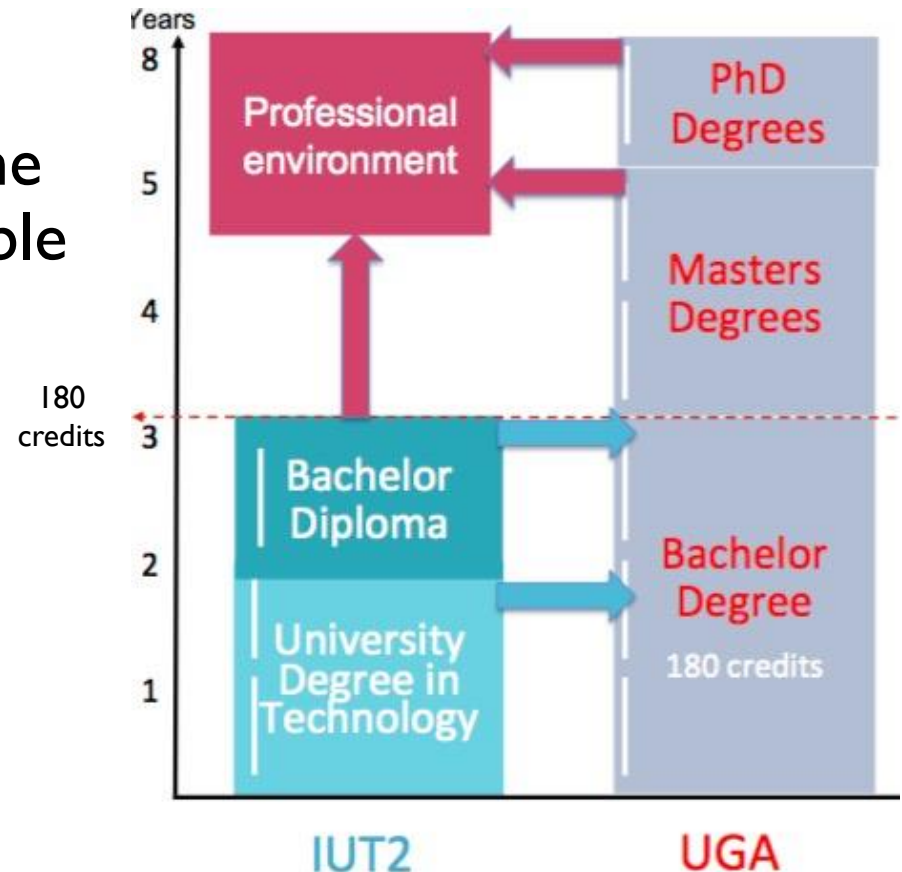
Eight IUT2 Undergraduate Majors

Preparing for managerial and technical careers

Business and Administration Management (Grenoble)

Business and Administration Management (Vienne)

Business and Marketing

Computer Science

Information and Communication

Paralegal Studies

Social Work

Statistics and Data Processing

The role of
The French Ministry of Education

- Providing leadership and advocacy
- Recognizing the national goal of improving the path from education to career
- Promoting the project
- Choosing the desired software: Karuta
- Supporting a shared portfolio instance
- Providing seed money
- Facilitating access to a shared databank of:
  ○ Competencies
  ○ Career skill requirements
- Encouraging collaboration

The **K**IUTPortfolio

- Modeling the portfolio process for other French universities

- Integrated into PPP -- a cross-cutting IUT2 course involving
  - 29 academic programs
  - 40 PPP instructors – PORTFOLIEURS!
  - 3,200 PPP students

- PPP students:
  - Reflect upon skills acquired from all learning experiences
  - Identify their most-valued skills and improve the probability of selecting a fulfilling career
  - Compare their most-valued skills to skills required by 200 different careers
  - Benefit from the guidance and evaluation of PPP instructors and internship supervisors
  - Create a CV and a personal interactive bubble map with evidence for recruiters

ANALYZING THE FRENCH UNIVERSITY STRATEGIES FOR EPORTFOLIO SUCCESS

Strategy for Success #1

Continuously reinforce the purpose of your ePortfolio project -- with students AND faculty.

K'IUT ePortfolio Purposes

UIT2 portfolio use:

- Facilitates learning
- Supports
  - Career development
  - Student fit with careers
  - The job search
- Encourages lifelong learning

http://ryanpolly.com/honor-your-purpose/

Portfolio Use at IUT2 Reinforces Its Purposes

- The portfolio is simple and easy to use.
- The PPP course centers around the portfolio process.
- All students participate in PPP throughout their degrees.
- 40 instructors support students in using the ePortfolio to assess their developing skills.

Strategy for Success #2

Emphasize the importance of documenting and reflecting upon evidence of learning.

Documenting Evidence of Learning

Students:

- Review all of their learning experiences, and

- Link them to competencies that represent skills they have developed through each experience.

http://www.pissd.com/2014/05/documenting-workplace-injury-five-things-to-remember/
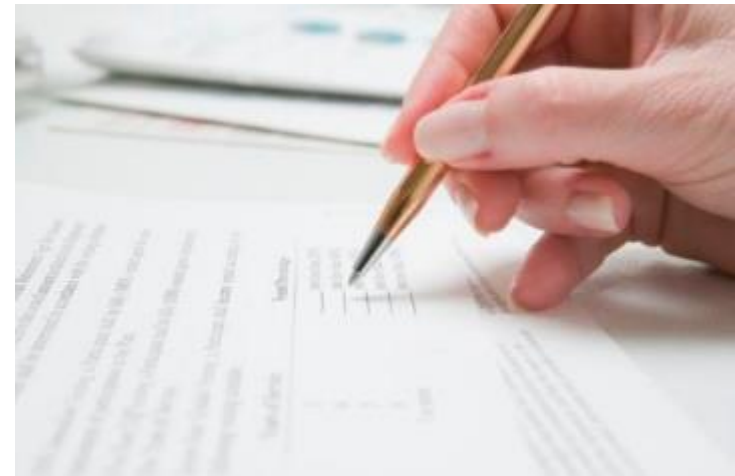
Reflecting upon Evidence of Learning

Students:

- Consider the extent to which the learning experience indicates mastery of linked competencies (skills).

- Use an institutional database to search for careers that attract them and compare their skills to those required by the career.
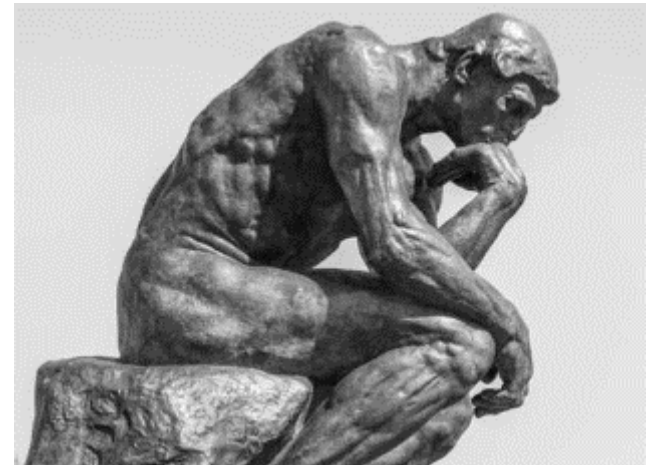
http://www.huffingtonpost.com/david-sze/introspection-research_b_7306546.html

Strategy for Success #3

Encourage faculty (and/or student peers) to guide and support learners in the portfolio process.

IUT2 has dedicated 40 Portfolieurs (instructors for 3,200 students) to:

http://www.ucdmc.ucdavis.edu/facultydev/leadership.html

- Introduce the portfolio.
- Guide students in using it.
- Constantly reinforce its purpose and value for all concerned.
- Encourage student acquisition of ePortfolio literacies

By means of the PPP course, IUT2 reorients its instructors

- By replacing outdated teaching practices with portfolio guidance responsibilities.

- By expecting and rewarding excellence in the use of portfolios to enhance learning.

Job Function by Day of Week

https://www.insidehighered.com/news/2014/04/09/research-shows-professors-work-long-hours-and-spend-much-day-meet
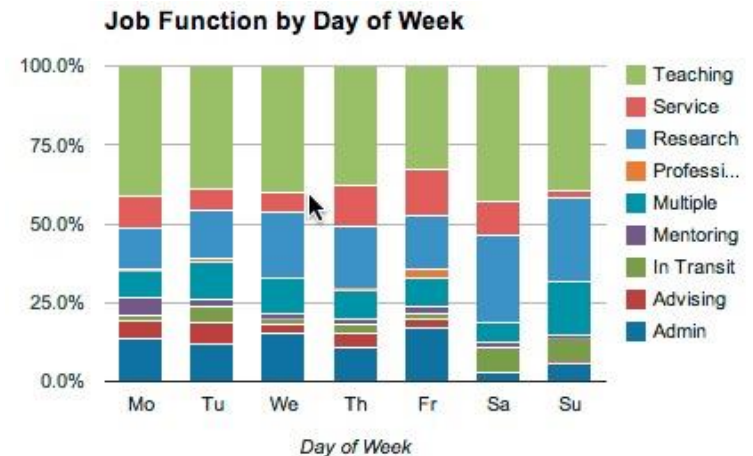
Strategy for Success #4

Use portfolios to help students understand and meet learning outcomes /competencies.

Students Better Understand Potential Career Paths by:

- Assessing their own learning experiences.
- Choosing competencies (skills) that demonstrate their learning within each experience.
- Examining the skills they have acquired to select the ones they most value.
- Comparing their skills to those required by different careers.

http://tqfstrategies.blogspot.com/2012/06/on-learning-outcome.html

Strategy for Success #5

Help students integrate their learning across contexts and disciplines.

The PPP Course Facilitates Integrated Learning

- PPP sections are interdisciplinary.
- Students
  - Use the portfolio in the PPP course throughout their degree programs.
  - Compare their skills with those associated with 200 different careers representing all IUT2 programs.
  - Consider how all of their skills might apply to any particular career.

Making Connections

http://www.slideshare.net/gmdenatale/connecting-the-dots-integrating-learning-with-eportfo
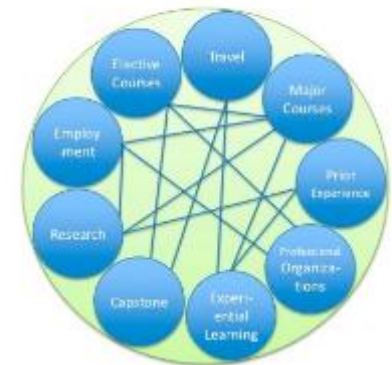
Strategy for Success #6

Encourage learners to strive for authenticity in and ownership of their portfolios.

Authenticity and Ownership

To be authentic requires understanding and being true to one's self . . . By expressing who we are, we are calling ourselves into being.

— Darren Cambridge

Authenticity is discovering one's own unique essence.

— Michael Meade

http://targetx.com/render-authenticity-part-2/

Freedom begins the moment you realize someone else has been writing your story and it's time you took the pen from his hand and started writing it yourself.

— Bill Moyers

Student Ownership of Career Development

PPP students at IUT2:

- Assess their own skills.
- Choose the skills they most value.
- Search careers for a best fit with their skills.
- Determine additional skills to be acquired.
- Chart their own career paths with assistance from the PPP course, their instructors, and the K'IUT portfolio.

Portfolio Outcomes: Student CV

The portfolio automatically creates a CV outlining the student's skills and experiences to be elaborated and shared with recruiters.

Portfolio Outcome: Bubble Map

The portfolio also assembles each student's evidence and skills into a sharable bubble map.

Alert! (a new slide)
French University Success Variables

- Government support and leadership
- Collaboration between universities
- National demand for improved career preparation
- Open source provides opportunity to share technology responsibilities
- Dedicated portfolio instructors
- Simplified portfolio process for students and instructors
- PPP course provides continuous reinforcement
- And MORE!

ALERT! (another new slide) Some Simple Success Metrics

- Consistent use
- Comments and complaints
- Available assessment information
- Observed changes in users
- Requests for continued access
- New funding

- Substitution for previous practices
- Word of mouth to leadership
- Recruiter demand
- User surveys
- Analysis of assessment data
- Use in institutional assessment

REVIEW OF THE K'UIT EPORTFOLIO IMPLEMENTATION

K'IUT ePortfolio Benefits for students, instructors, and alumni

4 Sections:

My ePortfolio
Identification, evaluation, and assessment of my skills and experiences.

My Project
Build my own project of career by focusing on my most valued skills and using several professionalization tools.

My Self-Marketing
Create an organized skills CV and an interactive ePortfolio with profile and mind map to share with recruiters.

My Follow-Up
Ask for feedback on the portfolio.

K'IUT ePortfolio Documenting academic, professional, and personal experiences

Aggregated view of all documented experiences:

- Academic Degrees
(with an addition as of 2018, of skills identified through academic learning experiences)
- Professional Experiences
- Other Training
- Personal Experiences
- Second Languages
- Intercultural Quiz

The K'IUT ePortfolio Identifying and justifying career-specific and cross-cutting skills, self-evaluating, and asking for validation

Sub-Section for Academic Experiences

Students can add their acquired skills and self-evaluate
or (as of 2018)
they can add learning experiences (with argumentation and evidence), identify skills acquired through each learning experience, self-evaluate, and ask a teacher for validation

MON HISTOIRE °

Vue d'ensemble   Formations académiques   Autres formations   Expériences pro.   Expériences perso.   Langues   Quizz interculturel

Mes diplômes °   Ajouter un diplôme +

Concours Ingénieur d'Etudes Chargé de Communication
(2011 - 2011)

DUT Information-communication, Communication des organisations
(1995 - 1997)

DUT Informatique, Génie Logiciel
(1994 - 1995)

Mes situations d'apprentissage   Ajouter une situation d'apprentissage +

TP : Création d'un maquette d'affiche
(1996 - 3h)

The K'IUT ePortfolio Identifying and justifying career-specific and cross-cutting skills, self-evaluating, and asking for validation

Sub-Section for Internship Experiences

Students are asked to add argumentation and evidence for the skills developed through their activities during this learning experience in a company.

They also are asked to explain the benefits for their career project.

The K'IUT ePortfolio Identifying and justifying career-specific and cross-cutting skills, self-evaluating, and asking for validation

Sub-Section for Internship Experiences

Students can add skills they believe were acquired during the internship from various career skills repositories, cross-cutting skills repositories, or manually. They can complete this sub-section in either French or English.

Complete the internship record in English

Students self-evaluate on each skill and can request validation by their internship supervisor.

The K'IUT ePortfolio Using repositories to identify career-specific and cross-cutting skills

Students select a repository and choose the skills to link.
(Specific career repositories are built with programs translated into professional skills and are organized by careers domains.)

The K'IUT ePortfolio
Three types of experience for evaluation

Academic Learning Experiences
Academic courses, practical work, pedagogical serious games, etc.

Self-evaluate and ask for validation by an instructor or peer.

(new since 2018)

Student Activities
Supervised projects, student engagement, etc.

Self-evaluate and ask for validation by an instructor or peer.

(new since 2018)

Internships
In French or English

Self-evaluate and ask for validation by an internship supervisor.

The K'IUT ePortfolio Identifying and justifying career-specific and cross-cutting skills, self-evaluating, and asking for validation

Add one or more languages.

Self-evaluate using the European repository for language competencies: CERCL.

The K'IUT ePortfolio
Assessing and classifying skills

Students identify and categorize **the acquired professional skills they most value** according to career- specific skills, cross-cutting skills, and personal abilities.

Mes compétences préférées

Compétences métiers

Ajouter des compétences

Conception d'une stratégie de communication (2)

Bâtir un plan de communication (cibles, objectifs, supports et actions) 🗑

Cerner le projet et le positionnement d'une organisation 🗑

Contribuer à la conception de solutions d'informatique décisionnelle (1)

Concevoir et réaliser un tableau de bord 🗑

Concevoir et réaliser un tableau de bord 🗑

Compétences transversales

Ajouter des compétences

Conduite de projet (2)

Concevoir et planifier son travail (respecter les délais) 🗑

Suivre le budget d'une opération 🗑

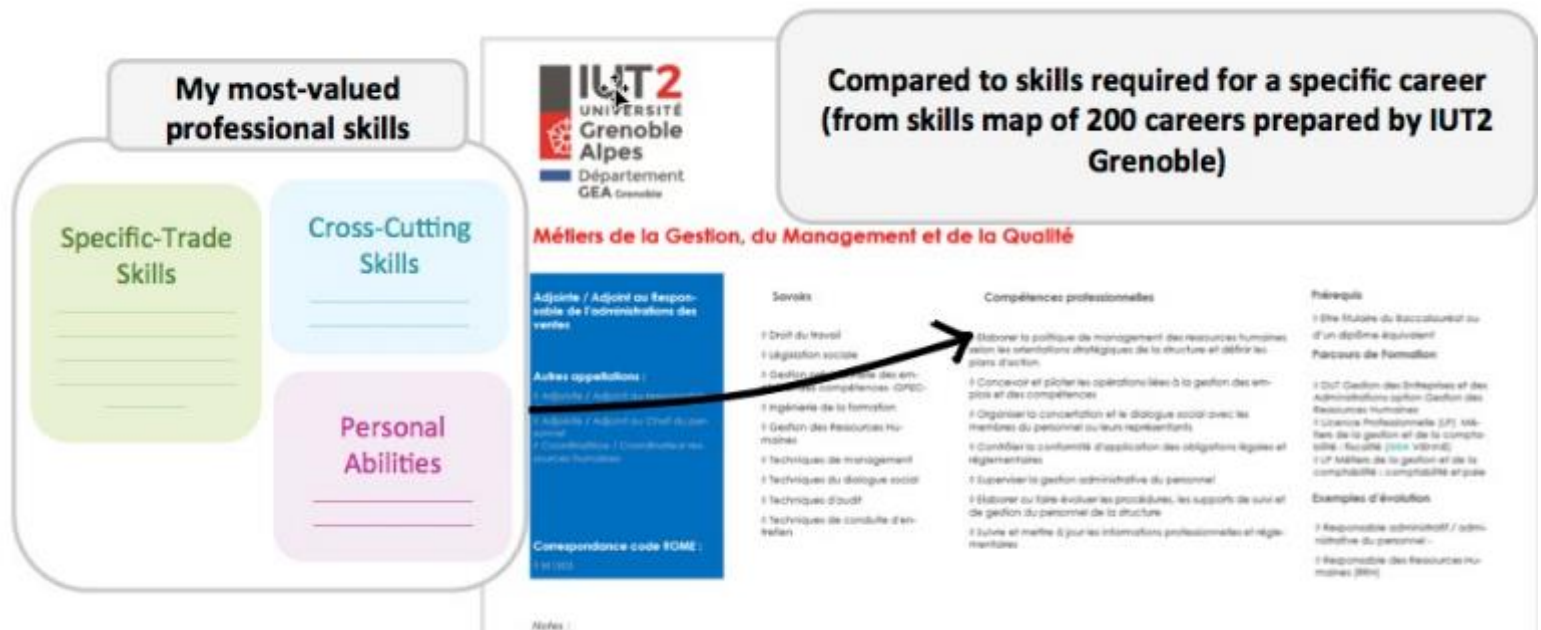Concevoir et planifier son travail (respecter les délais) 🗑

Suivre le budget d'une opération 🗑

Autres compétences personnelles

Ajouter des compétences

Arts, Design, Cultures (1)

The K'IUT ePortfolio Comparing skills to those required by a chosen career

The K'IUT ePortfolio Creating a basic CV automatically using the ePortfolio

The resulting CV is pre-populated with skills and experiences entered into the portfolio along with CERCL language proficiency ratings. PDF and MSWord exports are available.

The K'IUT ePortfolio Creating a showcase ePortfolio to distribute via Linked In, email, etc.

Going farther in assisting students in their professional life choices: The ENP with AI Project

European career repositories
featuring different
versions of skills for
the same career.

Academic or other training organizations
describing their own versions of
skills developed through the
learning experiences they offer in
their programs repositories.

Recruiters
Recruit competent and motivated
talent with different companies
writing job offers differently for the
same profession.

Politicians
looking for the vision to balance
available employment
opportunities in the region with
academic programs generating
graduates with specific skills.

FREE ROME
AI to interact with all repositories
and individual profiles
to reveal human richness while
facilitating interaction among graduates
looking for employment, companies
seeking to hire, and institutions
providing training.

Students, graduates…
difficulties at choosing careers
without understanding what
motivates them and what
employment opportunities exist,
while seeking the best academic
preparation for their intended
career.
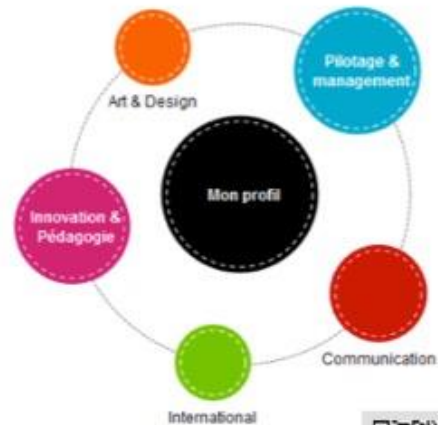
Grenoble Alpes IUT2 UNIVERSITÉ

KARUTA

Karuta OSP Use Case

- A simple assessment portfolio
- Inspired by the Value Rubrics, developed by the Association of American Colleges & Universities (AAC&U).
- https://www.youtube.com/watch?v=6k5LIDDaQdo
- View
  - A student uploading and commenting on evidence of learning
  - An instructor commenting on and evaluating the evidence
  - A supervisor using Karuta reporting capabilities

For More Information on Karuta OSP

KARUTA
OPEN SOURCE PORTFOLIO

Learn about us:

karutaproject.org

www.apereo.org/projects/karuta

Try Karuta:

www.eportfolium.com/karuta2.4/

Follow us:

 Karuta ePotfolio

 Karuta OSP

Download Karuta:

- github.com/karutaproject

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Thank You!

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The Karuta Project

http://karutaproject.org