

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

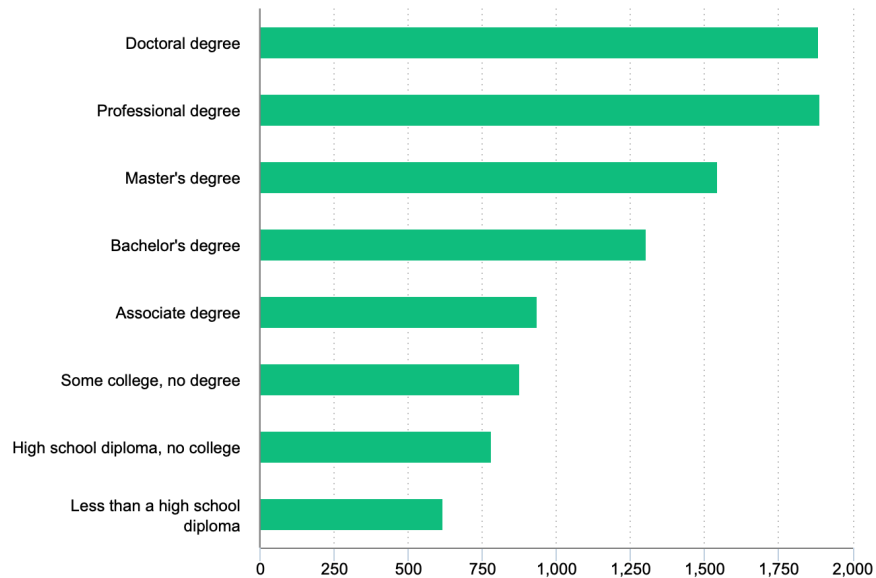
21st Century Workforce Needs



U.S. Bureau of Labor Statistics

Earnings and Unemployment Rates by Educational Attainment (2020)

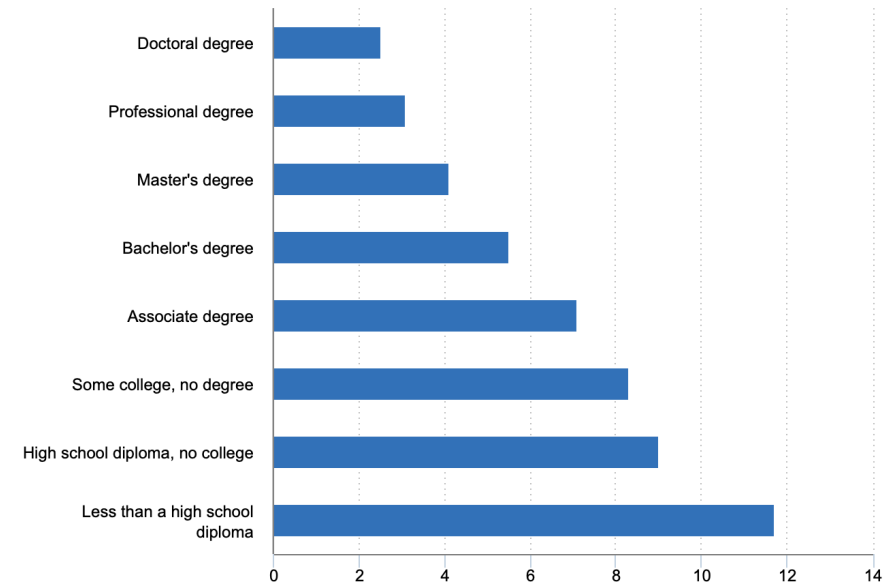
Earnings



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey.



Unemployment Rates

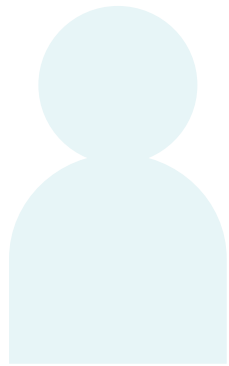
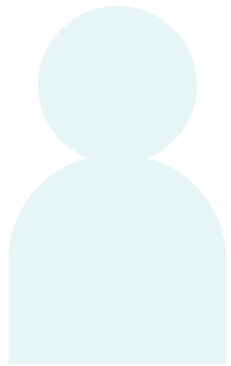


Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey.





Postsecondary Attainment in the U.S.



2 out of 6
secondary credential
or less

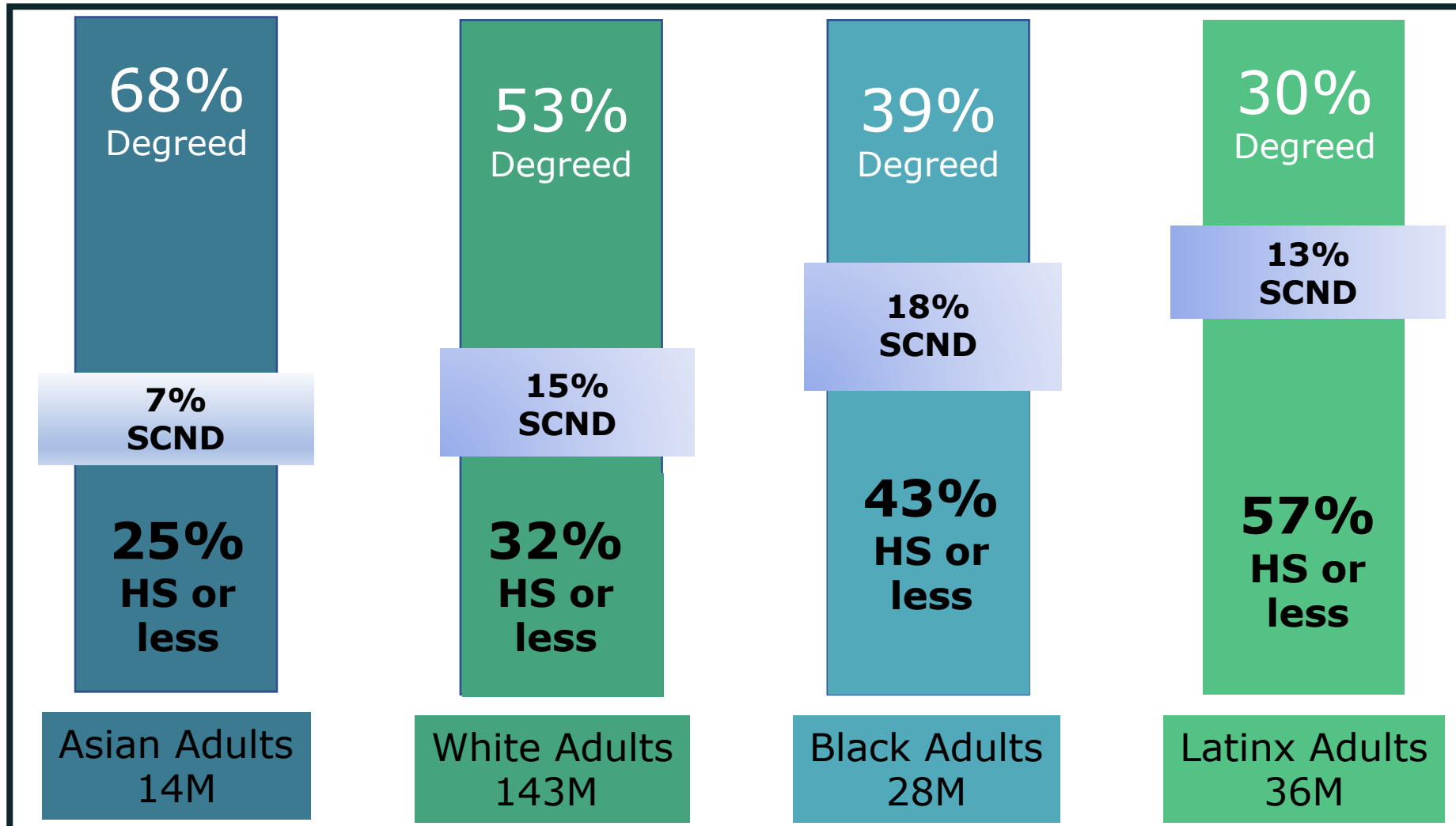
1 out of 6
some college
no credential

3 out of 6 have a college credential

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

Within Group Comparisons Degreed & Non-Degreed

SCND = Some College No Degree
HS = High School



Data based on 224.5 million adults 25 years and older (U.S. Census Bureau 2020)





Counting U.S. Postsecondary and Secondary Credentials

February 2021



www.credentialengine.org

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

21st Century Competency Clusters

Engages self-assessment and inquiry to transfer and apply learning throughout life

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

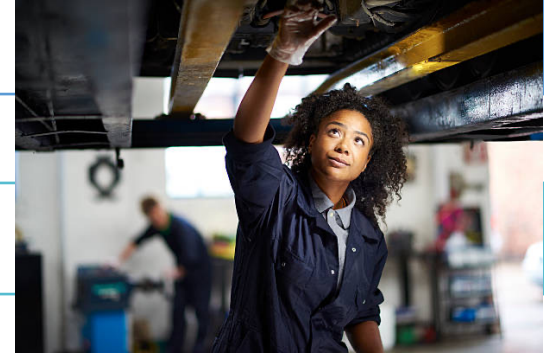
Collaborates and works in teams with a customer focus

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

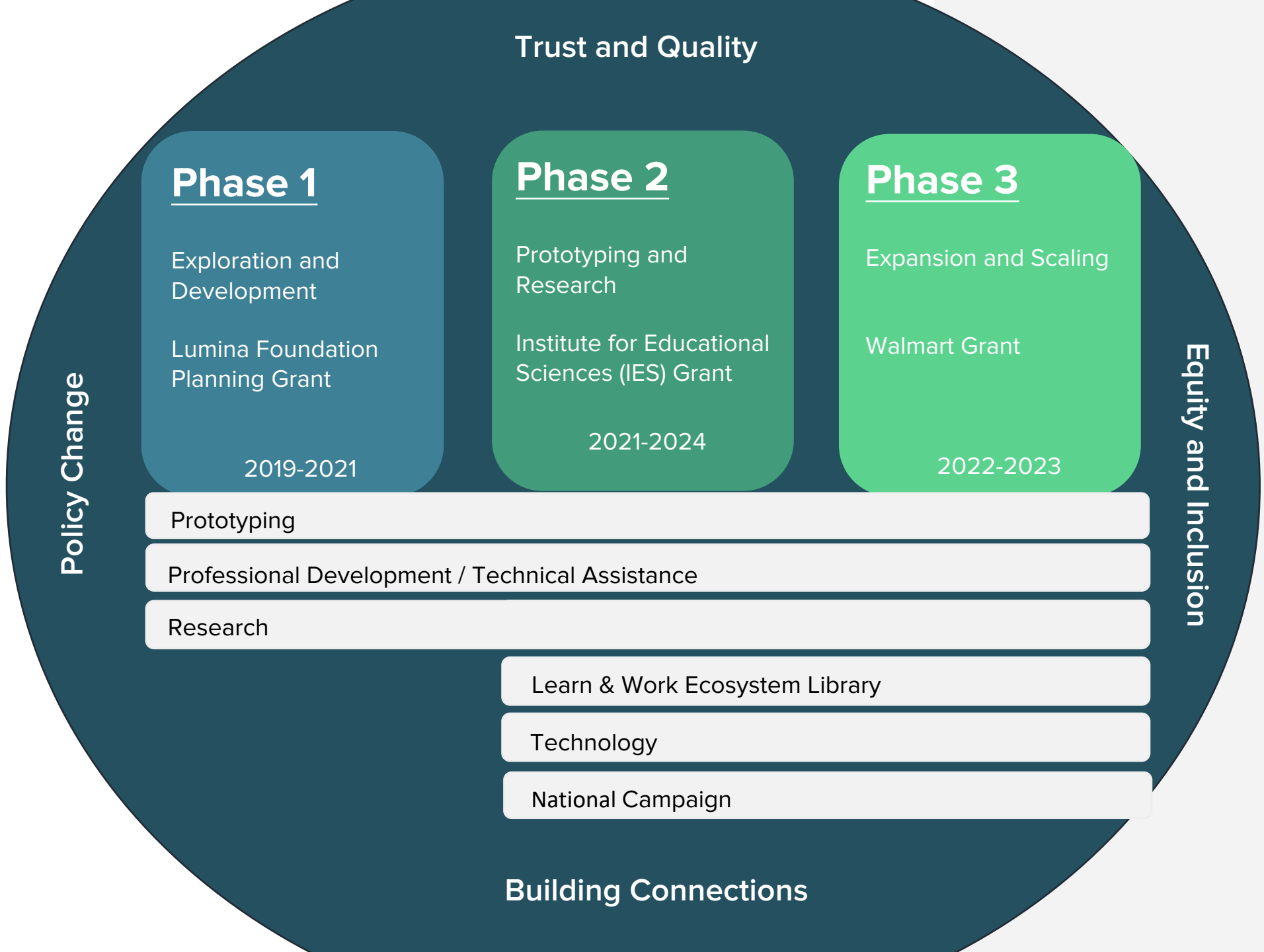
Approaches work and learning with quality and integrity

Knows the basic principles and concepts, mathematics, and tools and technologies of the field





Credential As You Go





Mission & Vision

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

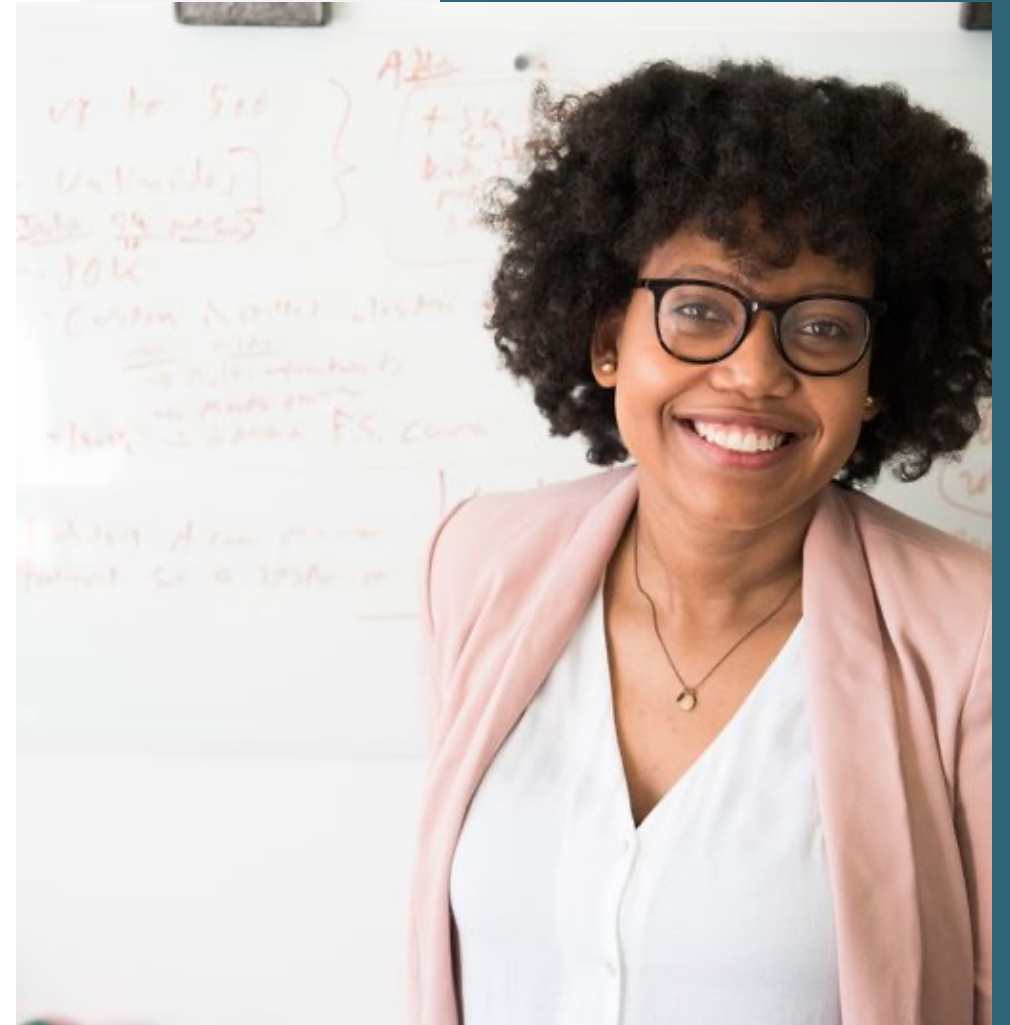




What are Incremental Credentials?

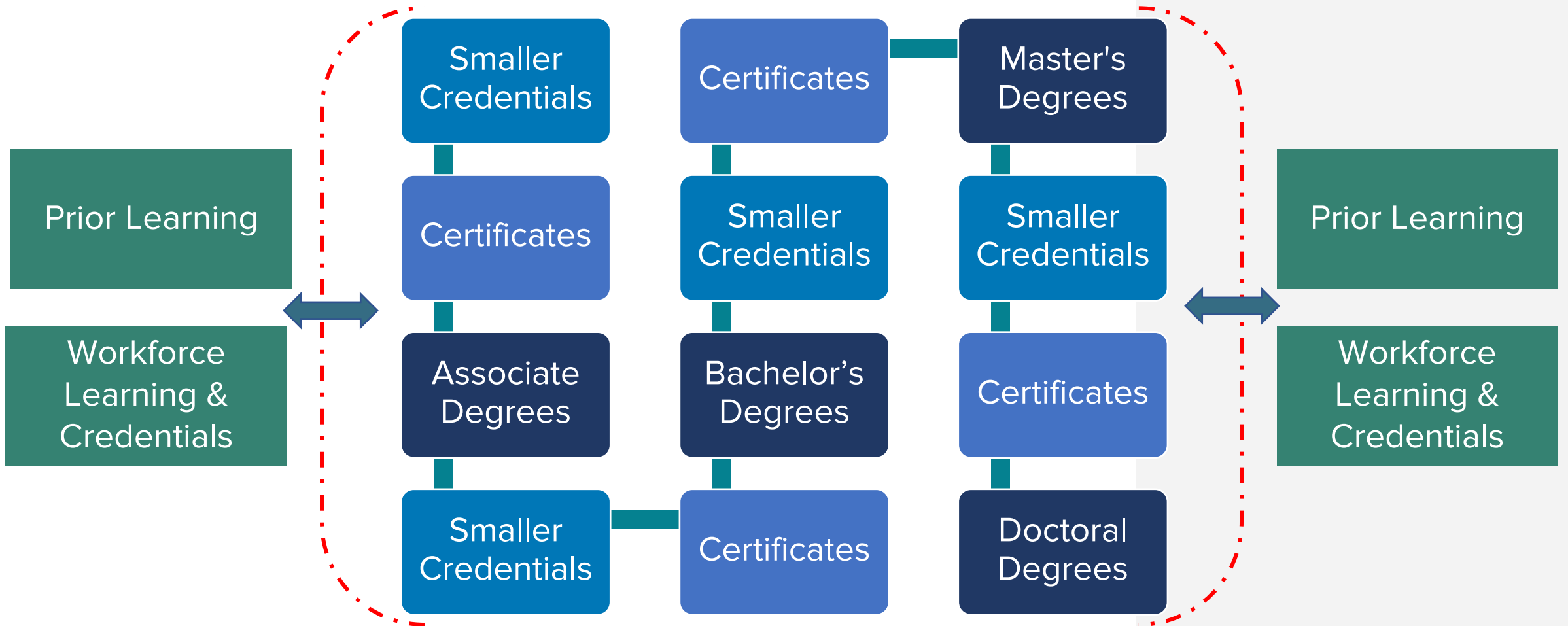
Incremental Credentials capture learning as it is acquired along the learning pathway and formally recognizes and connects that learning to a larger context of work and education.

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.





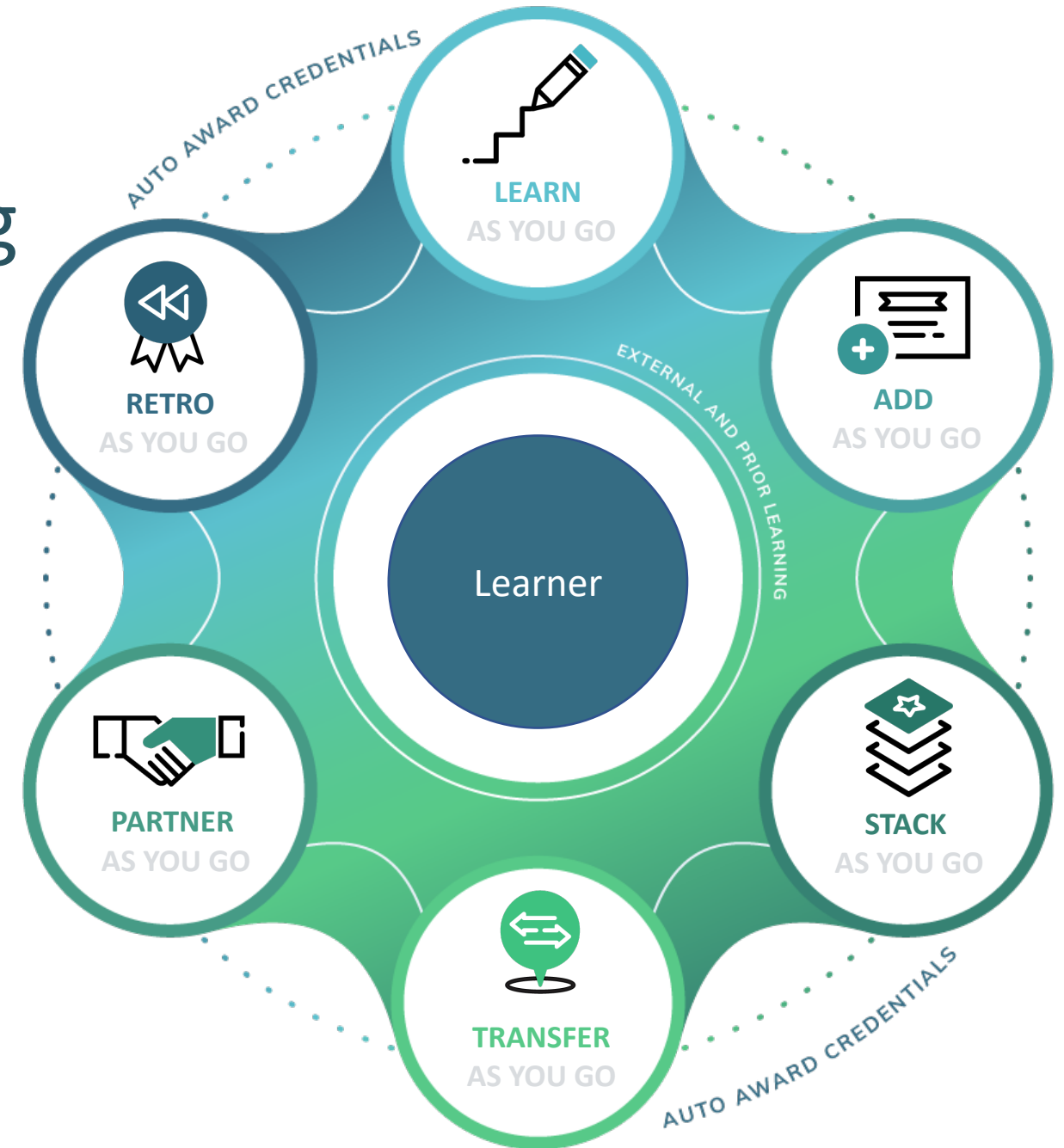
Incremental Credentialing





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

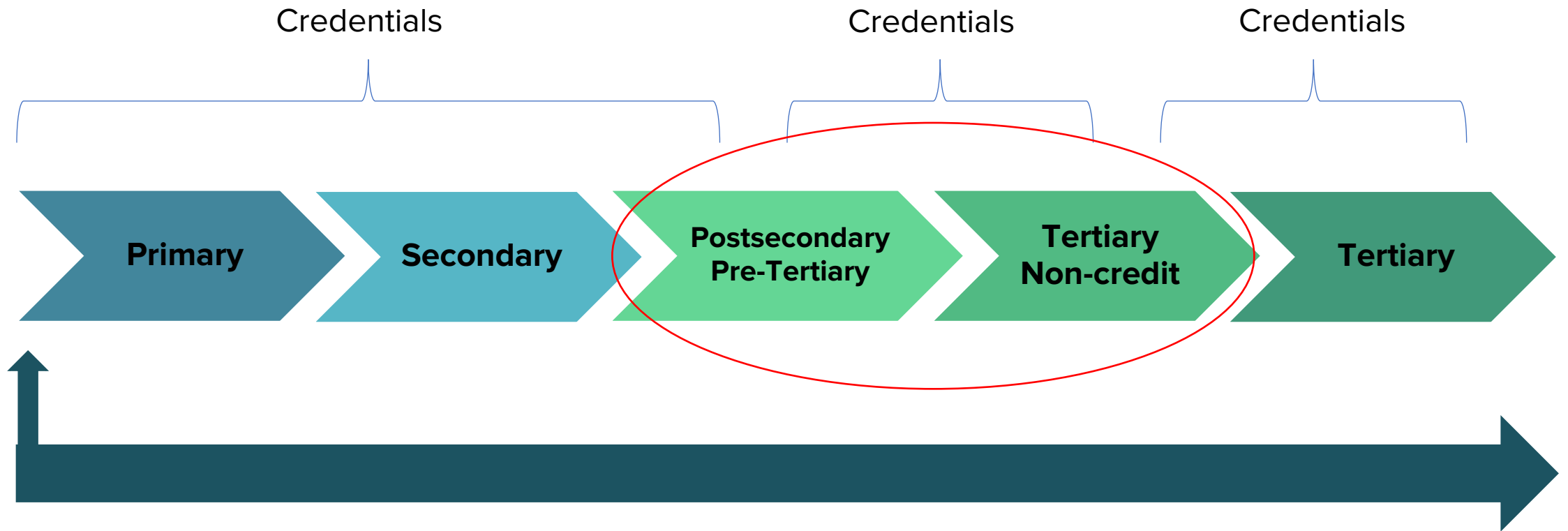


RETRO AS YOU GO

- Incremental credentials are awarded retroactively
- Credentials are awarded for learning already acquired

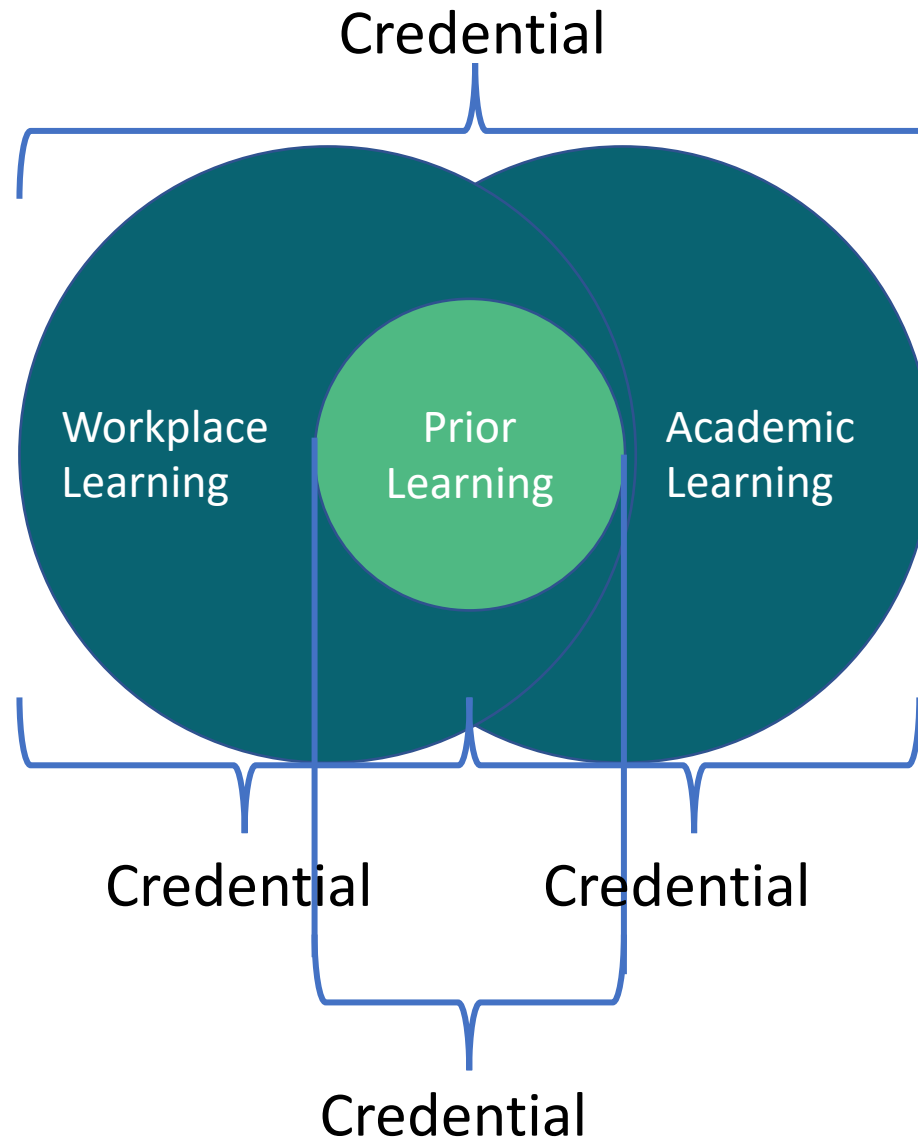


Where does the learning fit on a continuum?





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

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

STEM

IT Professional
IT Powerpacks (multiple)
Engineering

Student Success
Peer Mentor Program
Cannabis

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





Emerging Themes

Student demand

Increased enrollment

Workforce preparation & integration

Recognition of 21st century & field specific skills

Transfer and stackables



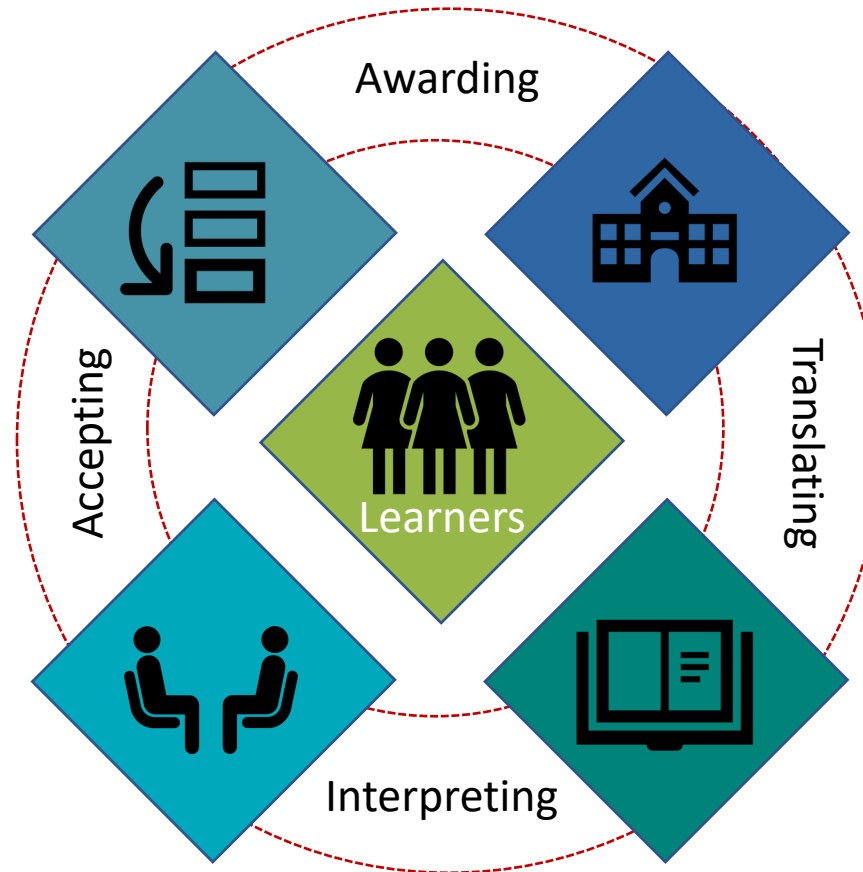
Technology Directions that Support Incremental Credentialing

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



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