

# 2025

# ANNUAL REPORT



**CAWBL**

COUNCIL ADVANCING WORK-BASED LEARNING

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Secretary General



# ABOUT US

The Council Advancing Work-Based Learning (CAWBL) is a federally incorporated Canadian not-for-profit established in November 2023 and headquartered in Ottawa, Ontario.

CAWBL stewards global, public digital infrastructure — including the Work-Based Learning Numbering System™ (WBLNS™) and PathLedger™ — that makes learning arising from contribution visible, trusted, and portable across institutional and jurisdictional systems. CAWBL defines work-based learning as a transdisciplinary system in which knowledge is generated through purposeful contribution and validated through social recognition, and advances research, standards, and open digital systems to support that recognition worldwide.





# OUR VISION

To make all learning visible, trusted, and portable through the stewardship of a global public digital infrastructure for recognition.

# OUR MISSION

To steward the infrastructure and standards that make work-based learning a recognized, transparent, and portable global system.

This includes:

1. Developing and maintaining the WBLNS™ as a trusted global registry of competencies, standards, and assessment objects.
2. Operating PathLedger™ as user-controlled public digital infrastructure for recording, verifying, and anchoring learning with the WBLNS™.
3. Advancing a research agenda that deepens understanding of work-based learning as a field of study and practice.



# OUR VALUE

CAWBL's work is centred on a core value that all learning matters and all contribution should be recognized. We support this value by leveraging the WBLNS™ and PathLedger™ through a social systems approach that:

- **Validates Contribution-Based Knowledge** – Recognizing learning that arises from contribution in work, community, family, and civic life.
- **Builds Trust through Transparent Recognition** – Ensuring recognition is credible, impartial, and trusted through structured standards and digital infrastructure.
- **Enables Portability and Legibility** – Making recognized learning legible and transferable across sectors, roles, and borders so individuals can leverage their contributions anywhere.
- **Supports Equity and Access** – Expanding visibility for contributions that have traditionally been overlooked enabling broader participation and mobility.
- **Connects Research, Practice, and Infrastructure** – Advancing research to continuously refine how work-based learning is understood and recognized.



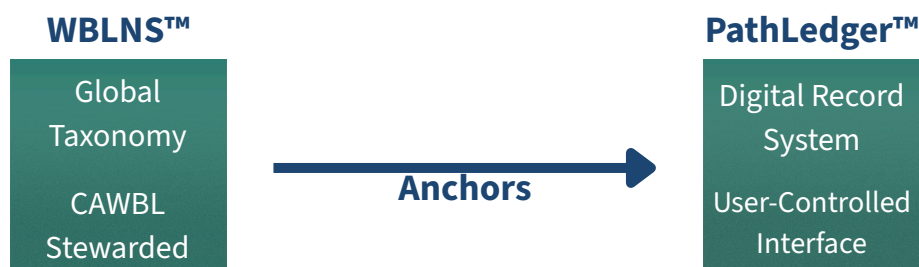


# PUBLIC DIGITAL INFRASTRUCTURE: WBLNS™ & PATHLEDGER™

In 2025, CAWBL continued development of its public digital infrastructure to support the recognition of work-based learning as a portable and trusted system. Virtually all work at CAWBL supports the development and stewardship of this infrastructure which is comprised of two, connected, core components.

- **The Work-Based Learning Numbering System™ (WBLNS™)** serves as a taxonomy assigning consistent identifiers and classifications to standards, competencies, and assessment objects, enabling interoperability across institutions and jurisdictions.
- **PathLedger™** is a public, digital ledger that enables individual users to hold, control and manage validated records of their learning and contribution. Anchored to the WBLNS™, it supports secure verification and cross-system portability.

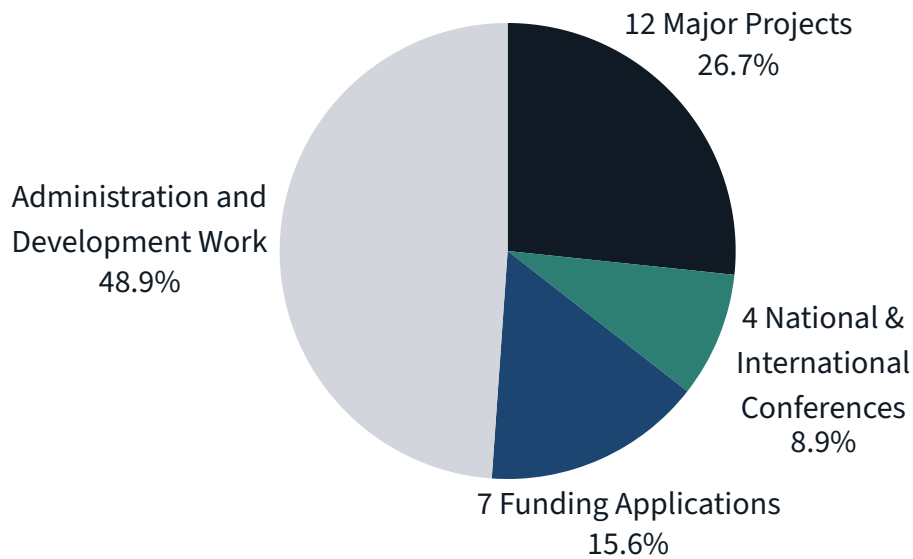
During the reporting period, CAWBL advanced trademark protections reinforcing its commitment to shared, non-proprietary recognition infrastructure.





# 2025 YEAR IN REVIEW

The chart below illustrates the distribution of CAWBL’s core activities during the 2025 reporting period. Effort was focused on organizational administration and infrastructure development, alongside major project implementation across jurisdictions. Time was also allocated to conference engagement and competitive funding submissions, reflecting a balanced approach to operational stability, research dissemination, and future growth.



Participation in all conferences included at least 1 keynote address and 1 presentation.



All Funding applications are currently active and pending decision. They include applications to support research and knowledge mobilization.



Major projects reflect national and global collaborations as well as development of the WBLNS™ and PathLedger™ digital infrastructure.

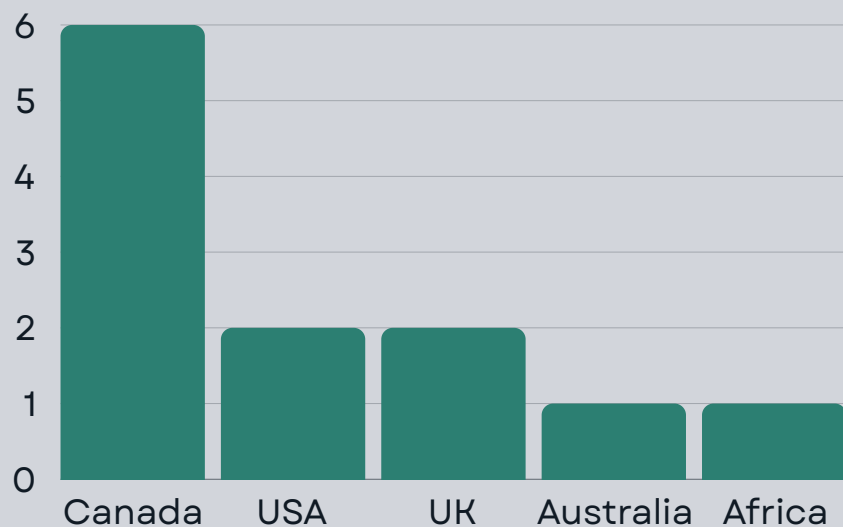


2025

# PROJECTS BY COUNTRY

During the 2025 reporting period, CAWBL advanced 12 major projects spanning five countries. These initiatives reflect the organization's dual focus on research-informed infrastructure development and applied implementation across diverse institutional and policy contexts.

Projects ranged from standards refinement and governance development to international collaboration and public digital infrastructure advancement. The geographic distribution illustrates growing cross-jurisdictional interest and engagement in recognition systems and work-based learning frameworks.





# SUMMARY

In 2025, CAWBL strengthened its role as steward of public digital infrastructure for work-based learning recognition. Twelve projects across five countries advanced standards development, applied research, and cross-jurisdictional collaboration.

Core systems — WBLNS™ and PathLedger™ — progressed through continued refinement and legal protection, with steps toward public domain stewardship. Conference engagement and active funding submissions supported knowledge mobilization and future sustainability. Throughout the year, CAWBL remained focused on its vision to make all learning visible by building transparent, portable, and research-informed recognition systems.





# WORK WITH US



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