Transforming the Nation's Credentialing System

Improving education and employment outcomes for all learners

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Four Drivers of Change

Degree-Centric Workforce
Equity
Credentialing Expansion
21st Century Workforce Needs
Postsecondary Attainment in the U.S.

2 out of 6 have a college credential

White – 71%
Black – 10%
LatinX - 10%
Asian – 9%

3 out of 6 have a college credential

1 out of 6 some college
no credential

2 out of 6 secondary credential or less

Source: Data based on 224.5M adults 25 years and older (Acquired from U.S. Census Bureau 2021)
Within Group Comparisons
Degreed & Non-Degreed

Data based on 224.5 million adults 25 years and older (U.S. Census Bureau 2020)
967,734 Unique Credentials in the U.S.

16 detailed credential categories across 4 types of credential providers:

**POSTSECONDARY EDUCATIONAL INSTITUTIONS**
359,713 degrees and certificates

**MASSIVE OPEN ONLINE COURSE (MOOC) PROVIDERS**
9,390 course completion certificates, microcredentials, online degrees from foreign universities

**NON-ACADEMIC PROVIDERS**
549,712 badges, course completion certificates, licenses, certifications, apprenticeships

**SECONDARY SCHOOLS**
48,919 diplomas from public/private secondary schools
Engages self-assessment and inquiry to transfer and apply learning throughout life

Engages interpersonal, cross-cultural and empathy competencies to communicate effectively

Collaborates and works in teams with a customer focus

Uses critical thinking, reflective learning and creativity to plan, organize, and solve problems

Has initiative to be a catalyst and resilient, while also being adaptive and flexible

Approaches work and learning with quality and integrity

Knows the basic principles and concepts, mathematics, and tools and technologies of the field
Credential As You Go

Policy Change

Phase 1
- Exploration and Development
- Lumina Foundation Planning Grant
- 2019-2021

Phase 2
- Prototyping and Research
- Institute for Educational Sciences (IES) Grant
- 2021-2024

Phase 3
- Expansion and Scaling
- Walmart Grant
- 2022-2023

Equity and Inclusion

Building Connections

Trust and Quality

Professional Development / Technical Assistance

Learn & Work Ecosystem Library
- Technology
- National Campaign

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Learn & Work Ecosystem Library
MISSION
To facilitate the development of a nationally adopted incremental credentialing ecosystem that improves education and employment outcomes for all learners.

VISION
• All learners are recognized for what they know and can do
• Learning counts from multiple sources
• The meaning of credentials understood by learners, employers, and educational institutions, policymakers
• Credentials fit learner needs and inform career navigation, education-career planning, and job transitions
• Credentials used by employers in hiring and advancement and recognized within the postsecondary ecosystem as counting towards further learning

www.credentialasyougo.org
What are Incremental Credentials?

Incremental Credentials capture learning as it is acquired along the learning pathway and formally recognizes and connects that learning to a larger context of work and education.

The purpose of incremental credentials is to ensure learners are recognized for what they know and can do as they acquire the learning and not leave learners without formal documentation of that learning.
Incremental Credentialing

Smaller Credentials
Certificates
Associate Degrees
Smaller Credentials
Bachelor’s Degrees
Smaller Credentials
Certificates
Master's Degrees
Smaller Credentials
Certificates
Doctoral Degrees

Prior Learning
Workforce Learning & Credentials

Prior Learning
Workforce Learning & Credentials
 Incremental Credentialing Framework

- Six approaches to developing incremental credentials
- They overlap and build on each other.
Incremental Credentialing Framework

**LEARN AS YOU GO**
- Incremental credentials are gained on their own for professional development
- May or may not be part of a degree pathway

**ADD AS YOU GO**
- Incremental credentials are gained for specializations while working on a degree or certificate
- May or may not be part of a degree pathway

**STACK AS YOU GO**
- Incremental credentials stack into degrees
- Non-Credit, Microcredentials, Certificates, Skills Badges, Licenses, Certifications, Degrees, and others

**TRANSFER AS YOU GO**
- Incremental credentials are part of academic transfer pathways
- May be a cost-sharing strategy to gain credentials across institutions

**PARTNER AS YOU GO**
- Incremental credentials part of employer partnership
- Credentials gained in workplace are part of a pathway and pathways prepare for workplace credentials

**RETRO AS YOU GO**
- Incremental credentials are awarded retroactively
- Credentials are awarded for learning already acquired
Where does the learning fit on a continuum?
Prior Learning embeds within credentials
Credential Areas Year 1

Healthcare
Medical Lab Technology (multiple)
Medical Assistant
Healthcare Management
IV Delivery
Fundamentals of critical care
Behavioral Health

STEM
IT Professional
IT Powerpacks (multiple)
Engineering

Business
Dynamics of Non-Profit Board Engagement
Women in Corporate Leadership
Front Office Management
Advanced Front Office Management
Project Management
Global Business and Transportation
Modern Industrial Practice
Apprenticeships with Partners
Claims Examiner

Emergency Services
Criminal Justice: Police Department Training
Emergency Management: Paramedic Pathway

Veterinary
Veterinary Technician Fear-Free Certificate
Grooming, Pet Sitting, and Training

Education
Teaching Assistant Level II
Teaching Assistant Level III
Paraeducators certificate
Empowering Teaching and Learning Program
Excellence in online teaching certificate
Child Development

Culinary
Food and Beverage Standards of Service
Baking Fundamentals

Student Success
Peer Mentor Program
Cannabis
Emerging Themes

- Student demand
- Increased enrollment
- Workforce preparation & integration
- Recognition of 21st century & field specific skills
- Transfer and stackables
Technology Directions that Support Incremental Credentialing

COMPREHENSIVE LEARNER RECORDS/LEARNER EMPLOYMENT RECORDS
- Transcription of employment, academic, and additional knowledge, skills, and competencies
- Credit and Non-credit, Licenses, Certificates, Certifications, Degrees, and other credentials
- Badges & Credentialing Systems

EMPLOYER RECORDS
- HR Systems
- Learning Management Systems

INSTITUTIONAL RECORDS
- Credential Planner & Builder
- Enterprise Systems - Unit Record Data, Auditing
- Learning Management Systems

NATIONAL REGISTRY SYSTEMS
- Skills & Credential Registries
- Skills and credential definitions
- Access to metadata

Common Language & Standards, and Interoperability