Global Competency Record Project

EXECUTIVE BRIEF | NOVEMBER 2026

Purpose and vision

The Global Competency Record (GCR) Project is a consortium initiative to transform how education, qualifications, skills and workplace competencies are documented, verified, recognized and shared across borders. The vision is a trusted, interoperable, lifelong digital record of demonstrated competencies—showing what individuals know, can do and have independently validated.

The current lead collaborators are Centennial College, TruMerit, and the GDN Network. Input was sought from the GDN Network community at the Cape Town Annual Meeting. Further next steps will be determined in the coming months to build on the insights and guidance shared.

The intention with this project is not to create new standards and rewrite regulations but rather to ladder existing standards, identify the end-to-end considerations and translations needed, and consider the range of data or document artifacts for the defined use cases with a focus first on the health care field. In this way, the work will provide a roadmap (available open source) to help guide transformational change in communities around the world for professionals.

The global challenge

Professionals seeking recognition abroad face fragmented systems, repeated verification, inconsistent competency frameworks and costly regulatory processes. In healthcare, these barriers contribute to underemployment even as countries confront workforce shortages.

Proposed solution

The consortium proposes research, practical use cases and a working Global Competency Record prototype using existing international standards and digital credential technologies. The approach would:

- **Connect learning and work.** Record verified capabilities from education, clinical training, workplace experience, certification and continuing professional development.
- **Enable trusted portability.** Let individuals securely share authenticated qualifications and competency evidence across borders.
- **Support competency translation.** Map demonstrated capabilities to professional standards, identifying alignment and gaps requiring bridging or assessment.
- **Inform recognition.** Support employers and regulators with reliable evidence without replacing their decision-making authority.
- **Build lifelong records.** Allow competencies to be updated and independently validated across a career.

Initial demonstration: healthcare and the care economy

Two use cases are proposed: nursing, a regulated profession requiring jurisdiction-specific licensing and practice standards; and personal support work, a less formally regulated field where demonstrable practical skills and experience can strengthen mobility. Together, these test the model in distinct regulatory contexts before potential expansion into other occupations.

Strategic value and expected impact

For individuals: stronger agency over verified evidence, less duplication and more equitable mobility. For employers: clearer, trusted information on talent capabilities. For regulators and governments: evidence to inform recognition, bridging and workforce planning. For education and training providers: stronger alignment between learning outcomes and workplace requirements.

Next steps

The consortium seeks to convene educational institutions, credential organizations, professional regulators, employers, technology partners and international agencies around shared standards and trusted practices. Intended next steps will likely include mobilizing partners and funding, developing and evaluating an initial prototype through a tabletop exercise to test and validate the use cases and interoperability, and assessing governance and implementation approaches. The concept is not yet an operational system; privacy, equitable recruitment, investment and national regulatory authority remain essential considerations.

Executive takeaway

The GCR moves the conversation from recognizing documents to recognizing demonstrated capabilities. Healthcare offers a practical starting point for a scalable, trusted ecosystem connecting education, skills and employment internationally.

Reference: Toward a Global Digital Credential Mobility Ecosystem for Migrating Health Professionals (2026) | groningendeclaration.org

https://groningendeclaration.org/wp-content/uploads/2026/09/Toward-a-Global-Digital-Credential-Mobility-Ecosystem-for-Migrating-Health-Professionals.pdf