

# Advance CTE Leadership Fellows

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Building Inclusive, Equitable and Responsive Pathways  
June 22, 2023



[www.skilledwork.org](http://www.skilledwork.org) 

[info@skilledwork.org](mailto:info@skilledwork.org) 

(734) 769-2900 

# About CSW

CSW catalyzes change in educational and labor market systems, policies and practices to increase economic mobility, particularly for people of color and others historically excluded from success. We focus on achieving scalable improvements in worker skills, lifelong learning, and job quality. CSW collaborates with change makers to develop strategies, identify evidence to inform strategies, build the capacity of organizations, manage initiatives, and evaluate lessons learned.



**Improving  
Practices &  
Outcomes**



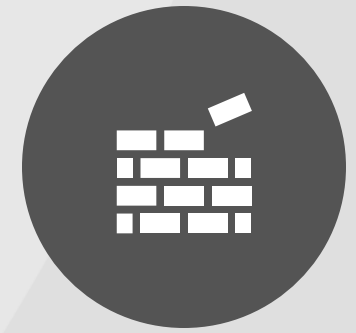
**Competencies  
& Credentials**



**Federal, State, &  
Local Systems  
Change**



**Research &  
Evaluation**



**Trauma &  
Resilience at  
Work**

# Transforming the Nation's **Credentialing System**



# Agenda

Why this matters



Key terms



States in action



Q&A



# Why This Matters



# Four Drivers of Change

- Degree-Centric Workforce
- Equity
- 21<sup>st</sup> Century Workforce Needs
- Credential Expansion

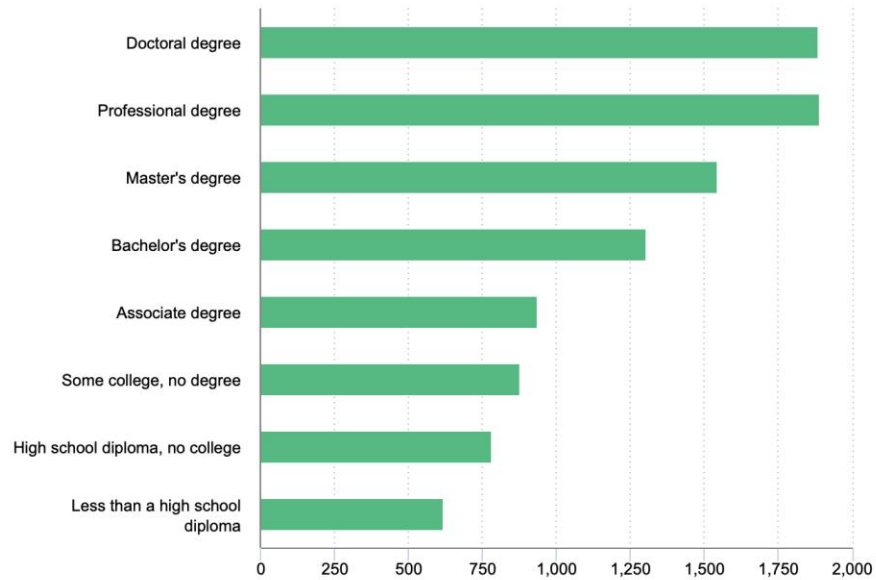




# U.S. Bureau of Labor Statistics

# Earnings and Unemployment Rates by Educational Attainment (2020)

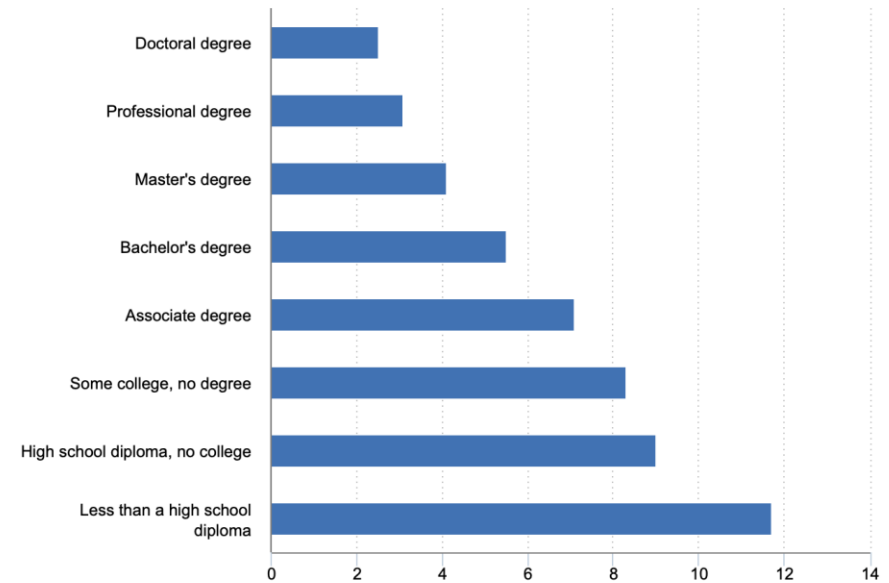
## Earnings



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

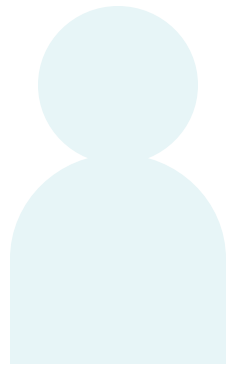
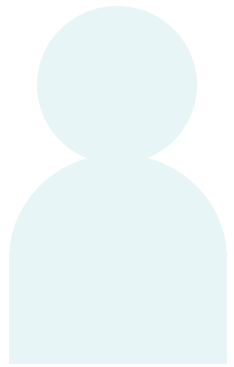


Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.  
Source: U.S. Bureau of Labor Statistics, Current Population Survey.





# Postsecondary Attainment in the U.S.



2 out of 6  
Upper secondary or below

1 out of 6  
some college  
no credential

3 out of 6 have a college credential

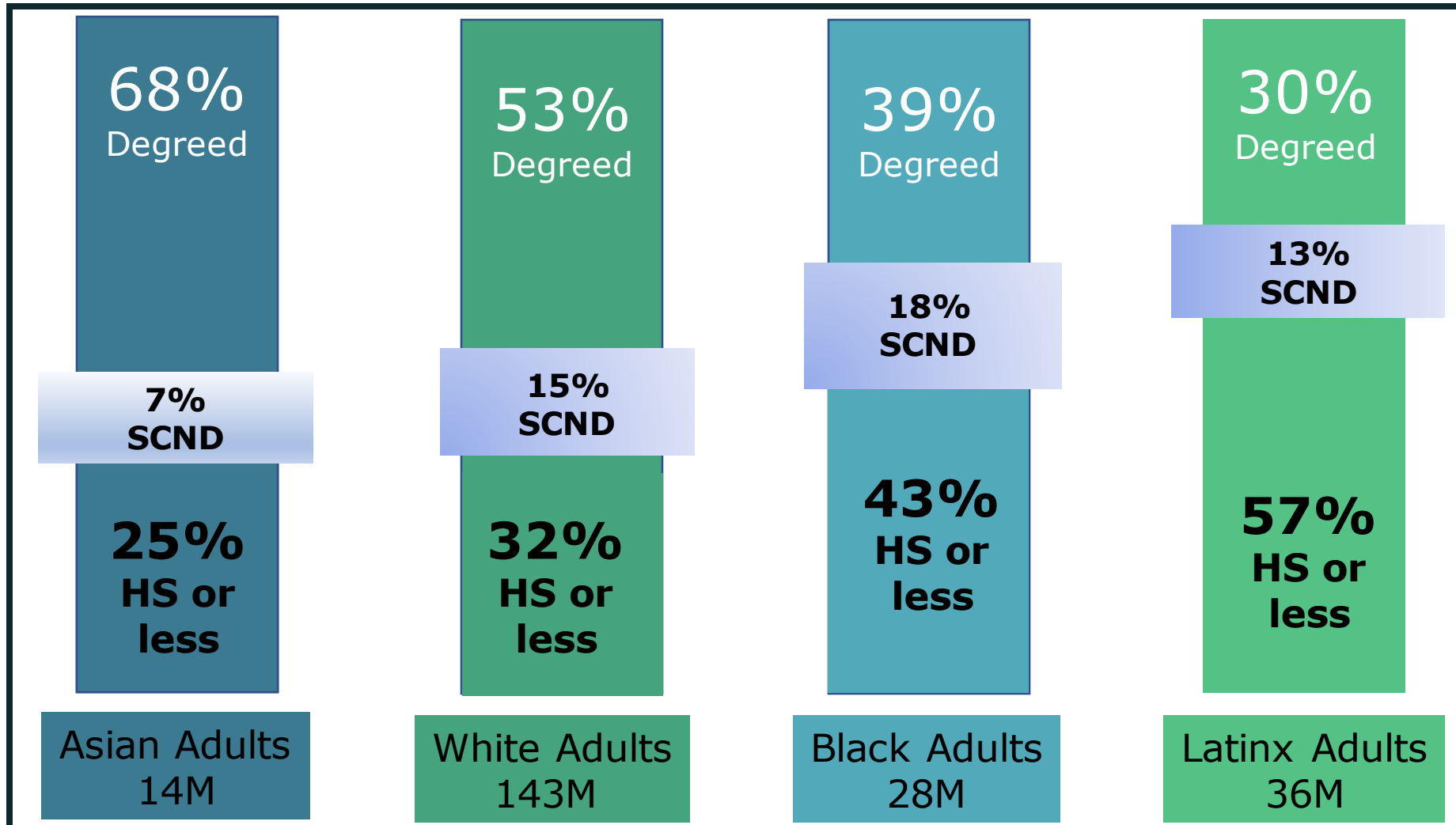
White – 71%  
Black – 10%  
LatinX - 10%  
Asian – 9%





# 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



2022

# 1,076,358 Unique Credentials in the U.S.

18 detailed credential categories across 4 types of credential providers:

## POSTSECONDARY EDUCATIONAL INSTITUTIONS

350,412 degrees, certificates

## MASSIVE OPEN ONLINE COURSE (MOOC) PROVIDERS

13,014 course completion certificates, microcredentials, online degrees from foreign universities

## NON-ACADEMIC PROVIDERS

656,505 badges, course completion certificates, licenses, certifications, apprenticeships

## SECONDARY SCHOOLS

56,179 diplomas from public and private secondary schools, alternative certificates from secondary schools, high school equivalency diplomas

# Key Terms



# CPL/PLA

## **Credit for Prior Learning**

“Credit for prior learning enables learners to demonstrate the competencies they have gained through significant on-the-job or military experience, or through courses or credentials completed at an approved institution and that align to a for-credit program.”

## **Prior Learning Assessment**

“Prior Learning Assessments gauge students’ existing knowledge and skills in order to determine the degree to which they should be awarded credit for previous coursework completed at another approved educational institution or for prior work and life experience.”

Source: Jobs for the Future





### **Stackable Credentials:**

Stackable Credentials are part of a sequence of credentials that can be accumulated over time to build up an individual's qualifications and help them to move along a career pathway or up a career ladder to different and potentially higher-paying jobs. Stackable credentials can be viewed as building blocks where each short-term credential that a person earns builds into a higher-level credential.

Source: U.S. Department of Labor



# Pathways

1

A combination of rigorous and high-quality education, training and other services

4

Aligns with skill needs of regional economy

2

Includes advising to support a learner in achieving education and career goals

5

Combines contextualized education with workforce preparation activities focused on a particular industry or occupational sector

3

Organizes education, training, and other services to the specific needs of a learner in order to accelerate their advancement

6

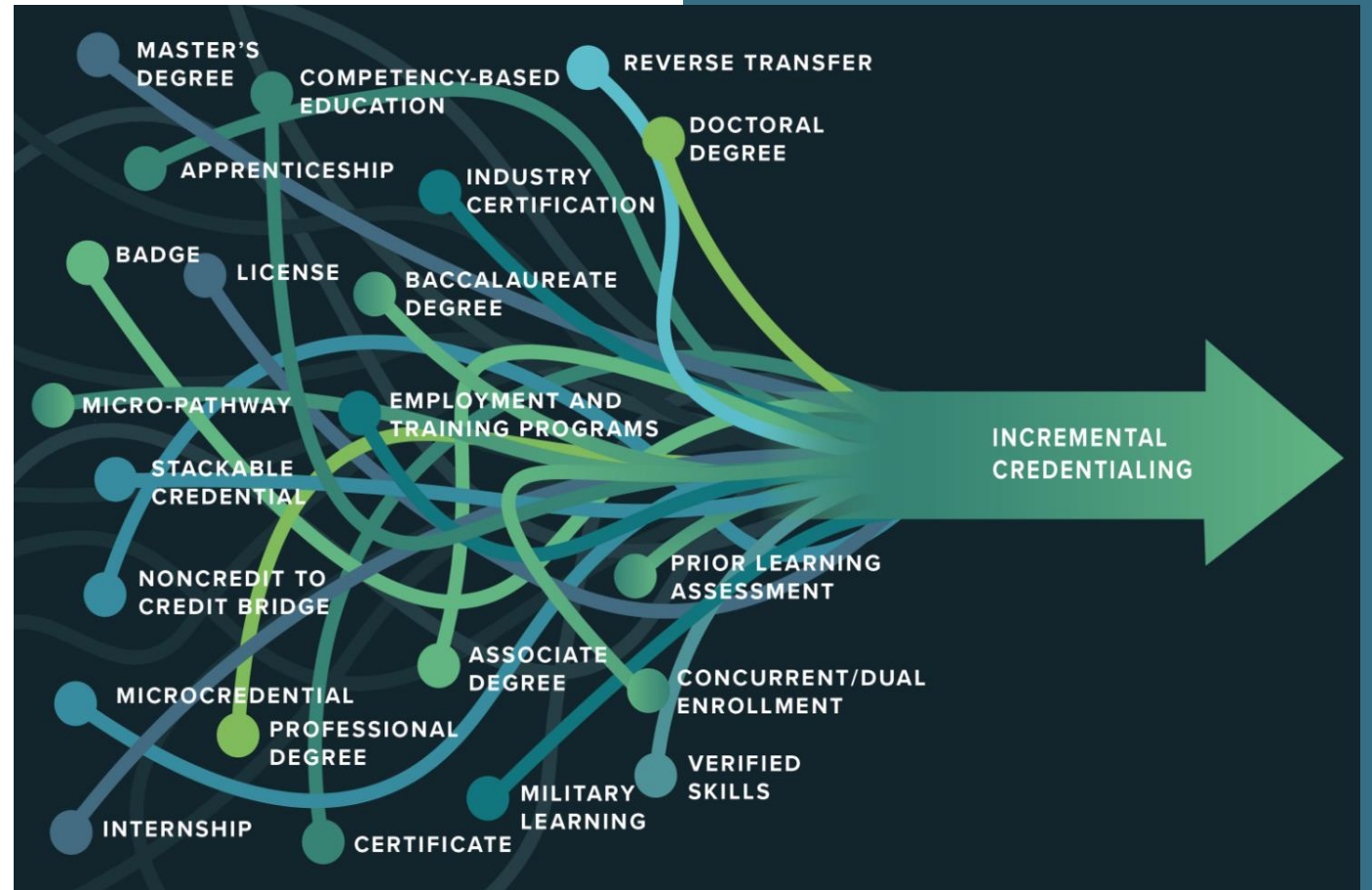
Enables a learner to attain secondary and postsecondary credentialing



# 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 Framework

The incremental credentialing process formally credentials learning that individuals acquire along the way so that they can be recognized for employment and further education. The framework provides six approaches to developing and implementing incremental credentials.

Auto-Award

Prior Learning





# STACK AS YOU GO

Incremental credentials add together or stack into larger credentials, including degrees, which are planned into credentialing pathways.

## Approaches

- Badges to Micro-Credentials to Certificates to Degrees.
- CTE certificates to associate degrees
- Transition credentials from one degree to the next.

## Things to Consider

- How skills build along a pathway?
- What programs can be designed in stackable smaller credentials?
- What are the transition points between degrees?
- Which workplace skills can be integrated into a pathway?

## Why Use This Approach

- Credentials obtainable on the way to a degree
- Transition from one credential to another
- Encourages learners to continue to larger degree

## Examples

- Entry level microcredential stack into associate degrees
  - ✓ Microcredential in basic electricity leads to associate degree in manufacturing
- Incremental credential transitions from an associate degree to a bachelor's degree
  - ✓ Microcredential in basic management stacks an AOS into a BA business degree
- Bachelor's degree designed into multiple smaller credentials that add into the degree
  - ✓ Bachelor's degree offered as three microcredentials
- Graduate certificate plus a microcredential stack into a master's degree
  - ✓ Urban Planning certificate + Sustainable Development microcredential (plus some additional courses) = Master's in Community and Economic Development





# RETRO AWARD AS YOU GO

Incremental credentials are awarded for learning already acquired but not yet credentialed.



## Approaches

- Create different length credentials other than traditional degrees
- Develop field specific credentials that capture learning acquired in smaller increments
- Create individualized credentials that capture what a learner has already acquired

## Things to Consider

- Develop criteria for different types of credentials
- Examine patterns of attrition based on studies completed
- Design a general education credential that can be used to capture learning already acquired
- Use degree audits to capture learning already acquired to meet new credentials

## Why Use This Approach

- Provides pathways toward degree completion
- Provides learners with credentials for what they already know and can do
- Links general education studies with many different fields and industries

## Examples

- Create credentials in high attrition areas
  - ✓ STEM courses completed successfully
- Create a general education credential
- Create equivalent credentials
  - ✓ Two-year credential at a 4-year institution equivalent to an associate degree
- Create a self-designed credential that captures learning already acquired
  - ✓ degree audit against criteria set for credentials

# CTE: Credentialing Building Blocks



Build on a competency framework/offer opportunities to demonstrate competency



Provide on-ramps to incremental credentials and off-ramps to work



Combine contextualized education and work-based learning opportunities



Created as rigorous credentials aligned to skills and needs of regional economies



# States in action



# Tools for States



Policy



Communications



Professional Development



Convening



# Policy

Encompasses laws, regulations, procedures, administrative actions, rules, incentives, and voluntary practices of governments and other institutions. Policy decisions are frequently reflected in resource allocations and in accountability processes.



# Colorado

- **Improving Students' Postsecondary Options** (HB22-1366) provides funding to make postsecondary options more accessible and affordable.
- **Opportunities for Credential Attainment** (SB22-192) tasks the Colorado Department of Higher Education to work with state institutions of higher education to develop and implement a process to support institutions to create stackable credential pathways.
- **Colorado Succeeds work-based learning roadmap** grants students college credit for work-based learning
- **Credit for Military Training** provides for college-level courses taken while in the military
- **Experiential Learning Portfolios** provide for credit for knowledge gained outside of a classroom.





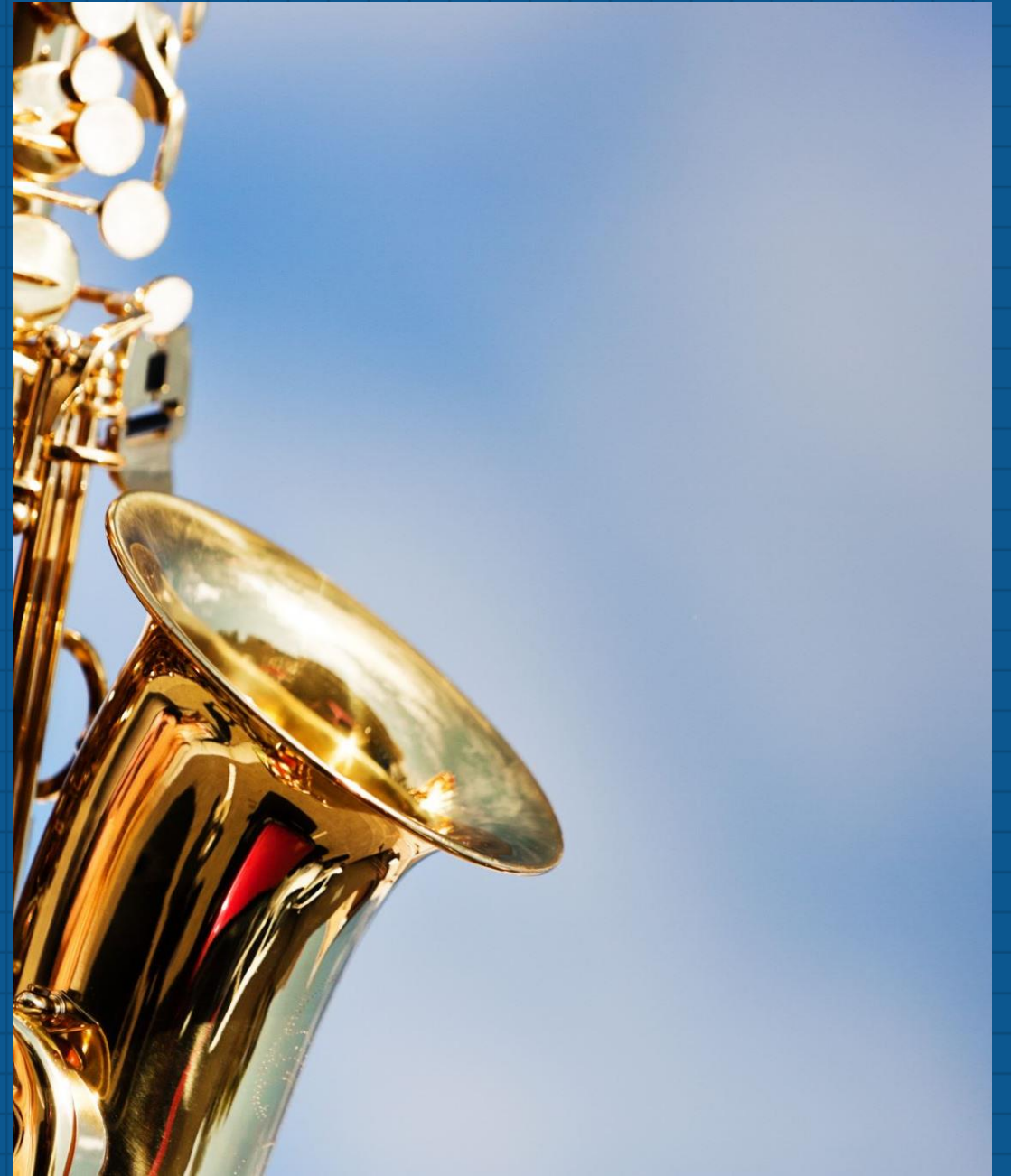
# Florida

Florida requires public postsecondary institutions to award nationally recognized Gen Ed digital badge to be recognized by every public postsecondary institution



# Louisiana

Louisiana's governor used federal stimulus dollars to start Reboot Your Careers to provide financial aid to learners in short-term postsecondary courses.



# New York

State University of New York (SUNY)  
Microcredentials

2018 Policy Includes a definition of micro-credentials and a Taxonomy of Terms to ensure that micro-credentials are the same quality as every type of credential SUNY offers.

Result: SUNY offers more than 400 micro-credentials across 29 community campuses.



# North Carolina



Credit for Prior Learning: Colleges are authorized to award credit for prior learning using the following prior learning methods:

- Apprenticeship
- State/industry recognized credential
- Courses on H.S. to CC articulation agreement
- Military education and training
- Standardized Examinations
- Challenge exams
- Public safety training

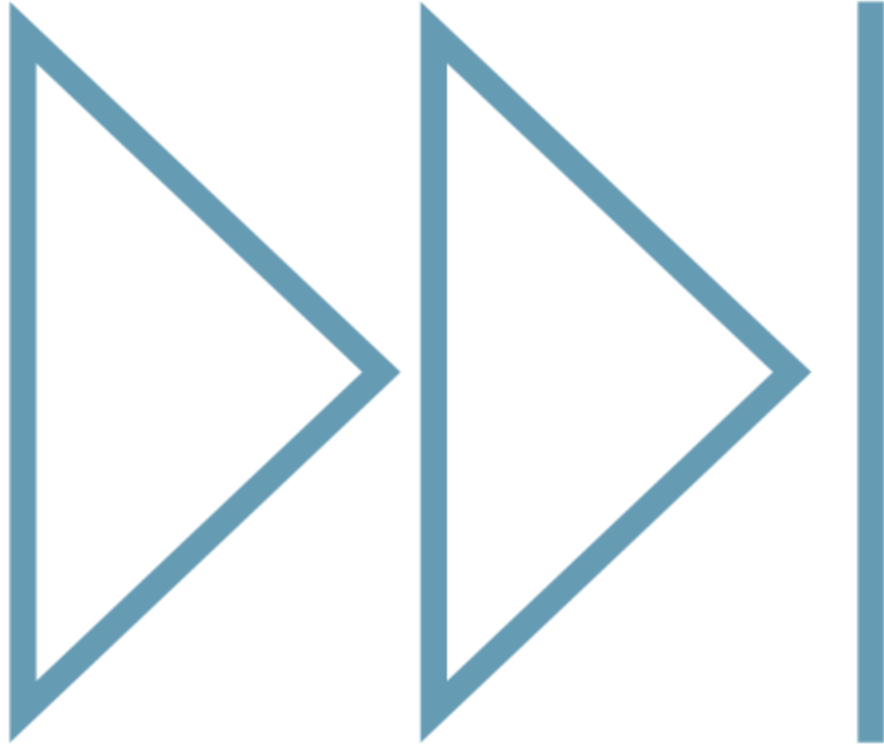
# Texas

Reward colleges for issuing  
“credentials of value”

Reward community colleges for  
students that earn at least 15 transfer  
credits

Provider \$75+ million in financial aid  
for dual credit for low-income  
students





# Virginia

FastForward is a statewide short-term credential program to meet the needs of both learners and employers.



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Questions?





**[WWW.CREDENTIALASYOUGO.ORG](http://WWW.CREDENTIALASYOUGO.ORG)**



[Info@credentialasyougo.org](mailto:Info@credentialasyougo.org)



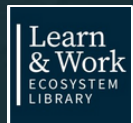
<https://credentialasyougo.org/newsletter-sign-up/>



<https://www.linkedin.com/company/credential-as-you-go/>



<https://twitter.com/CredentialYou>



<https://learnworkecosystemlibrary.com/>

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# Thank You!

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Melissa Goldberg, Director, Competencies & Credentials  
mgoldberg@skilledwork.org



[www.skilledwork.org](http://www.skilledwork.org) 

[info@skilledwork.org](mailto:info@skilledwork.org) 

(734) 769-2900 