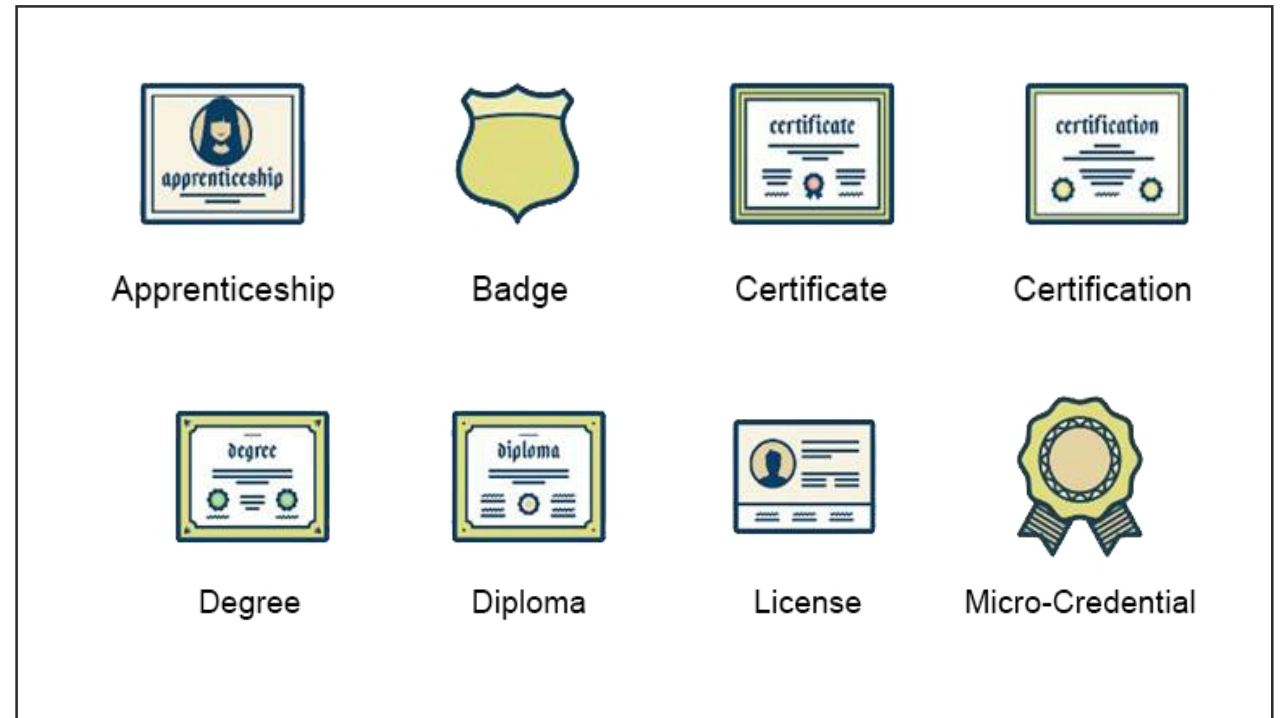


# Indiana/Credential Engine Demonstration Program: Improving Military and Civilian Credential Connections



# Discussion Topics

- Overview of Credential Engine and Credential Registry
- Indiana Project Overview
- Military as a Consumer and Provider of Information on Credential Registry



# Bringing Transparency to all Credentials

*There are over 330,000 confirmed, unique credentials in the United States, and very likely more than 500,000.*



Apprenticeship



Badge



Certificate



Certification



Degree



Diploma



License



Micro-Credential

The registry will include all kinds of credentials and their competencies.  
The information is provided directly by the organizations issuing credentials.

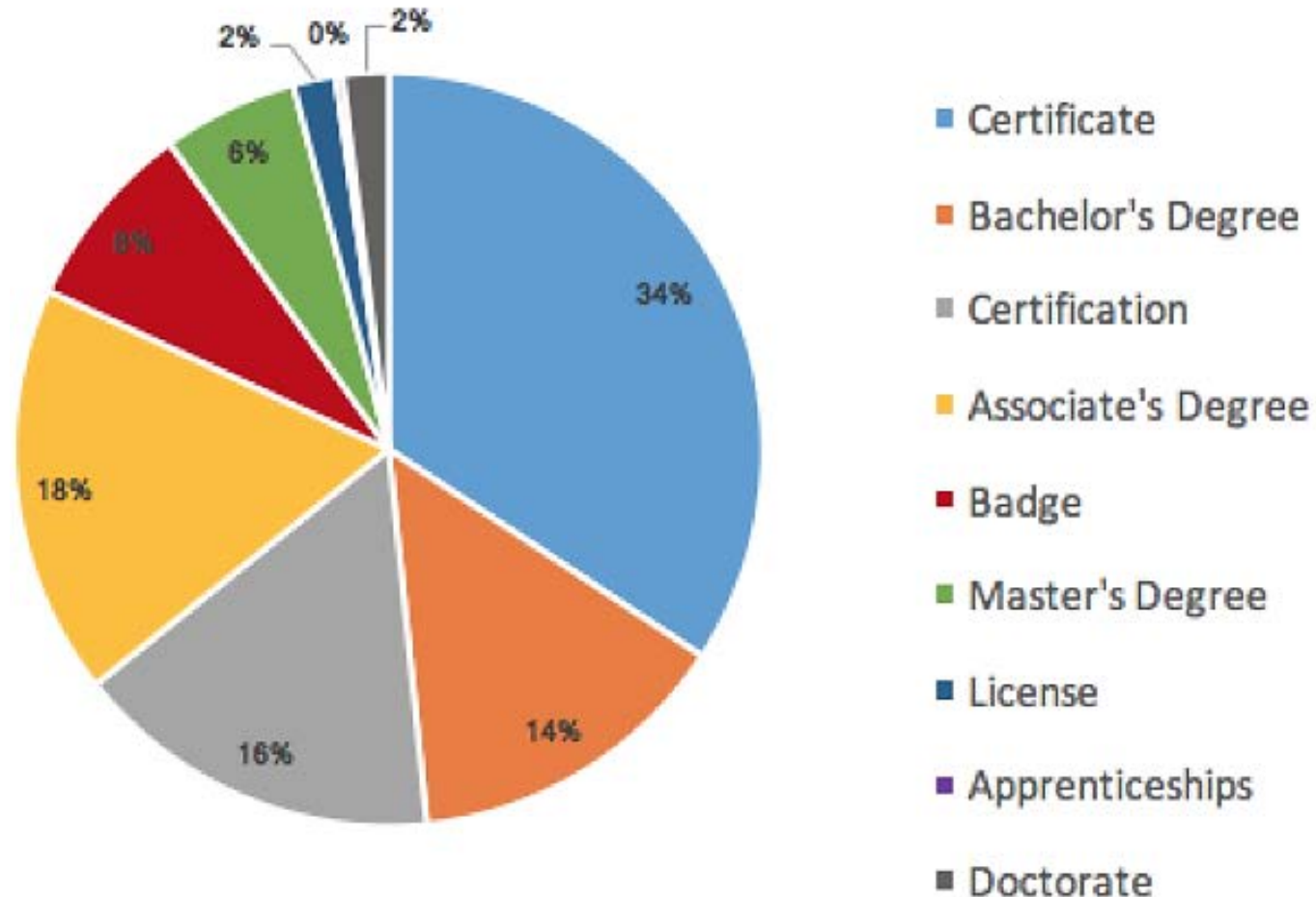


Quality Assurance (QA)

QA bodies that accredit, recognize, approve, or endorse credentialing organizations can also post about their QA processes.

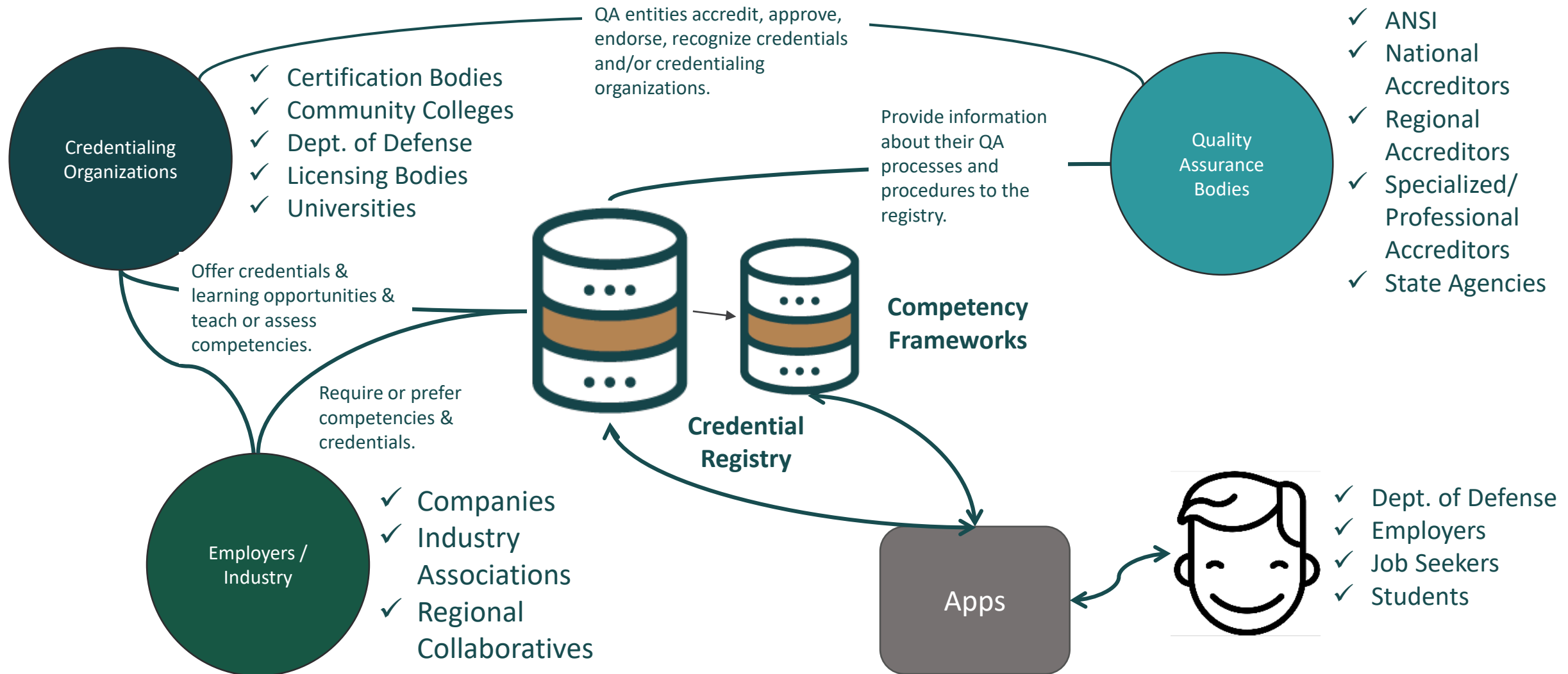
# Credentials in the Registry

Credentials as of April 12, 2018 (Total = 2243)

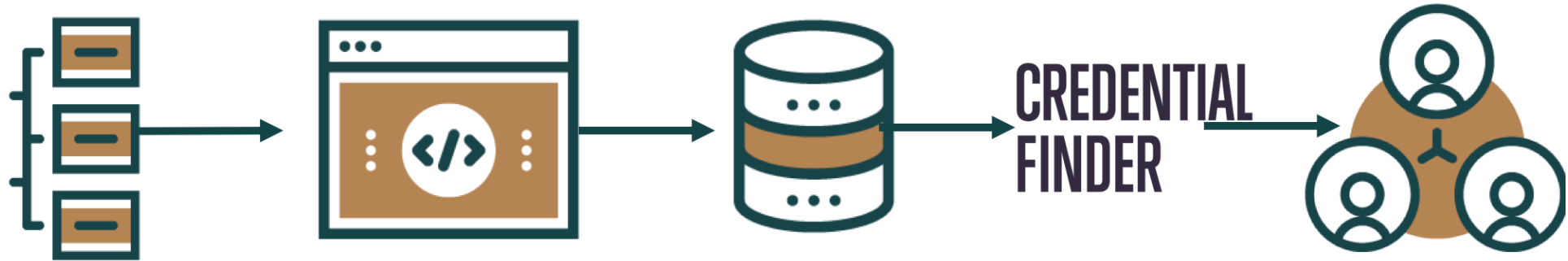


2,037 in the  
Public  
Credential  
Finder

# Credentialing Ecosystem Example



# Transparency Through Technology



## Credential Transparency Description Language (CTDL) – Common language that describes key features of credentials, credentialing organizations, and quality assurance bodies.

Common descriptors will allow for better apples-to-apples comparison between credentials.

**Publishing** – After creating a user account, organizations use the API, Registry Publisher, bulk upload, or—in the future—harvest structured data to convert organization, credential and quality assurance information to the common language and publish to the registry.

*Organizations will have a suite of options to add information to the registry.*

**Credential Engine Registry** – houses information described by the common language and supports an open applications marketplace.

*Developers will create specialized applications for different types of users, like employers, military veterans, and students.*

**Credential Finder Prototype Application** – Basic search to view information in the registry.

*The public will use Credential Finder to see all information in the registry.*

**Community** – Receives technical assistance and other services to consume from and publish to the registry.

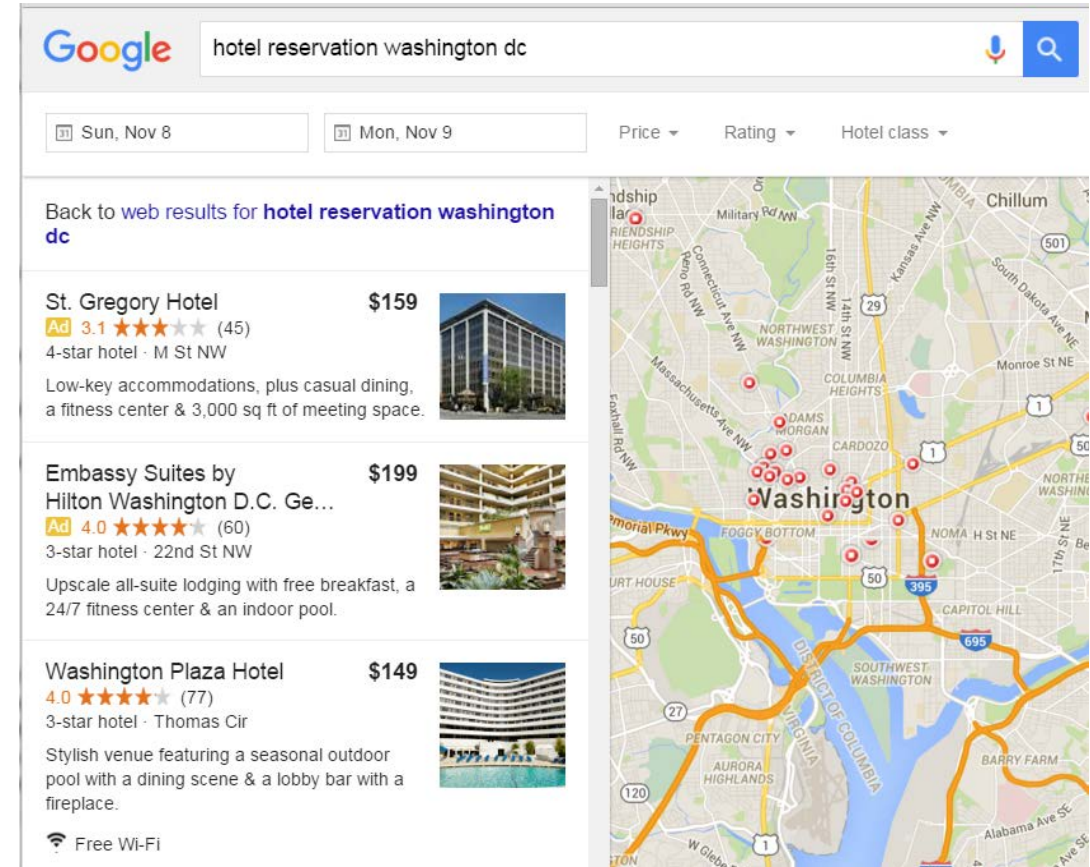
*Credentialing organizations, developers, and other users will have access to resources like best practices, user guides, and staff support.*



# Moving Credentials to Linked Data

The World Wide Web is moving away from links to documents and onto “linked data.”

- Google, job, travel, commerce and other aggregators use common terminology (metadata) that has been accepted as web standard (e.g., Schema.org)
- Using consistent metadata for key features of credentials, the registry enables job seekers, students, workers, and employers to search for and compare credentials
- Credential Engine has started the process of gaining recognition from schema.org for the CTDL to be the first means to search and compare all credentials on the web



The screenshot shows a Google search interface for "hotel reservation washington dc". The search results are filtered for "Sun, Nov 8" and "Mon, Nov 9". The results list three hotels:

- St. Gregory Hotel**: \$159, 3.1 stars (45 reviews), 4-star hotel on M St NW. Description: "Low-key accommodations, plus casual dining, a fitness center & 3,000 sq ft of meeting space."
- Embassy Suites by Hilton Washington D.C. Ge...**: \$199, 4.0 stars (60 reviews), 3-star hotel on 22nd St NW. Description: "Upscale all-suite lodging with free breakfast, a 24/7 fitness center & an indoor pool."
- Washington Plaza Hotel**: \$149, 4.0 stars (77 reviews), 3-star hotel on Thomas Cir. Description: "Stylish venue featuring a seasonal outdoor pool with a dining scene & a lobby bar with a fireplace." It also lists "Free Wi-Fi".

A map of Washington D.C. is shown on the right, with red pins indicating the locations of the hotels. The map includes labels for various neighborhoods like Foggy Bottom, Capitol Hill, and Pentagon City, and major roads like I-495 and I-66.

# Example of Data the CTDL Captures

<p style="text-align: center;"><b><u>CREDENTIAL</u></b></p> <ul style="list-style-type: none"> <li>• Type</li> <li>• Description</li> <li>• Competencies</li> <li>• Owned/Offered By</li> <li>• External Quality Assurance</li> <li>• Renewal/Revocation</li> <li>• Connected Credentials</li> <li>• Jurisdiction</li> </ul>	<p style="text-align: center;"><b><u>ORGANIZATION</u></b></p> <ul style="list-style-type: none"> <li>• Name / Parent Organization</li> <li>• Type</li> <li>• Description</li> <li>• External Quality Assurance</li> </ul>	<p style="text-align: center;"><b><u>COST</u></b></p> <ul style="list-style-type: none"> <li>• Price</li> <li>• Cost Types</li> <li>• Payment Information</li> <li>• Residency</li> </ul>
<p style="text-align: center;"><b><u>ASSESSMENT</u></b></p> <ul style="list-style-type: none"> <li>• Name</li> <li>• Competencies</li> <li>• Assessment Type</li> <li>• Delivery Type</li> <li>• Requirements, Duration, and Location</li> </ul>	<p style="text-align: center;"><b><u>LEARNING OPPORTUNITY</u></b></p> <ul style="list-style-type: none"> <li>• Types</li> <li>• Competencies</li> <li>• Delivery</li> <li>• Requirements, Duration, and Location</li> </ul>	<p style="text-align: center;"><b><u>IN DEVELOPMENT</u></b></p> <ul style="list-style-type: none"> <li>• Labor Market Value</li> <li>• Employer Requirements, Preferences, or Recognition</li> <li>• Career Pathways</li> <li>• Credential Holder Profiles</li> <li>• Military-specific descriptors</li> </ul>

*For more information on the CTDLs full vocabulary, visit [www.credreg.net](http://www.credreg.net)*

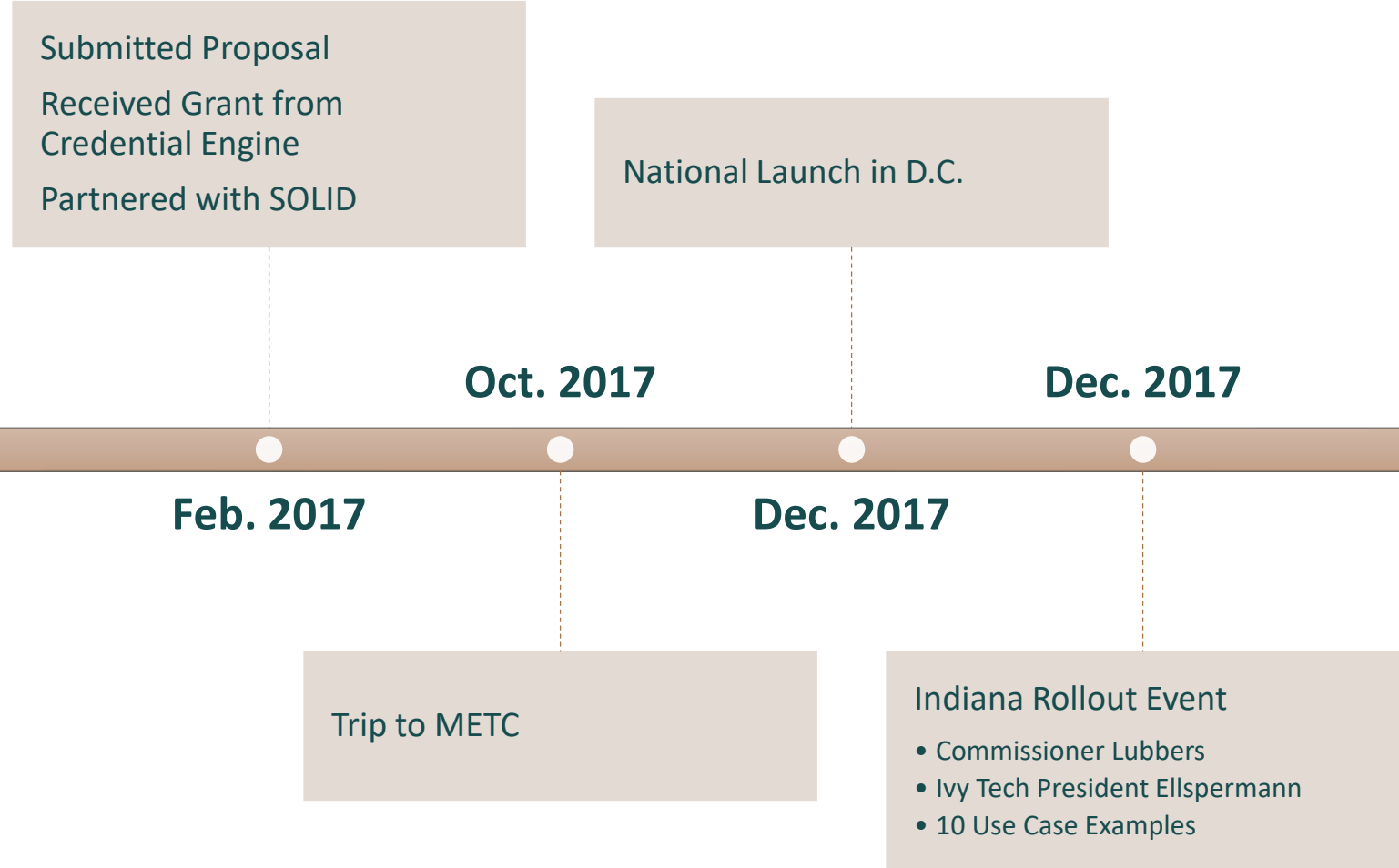


# Indiana as a Statewide Scale-Up

Indiana Video



# Indiana Project Timeline



# Indiana Use Cases

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Healthcare Industry

---

Military Training and Experience

---

Dual Credit

---

Apprenticeships

---

Next Level Jobs

---

Career Exploration

---

Return on Investment Information

---

Digital Credentials

---

# Indiana Project Health Focus

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Health-related jobs are crucial to Indiana's economy, as they represent 25% of its in-demand jobs.

---

Partnering with Credential Engine, the Indiana Commission for Higher Education has worked with Indiana's credential providers to publish over 1,000 healthcare credentials on the Credential Registry so far.

# Military as a Consumer and Provider of Information to the Registry

# Evolution of Military Credentialing





# Types of Credentials Promoted, Recognized, and/or Offered by DoD

**Credentials Promoted:** Military promotes attainment of civilian credentials (certifications, licenses, apprenticeships, certificates, and degrees)

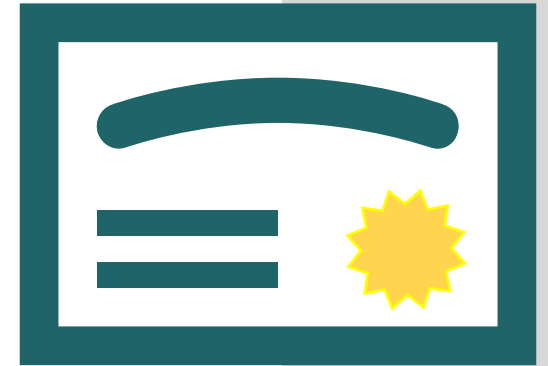
## **Credentials Recognized:**

- **Academic Institutions, Degrees, and Certificate Programs** – Tuition Assistance
- **Voluntary Certifications and Licenses** – Credentialing Opportunities On-Line (COOL)
- **Mandatory Certifications** – Cybersecurity Workforce (CSWF)
- **U.S. Department of Labor Registered Apprenticeship Programs** – USMAP

## **Credentials Offered:**

Military offers certain formal credentials (certificates, certifications, and degrees) that are closely aligned with civilian credentials

- **Non-Traditional Credentials** – Military occupations, and accompanying training and experience, could be considered credentials in and of themselves
- **Traditional Credentials**



# Examples of Traditional Credentials Offered by DoD

## Degrees

- Uniformed Services University of the Health Sciences
- Naval Post Graduate School
- Air University
- Community College of the Air Force
- Army War College

## Certificates

- Department of the Army Career Program, Certificate in Doctrine Development
- U.S. Army Combat Readiness/Safety Center, Emergency Management, Explosives, Ground Safety Officer Course

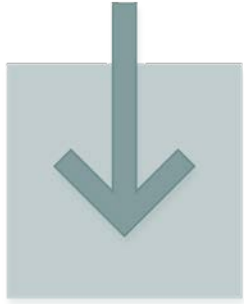
## Certifications

- Defense Intelligence Agency, Certified Collection Management Professional Fundamentals
- Defense Security Service, Security Fundamentals Professional Certification, Security, Asset Protection Professional
- Defense Acquisition University, Acquisition Certifications

## Apprenticeships

- USMAP – hundreds of DOL registered apprenticeship programs across occupational areas
- U.S. Army/American Culinary Foundation Apprenticeship Program

# Military Requirements Credential Engine Can Support



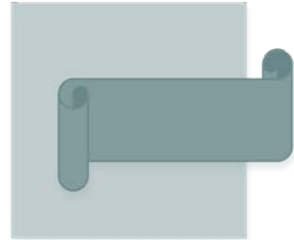
## Recruiting

- Increase visibility of military career options
- Place recruits with specialized credentials already in hand



## Readiness

- Signal readiness of personnel with credentials
- Determine credentials that best support operations and maintenance
- Align credentials and competencies to training and assessments



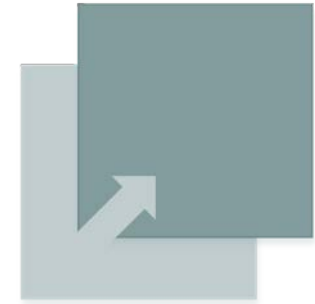
## Professionalization of the Workforce

- Enhance Service members' ability to pursue credentials during military service



## Retention

- Incentivize Service members to re-up to complete credential requirements
- Show value of the accumulation of credentials in a military career



## Transition

- Bridge military occupations training to postsecondary education as advanced standing to save time and money
- Show connections to private-sector career opportunities
- Show employers value of military occupations, competencies, and credentials
- Signal competency equivalency between military training and civilian credentials including occupation licenses

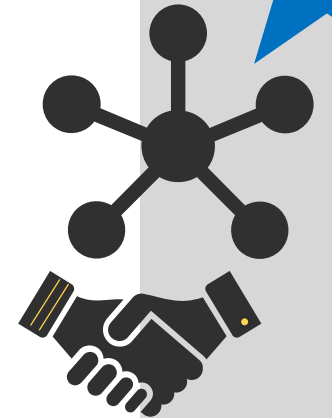
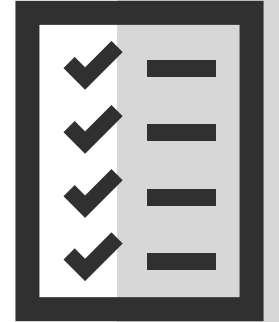
# Credential Registry: Examples of Potential Military Inputs and Outputs

## Types of Information Consumed

- Credential Requirements
- Credential Competencies Measured
- Quality Assurance/Third Party Recognition
- Employer/Industry Recognition
- Credential Connections and Pathways
- Credit for Military Training and Experience

## Types of Information Provided

- Military Training Program (descriptions, length, etc.)
- Quality Assurance of Military Training/Credentials (institutional and programmatic accreditation)
- Third-party Recognition of Military Training (e.g., ACE credit recommendations)
- Connections between military training and civilian credentials



# Military Participation in Credential Registry



## LONG-TERM GOALS

- Improve military **access to comprehensive information on civilian credentials**
- Establish the **military as a credential provider** to promote more widespread recognition by credentialing agencies and employers of the quality and value of military training and experience
- Demonstrate **robust connections among military and civilian credentials**
- **Incentivize credentialing agencies/academic institutions** that have evaluated military training and experience to populate their information in the Registry **to demonstrate best practices** that can be emulated
- **Serve as a mechanism to signal DoD and military Departments'** credential needs for prospective military and civilian personnel

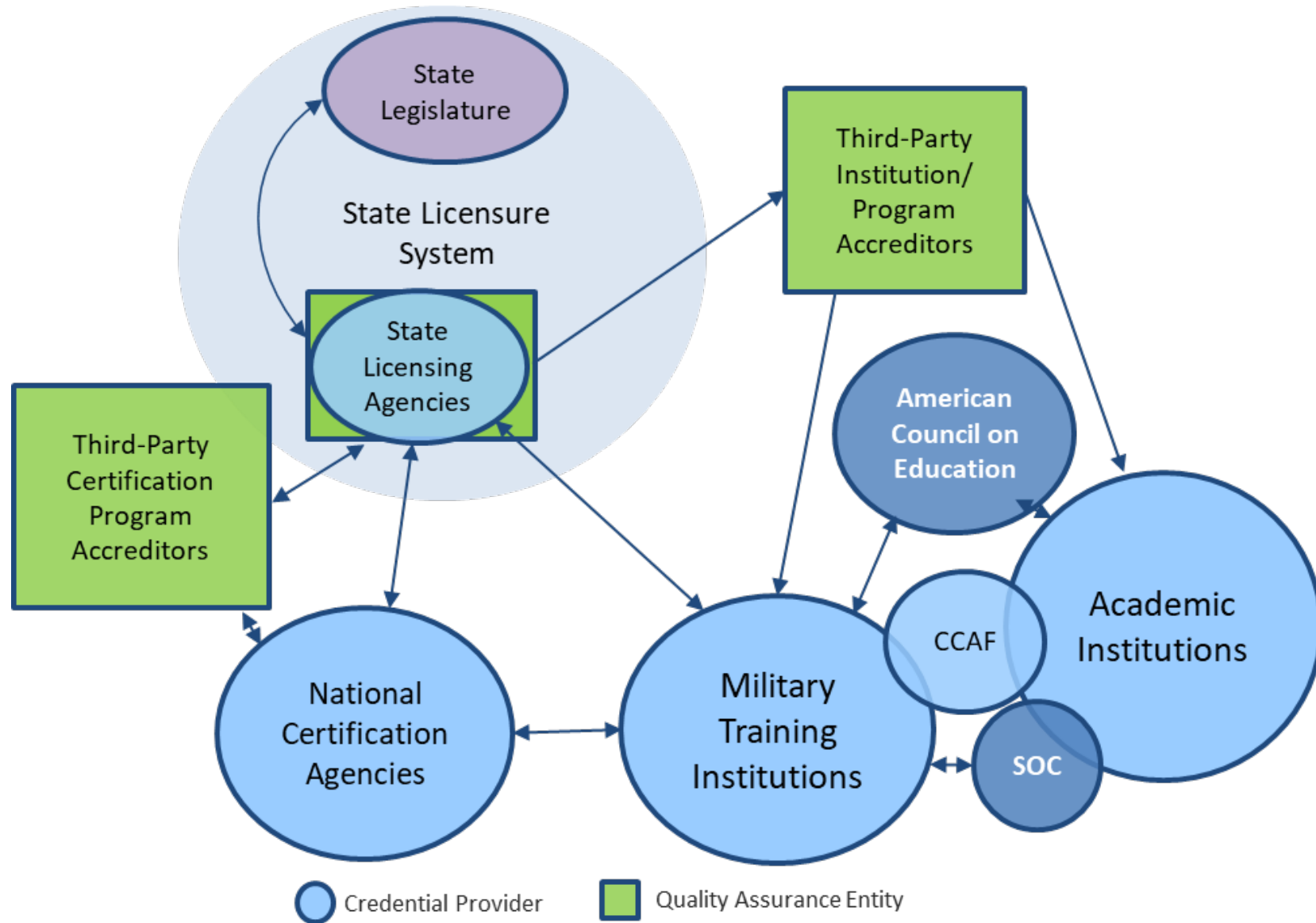
# Credential Engine Engagement with DoD



- Medical Education and Training Campus (METC)
- Uniformed Services University (USU) of Health Sciences
- OPNAV
- Army University



# Key Military/Civilian Credential Connections



# Additional Collaborative Opportunities being Explored

- DoD Participate in Credential Engine's Military Advisory Group
- Capture Traditional and (e.g., USUHS, Air University/CCAF, USMAP, etc.) and Non-Traditional (e.g., military training/occupations) Credentials Offered by DoD/Military in Credential Registry
- Signal DoD Credential Recognition of Third-Party Credentials
  - COOL
  - DoD MOU Schools
- Capture American Council on Education Credit Recommendations for Military Training and Experience



# For More Information

## **Lisa Lutz**

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## **Barry Moore**

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## **Credential Engine Contact Info:**

**Email:** [info@credentialengine.org](mailto:info@credentialengine.org)

**Website:** [www.credentialengine.org](http://www.credentialengine.org)

**Technical Planning Microsite:** [www.credreg.net/](http://www.credreg.net/)

**Credential Finder Search App Prototype:**

<http://credentialfinder.org>

**Twitter:** <https://twitter.com/credengine>

**Facebook:**

<https://www.facebook.com/credengine>

*#BetterCreds*

Credential: [CompTIA A+ ce](#)     
Credentiaing Agency: [Computing Technology Industry Association \(CompTIA\)](#)

The CompTIA A+ ce certification demonstrates competency as a computer support technician. The A+ ce certification is appropriate for entry-level technicians who perform tasks such as installation, configuration, diagnosing, preventive maintenance and basic networking. Security, safety and environmental issues, and communication and professionalism are also covered. It is recommended, although not required, that candidates have six to twelve months of related hands-on experience as an IT professional.

More information can be found on the certifying agency's website.

**Renewal Period:** 3 years

# Example of COOL Code Modifications to Accommodate Credential Engine's CTDL

```
<div id="analysisTopInfo" vocab="http://purl.org/ctdl/terms/" typeof="Certification">
<div class="credential-type"> <span title="Credential type: National Credential">National
Credential</span> </div>
<table id="analysis-top-info-table">
<tr>
<th>Credential:</th>
<td><a href="https://certification.comptia.org/certifications/a" title="External link to:
CompTIA A+ ce" target="_blank" property="name">CompTIA A+ ce</a><a
href="https://www.ansi.org/Accreditation/credentiaing/personnel-certification/Directory"
title="This credential has been accredited by ANSI." target="_blank" class="accreditLinkSnap
ansi-dt-icon"><span class="prop-tag" property="accreditedBy">ANSI</span></a></td>
</tr>
<tr>
<th>Credentiaing Agency:</th>
<td><a title="External link to: Computing Technology Industry Association (CompTIA)'s Web
site" target=" blank" href="https://www.comptia.org/home"><span property="ownedBy"
typeof="CredentialOrganization"><span property="name">Computing Technology Industry
Association (CompTIA)</span></span></a></td>
</tr>
</table>
<p property="description">The CompTIA A+ ce certification demonstrates competency as a computer
support technician. The A+ ce certification is appropriate for entry-level technicians who
perform tasks such as installation, configuration, diagnosing, preventive maintenance and basic
networking. Security, safety and environmental issues, and communication and professionalism are
also covered. It is recommended, although not required, that candidates have six to twelve
months of related hands-on experience as an IT professional.</p>
<p>More information can be found on the certifying agency's website.</p>
<p><strong>Renewal Period:</strong><span property="renewal"> 3 years</span></p>
</div>
```