

Utilizing Credentials to Speed Up the Job Hunt

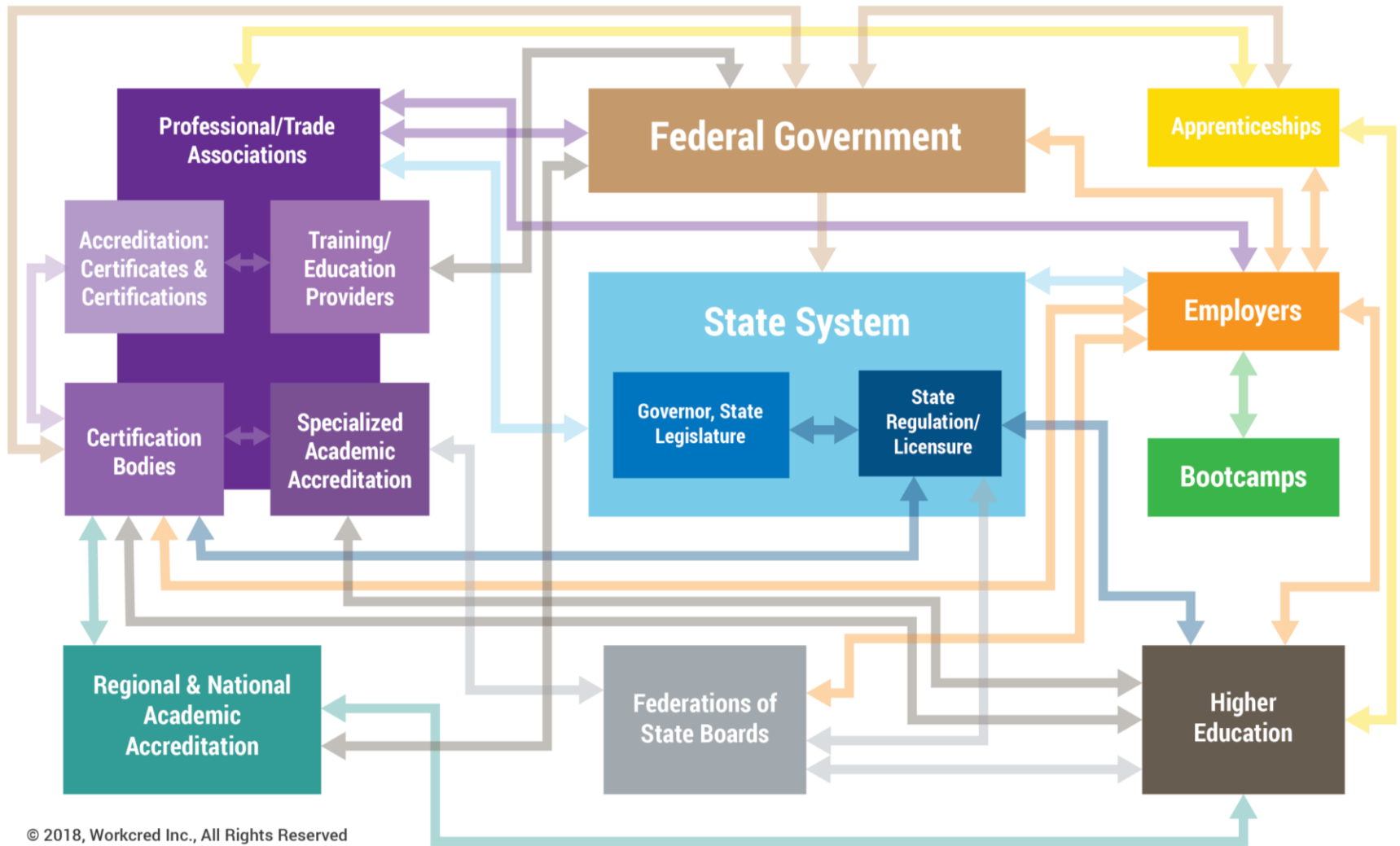
Presentation to CCME 2021

Bridging the Gaps – Credentials that lead to Sustainable and Successful Outcomes

June 16, 2021

The Credentialing System is a Confusing Maze.

Understanding how to navigate it can be difficult.



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Credentialing Ecosystems

Badges

Certificates

Continuing Education

Certifications

Degrees

Micro-Credentials

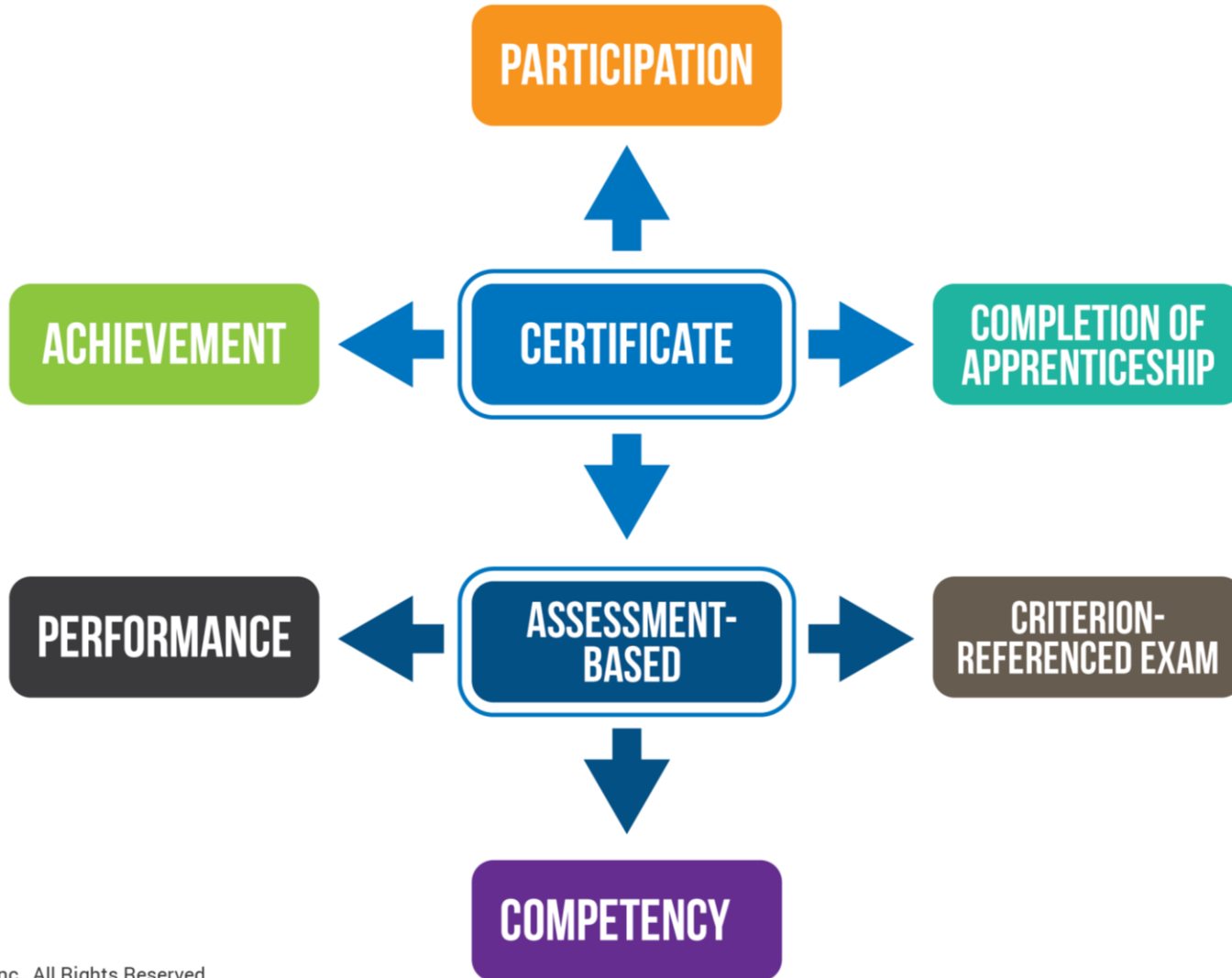
How Do Credentials Differ?

	CERTIFICATE*	CERTIFICATION	DEGREE	LICENSE
Awarded by	Education and training providers, employers, labor unions, and industry associations	Industry certification bodies	Education institutions	Government agencies
Awarded for	An exam at the end of a training or education course or a one-time assessment	Third-party, independent competency assessment	Course of study	Meeting requirements of an occupation
Indicates	Education/ knowledge/skills	Skill mastery/ competencies	Education, successfully passed courses	Legal permission
Time to complete	Variable, generally less than 2 years	Variable	Variable, generally 2 years or more	Variable
Time and renewal requirements	Often no time limit, no renewal requirement	Time-limited, includes recertification	No time limit, no renewal requirement	Time-limited, renewal generally required
Revocation process	Cannot be revoked	Can be revoked for incompetence or unethical behavior	Cannot be revoked	Can be revoked for incompetence or unethical behavior
Examples	CNC Machinist, Zurich Insurance Apprenticeship	CompTIA Cybersecurity Analyst, Certified Energy Auditor, Medical Laboratory Scientist, MLS(ASCP) ^{CM}	Bachelor of Science in Engineering, Associate of Arts in Business Administration	Electrician, Professional Engineer, Registered Nurse
Standard for accreditation	ANSI/ASTM E2659-18, a globally recognized American National Standard	ANSI/ISO/IEC 17024:2012, an international and national standard	National, regional, or programmatic	State law defines scope of practice

* There are many types of certificates. Some examples include: certificates of participation, certificates of achievement, certificates of completion for apprenticeship, and assessment-based certificates.

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Types of Certificates



Degrees of Rigor for Certifications

Accredited by a third party (e.g., ANSI, NCCA)

Ability to revoke certification for violation or unethical behavior

Recertification requirement

Standardized exam

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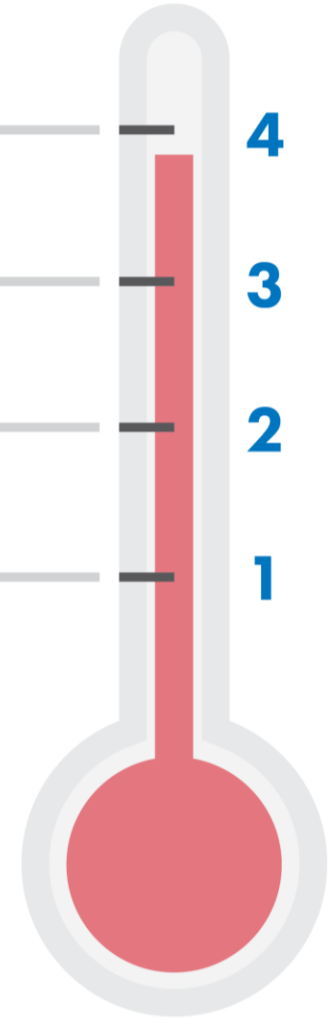
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Note:
Training that is followed by an assessment to measure the learning outcomes is an assessment-based certificate, not a certification as sometimes referred to.



Importance of Certifications to the Military Community

- Credentials are an integral part of high-priority government and U.S. Department of Defense (DoD) funding programs developed to enhance and improve force readiness, transition preparation, veteran employment, and spouse career portability.
- Funding programs such as **Credentialing Opportunities On-Line (COOL)** and **Army Credentialing Assistance** show the paths for Service members to earn civilian certifications and licenses.
 - Every military occupation is mapped to civilian and/or government occupations (Dept. of Labor)
 - Every military occupation has at least one associated professional credential
 - Every service operates independently for eligibility and funding



Civilian Credentialing Opportunities

- For transitioning Service members, certifications and licenses are a means of demonstrating to civilian employers that their skills are on par with those of their civilian counterparts.
- Service members have a high success rate in attaining civilian credentials. High pass rates demonstrate the relevance of military training and experience to civilian jobs.

CERTIFICATION AND LICENSURE EXAM PASS RATES

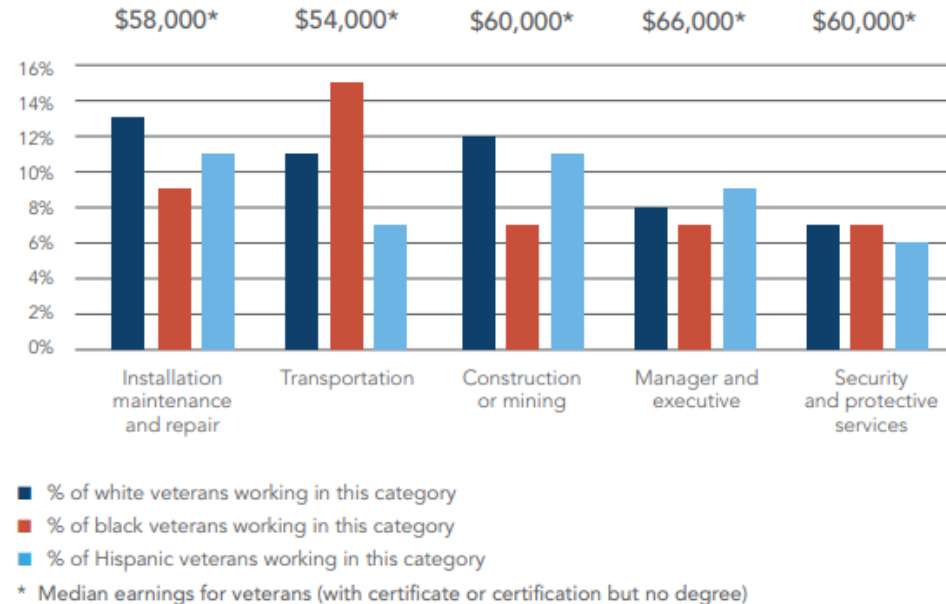


One statistic from the Navy showed that its Service members have a pass rate of more than 85 percent on certification and licensure exams, compared to the industry average of 70 percent.

Veteran Statistics

- LinkedIn’s 2019 [Veteran Opportunity Report](#): “Understanding an Untapped Talent Pool”
 - **33%** of veterans were underemployed, and veterans were **15.6%** more likely to be underemployed than non-veterans.
 - **55%** of veterans say they want to pursue different careers than the ones they had in the military.

- Strada Education Network report – [“Veterans Without Degrees: The Benefits and Opportunities of Certificates and Certifications”](#)
 - Veterans with a credential but no degree are **9%** more likely to be working, and make **\$10,000** more on average than those with no credential or degree.



Pearson VUE's Value of Certification Report

70% of candidates met their certification goals.



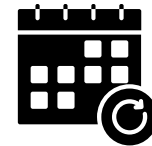
91% of candidates said certification increased their confidence.



80% of candidates said certification gave them a greater ability to mentor and support co-workers.



86% of candidates are likely to recertify in the next 12 months.



Integrated Models of Learning

Degrees
embedded with
certifications

Work-based
learning

Boot camps

Credential Engine

Mission Statement

- Credential Engine is a non-profit whose mission is to map the credential landscape with clear and consistent information, fueling the creation of resources that empower people to find the pathways that are best for them.

Vision

- Envisions a future where millions of people worldwide have access to information about credentials that opens their eyes to the full range of opportunities for learning, advancement, and meaningful careers.

Strategic Priorities

- Stakeholders build valuable ecosystems using a **Credential Registry** to explore credentialing opportunities
- The Credential Registry provides **CTDL** linked open data:
 - Name of Credential
 - Location of Program(s)
 - Scope of Credential
 - Length of Time/Duration
 - Prerequisites/Eligibility
 - Competencies Associated with Credentials
 - Assessments Associated with Credentials
 - Cost
 - External Quality Assurance Recognition
- In addition, Credential Engine leverages strategic partnerships for policy and consulting impact.

Workcred and National Governors Association Report on Quality Credentials

Recommendations

Develop standardized definitions of the different types of non-degree credentials.

Understand and access the quality of credentials.

Ensure that non-degree credentials are accepted as college credit and embedded into degree programs.



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**Understanding Quality: The
Role of States in Supporting
Quality Non-Degree
Credentials**

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