## Credential Transparency:

Differentiating Using Assessment and Outcome Information

by Erick Montenegro & Jeff Grann

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Moderator: Stacy Sculthorp







Colleges, job training programs, and employers offer all kinds of credentials— from degrees to certifications to licenses—for learning valuable knowledge and skills.

But it's hard to find reliable information about credentials. With so many to choose from—and without widespread adoption of standards for comparing and evaluating them—people get lost and lose out on opportunities.





**Our Mission:** 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.

**Our Vision:** We envision 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.

We're working towards Credential Transparency:

• essential information about credentials—including their associated skills and competencies—are public, easily accessible, and actionable.





- 967,734+ Unique Credentials in the U.S. alone
- Before Credential Engine, no common language to describe or compare credentials and competencies. But now, our Credential Transparency Description Language (CTDL) is recognized as the standard language to make credentials understandable, comparable, and discoverable.
- We need a credential data system where information is easily accessible, so people won't continue to get lost and lose out on opportunities.



## Counting U.S. Postsecondary and Secondary Credentials





# Our Vision for Credential Transparency





# Benefits of Credential Transparency

Learners and workers can understand the availability, costs, time, and value of the di fferent credentials available to them. Transparency lets learners and workers see how best to get to where they want to go.

**Credential providers** can more clearly describe the credentials they offer, their quality and value, and how they help meet the needs of individuals, businesses, and the community. **Employers** can discover and hire people who have the skills and competencies needed for the jobs of today while e ffectively planning for and signaling the needs of tomorrow.

Policymakers and thought leaders can better understand the credentials available, which are high quality, and can better support economic needs at scale.





- Increases learner agency through accessible, reliable, and actionable information so they can appropriately navigate education and career pathway
- Better data can help institutions and programs identify possible gaps
  - Fix unmet credential and training opportunities for in-demand areas
  - Refine competencies and learner outcomes based on real-time changes in the marketplace
  - Align course offerings and inform curriculum mapping exercises



Creating Equitable Futures for All Learners Through Credential Transparency







Create systems where credentials are:

- Accessible
- Understood
- Comparable
- Connected to other critical education and workforce data
- Communicated so that they serve everyone.



www.credentialengine.org

## Making Sense of Credentials: A State Roadmap and Action Guide for Transparency





How Credential Engine and its partners are advancing credential transparency





Credential Finder is a tool for exploring all of the information published to the Credential Registry	Home	Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0) 🔇
WITECH Credentialing Organization Ivy Tech Community College ( Last updated: Sep 14, 2021	of Indiana				Com	pare
About this Organization Basic information about the Organization				y Assurance	tion	
Ivy Tech Community College is the state's largest public postsecondary instit the nation's largest singly accredited statewide community college system. I compuses throughout Indiana. It serves as the state's engine of workforce d offering affordable degree programs and training that are aligned with the ne community along with courses and programs that transler to other colleges universities in Indiana. It is accredited by the Higher Learning Commission.	vy Tech has evelopment, eeds of its		Quality Assura Qua	nce Received lity Assurance (2)		
View this Organization I2 Mission Statement [2] Ivy Tech Community College prepares Indiana residents to learn, live, and we diverse and globally competitive environment by delivering professional, tech transfer, and lifelong education. Through its affordable, open-access educati training programs, the College enhances the development of Indiana's citizer communities and strengthens its economy.	hnical, on and		/ Evansv	information about the information about the ille Campus First Avenue   Evensville Madison Milwaukee Rockford	s, Indiana 47710 United S MICHIGAN Grand Rapids	
Purpose C Ivy Tech Community College prepares Indiana residents to learn, live, and we diverse and globally competitive environment by delivering professional, tech transfer, and lifelong education. Through its affordable, open-access educati training programs, the College enhances the development of Indiana's citizer communities and strengthens its economy.	hnical, on and			Chi Naperville	Ann Arbor Toledo Set yayne I. MA One State Set yayne Colum	Cleveland Pittsbur mbus
Organization Type           Y         Two-Year College         Y			Souri	Evansville	Louisville	WEST



edential Finder The Credential Finder is a tool for exploring all of the Home Information published to the Credential Registry Home	Search Finder Widgets Reports and Data Benchmark Reports Compare (0) <
Associate's Degree A.S. in Cyber Security Information Ass Ivy Tech Community College of Indiana Last updated: Dec 22, 2020	urance
About this Credential Basic information about the Credential	Related Organization(s) Organizations that own, offer, or perform other services related to the Gredential
Ty Tech Community College created the Center for Cyber Security to meet the demands for high-quality cyber security education and training. Through our nationally recognized center, Ivy Tech students receive the education and training they need for jobs that secure our community, state and nation's computers, networks and critical infrastructure. The program will build the foundation to identify and fix computer security attacks. The	Owned and Offered By Ivy Tech Community College of Indiana
The program much more contraction for the strength of the stre	Relationships between the Credential and other data in the Registry
There is a growing need for stronger Cyber Security with the increasing media attention. The quality of Ivy Tech's programs is recognized by several governmental entities, ttesting to the quality of the curriculum, instruction and administrative support. Learn more in the Accreditation and Affiliates section below	Related Competencies Teaches 15 Competencies
View this Credential 🖉	
Credential Type	Quality Assurance Quality Assurance for the Credential
	Quality Assurance Received
Credential Status	Quality Assurance (1)
T Active Q	Owner's Quality Assurance (2)
earning Delivery Type	
T In-Person Q T Online Only Q	O Locations



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#### https://credentialfinder.org/credential/1547/A S in Cyber Security Information Assurance



er Science A
Related Organization(s) Organizations that own. offer. or perform other services related to the Assessment
TOURSE FORM
Connections Relationships between the Assessment and other data in the Registry Connections to Registry Data
Preparation From (1)
Related Competencies
Assesses 5 Competencies
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### https://credentialfinder.org/assessment/811/Advanced\_Placement\_(AP)\_Computer\_Science\_A



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					A	ncient Greek Philosophers
<ul> <li><u>Humanities</u></li> <li>Ancient Greek Philosophers</li> </ul>			Course Summary	Credit Recommendation & Competencies	e Description	Instruction & Assessment
**** 466			ACE National Guide » And			
			Course Summary			
Take Ancient Greek Philosophers online at your own pace	ACE Credit®-recommended for 3.0 semester credits		Credit Type: ACE Course Number: Organization Course Num Organization: Location: Length: Dates Offered:	SOPHIA Lea Online This is a self	-paced course. Students have up	
Go back in time to discover the ancient Greek philosophers and explore fundamental questions about human existence. Take the college-level courses	13270 students successfully completed		Credit Recommendat	3/1/2018 - :	/31/2021	~
you want and apply credits toward a degree.		]	Level Lower-Division Baccalaure		edits (SH) Subject Philosophy or	Humanities



<b>Credential Finder</b> The Credential Finder is a tool for exploring all of the information published to the Credential Registry	Home	Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0)	<
Transfer Value Profile Ancient Greek Philosophers American Council on Education Last updated: Jun 2, 2021 Legacy Version							
About this Transfer Value Basic information about this Transfer Value				fer Value Fro			
American Council on Education Learning Evaluations use faculty subject matter exper- teams to review workplace, professional, and military training and education, creating recommendations for equivalent college credit transfer value. Employers, profession associations, training providers, and other organizations must meet strict eligibility requirements when they submit their courses, exams, apprenticeships, and other	g		Ancient Greek Philosophers	Ancient Greek Philo Provider: <u>Sophia Learnin</u> <b>T</b> Badge <b>Q</b> <b>T</b> Postsecondary L	g. <u>LLC</u> <b>T</b> Secondary School or Eq	uivalent <b>Q</b> es Degree Level <b>Q</b>	
programs for ACE review. ACE's transfer value credit recommendations include numb of semester hours, educational level, and subject area. View this Transfer Value [2]	er			▼ Bachelors Degre	e Level Q T Lower	Division Level <b>Q</b>	
Transfer Value Credit			Organizati	ed Organizati			
Value: 3 Credits			Owned By				201201
Credit Level Type: Lower Division Level			<u>American Cc</u>	uncil on Education			
Credit Unit Type: Semester Hour							
Subject: Philosophy Humanities							· · · · · ·

https://credentialfinder.org/resources/ce-3f4a564a-a5b1-468b-bf3a-1e41a4bf46c3



'Transit Map'

Pathway defined as a "Resource composed of a structured set of components defining points along a route to fulfillment of a goal or objective."

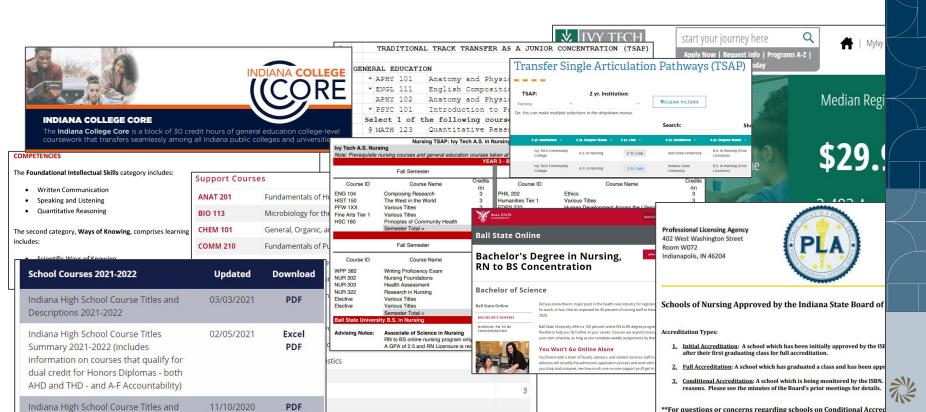


# Midwest Credential Transparency Alliance (MCTA) Pathways Brief

- Identified 692 pathways between July 19, 2021 and August 19 2021
- Almost all pathways contained credentials (97%) with other common components included courses (62%), occupations & jobs (52%), organizations (49%), transfer value & credits (46%), and competencies (41%)
- No pathway referenced other pathways and few contained out-of-state offerings.
- Technically, almost all pathways (91%) were communicated as unstructured text using either pdf documents (62%) or webpages (29%)
- Many bespoke templates with caveats and consequential comments









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Ball State B.S. in Nu Credential Engine Administration - Sand	ırsing RN-to-BS Pathway based on Indiana College Core and Ivy Tech's Transfer Sir	ngle Articulation Pathway (TSAP)
Last Updated Sep 22, 2021 15:11 PM Description		
	diana College Core, TSAP, Ivy Tech AS requirements, & Ball State BS requirements	Source
Explore this Pathw Pathway Progression	-	
Pathway Compone	ents	
Some components requ	uire one or more other components via conditions. Each condition has a 📴 button. Click the button to show the components that are referenced by the condition.	
Source Data View Source	Name         Name           Other Institutional Requirement         A.S. in Nursing           View BasicComponent         Type CredentialComponent         Component	Nexes Bachelor's Degree in Nursing, RN to BS C Soliet Wesoge Verw Source Tige Verw Source
Seurce Data View Source	Image: The requires 1 of 1         Image: The requires 2 of 3           Name: AS Nursing Professional - Technical courses         Name: Registered Nurse (RN)	Requires 7 of 7
Nursing I Source Data View Source	Type         Condential Type         Source Data           Type         Type         Type         View Source           Type         None         RN to BS TSAP Courses         None	Sulver Webger View Source
Nursing I Clinical Source Data View Source	Name         Name           Interesting and College Core         Interesting and College Core           Type         Source Data           Basic Component         View Source	
or Nursing Source Data	Requires 6 of 6         Name           Name         Statistics support course           Name         Type           ENG 104 - Composing Research         BasicComponent	_

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### https://sandbox.credentialengine.org/finder/detail/pathway/ce-3c6948ee-1833-404c-84fb-9da035a827b9

How publishing assessment and outcome data for the public could help prioritize improvement in assessment practices











http://credentialengine.org/wp-content/uploads/2021/05/Policy-Brief-4-Quality.pdf



Credential Finder information published to the Credential Registry	Home S	Search Fi	inder Widgets	Reports and Data	Benchmark Reports	Compare (0) <
NICE Cybersecurity Workforce Framework: Knowled	ge					
Description						
The National Initiative for Cybersecurity Education (NICE) Cybersecurity Workforce Framev of cybersecurity work. Knowledge is a body of information applied directly to the performa					related knowledge, skills, al	bilities and tasks <u>Source</u>
Explore this Framework						
Competencies Details Connections Concept Schemes						
Competencies						
This framework contains 630 Competencies.						Expand All Details
K0001 Knowledge of computer networking concepts and protocols, and network securit	y methodolog	gies.				
K0002 Knowledge of risk management processes (e.g., methods for assessing and mitig	ating risk).					
K0003 Knowledge of laws, regulations, policies, and ethics as they relate to cybersecuri	ty and privacy.					
K0004 Knowledge of cybersecurity and privacy principles.						
K0005 Knowledge of cyber threats and vulnerabilities.						
K0006 Knowledge of specific operational impacts of cybersecurity lapses.						
K0007 Knowledge of authentication, authorization, and access control methods.						
K0008 Knowledge of applicable business processes and operations of customer organiz	ations.					
K0009 Knowledge of application vulnerabilities.						





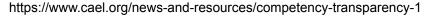
Credential Finder	The Credential Finder is a tool for exploring all of the information published to the Credential Registry	Home	Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0)	<
ICE Cybersecuri	ty Workforce Framework:	Knowledge						
U.S. Department of Commerce	National Institute of Standards and Technology (NI	<u>5T)</u>						
Description								
	for Cybersecurity Education (NICE) Cybersecurity Knowledge is a body of information applied directly	and the second				related knowledge, skills, a	abilities and tasks	Sou
Explore this Fra	amework							
Competencies	Details Connections Concept Schemes	]						
Connections								
Related Compete	ncy Frameworks							
Information Technol BS.ITE: Information 1								
						E Cybersecurity Workforce	e Framework <mark>: Kn</mark> ow	ledg





Credential Finder	The Credential Finder is a tool for exploring all of the information published to the Credential Registry	Home Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0) <
nformation Techi	ologies (BS)					
Southern New Hampshire Univ						
Description						
BS.ITE: Information To	chnologies (BS)					
Explore this Fra	mework					
Competencies	Details Connections Concept Schemes					
Competencies This framework cont	ins 63 Competencies.					Expand All Details
MGT-200: Leadersh Team Building	COM-20098	nolders using principles of emoti	onal intelligence and t	eam dynamics		
MGT-200: Leadersh Team Building		related to leading teams in varyi	ng contexts			
MGT-200: Leadersh Team Building		al developmental goals that supp	ort your growth as an	effective individual an	nd team contributor	
IT-226: Communica STEM Professio	COM-20128	es to effectively negotiate and m	anage conflict			
QSO-340: Proje Management	CSO-30167 Project Management Plan a project according to project	ect management best practices				
QSO-340: Proje Management	COM-30168 Monitor Project Status Determine appropriate methods	to monitor and communicate th	e status of a project			
QSO-340: Proje Management	ct QS0-20169 Project Success or Failure Analyze and reflect on factors th	at commonly lead to the succes	s or failure of a project			

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The Credential Finder is a tool for exploring all of the information published to the Credential Registry	Home Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0) 🔍
Bachelor's Degree B.S. in Information Technologies Southern New Hampshire University Last updated: Feb 26, 2021			ļ.	Com	pare
About this Credential     Basic information about the Credential			ed Organizati	on(s)	o the Credential
Technology has become inseparable from an organization's operations, including applying digital strategies to leverage data, collaborating in virtual work environments and leveraging established and emerging technologies. The Bachelor of Science in Information Technologies gives students the opportunity to combine technica abilities expects exists, and a keen problem-solving minder to help organizations large and same		Owned and Off Southern Ne	fered By w Hampshire Universi	ity	
leverage new technologies for innovating practices, products, and processes. This deg will prepare students for current IT work and provide the skills and dispositions to rear themselves and their organizations for the rapid evolution of future technologies.	ree		ections hips between the Creden	tial and other data in the Regi	stry
Students will learn the fundamental information technologies, systems, data management methods, and computational thinking strategies necessary to support organizational decision-making and recommend effective system design and			ides 3 Credential(s)		
maintenance solutions. They will also learn to operate in an ever-changing work environment where communication, collaboration, and the drive to proactively identify	,	Connections to	paration From (1)		
and solve problems are markers of success. Learning through hands-on authentic problems, students in this degree program will demonstrate the necessary skills that w allow them to grow and adapt within the field of information technology.	vill	Is F	Preparation For (1)		
View this Credential [2]		Related Compo	etencies		
		Teach	es 49 Competencies		
Credential Type T Bachelor's Degree Q					
Credential Status			pations and In		
Active 4		Occupations			

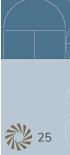


https://www.cael.org/news-and-resources/competency-transparency-1



## **Assessment Plans**

edential Finder information published to the Credential Registry	Home Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0)
Assessment CORE Assessment Lipscomb University Last updated: Dec 24, 2020				Com	pare
About this Assessment Basic information about the Assessment			ed Organizati	on(s) rform other services related t	o the Assessment
This is an initial assessment of competency for students in the Bachelor of Profe Studies in Organizational Leadership or Integrated Studies program. Students wi complete the CORE assessment before enrolling in other CORE courses.		Owned and Off			
View this Assessment (2*		Kelationsh		ment and other data in the Rej	gistry
Y Performance Q Delivery Type		Connections to	Registry Data Required For (6)		
5641617 1766					
TIn-Person Q					
T In-Person Q		<b>Locat</b> Geographi	ions	Assessment	
In-Person Q  Additional Information  Identifiers and other information for the Assessment		Geographi Availablility	c information about the ,	Assessment urse_nopop.php?catoid=56	scoid=5996





Credential Finder The Credential Finder is a tool for exploring all of the information published to the Credential Registry	Home	Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0)
Bachelor's Degree B.S. in Nursing (Pre-licensure) Ball State University Last updated: Jul 13, 2021					Com	pare
About this Credential Basic information about the Credential			Organizati	ed Organizati	on(s) erform other services related	to the Credential
Whether your career goals include working in a hospital after graduation, pursuing graduate studies to become a family nurse practitioner, or moving on to doctoral work Ball State's nursing major will put you on the road to success working in hospitals, long term care facilities, clinics, providers' offices, or home health care facilities.			Owned By Ball State Ur	<u>liversity</u>		
View this Credential 🕑						
Outcomes Data (1)						
Credential Type T Bachelor's Degree Q						
Credential Status						



#### https://credentialfinder.org/credential/10154/B\_S\_in\_Nursing\_(Pre-licensure)



S. in Nursing (Pre-li Itcomes Data diana ESN Programs Annual Pass ne National Council Licensure Exami titional pass rate on the NCLEX-RN for purce Information opplicable Credentials	Rates		nal Council of Ct				;
diana BSN Programs Annual Pass ne National Council Licensure Exami titional pass rate on the NCLEX-RN fo purce Information	ination-Registered Nurse (NCLE		nal Council of St				
ne National Council Licensure Exami ational pass rate on the NCLEX-RN for purce Information	ination-Registered Nurse (NCLE		nal Council of St				
ational pass rate on the NCLEX-RN fo			nal Council of St				
oplicable Credentials					-	s used by all 50 states as a	a requirement for licensure. The
S. In Nursing (Pre-licensure) wider: <u>Ball State University</u> hether your career goals include workin spitals, long-term care facilities, clinics Bachelor's Degree			family nurse prac	titioner, or moving on '	to doctoral work, Ball St	ate's nursing major will put yo	ou on the road to success working in
pplicable Time Periods							
2018-01-01 - 2018-12-31 2	2019-01-01 - 2019-12-31	2020-01-01 - 2020-12-31					
ass Rates are updated annually. Alid from 2018-01-01 until 201	18-12-31						
etails							
Pass Rate Percer	nt and Number of Program Grac	duates		93.3%	126		
Subjects In Set					135		

27

### https://credentialfinder.org/credential/10154/B\_S\_in\_Nursing\_(Pre-licensure)

# Outcomes - Earnings & Employment

redential Finder is a tool for exploring all of the information published to the Credential Registry	Home	Search	Finder Widgets	Reports and Data	Benchmark Reports	Compare (0)	<	
APPLIED BEHAVIORAL SCIENCE - GENERAL STUDIES University of Kansas Lett updatted: Aug 2, 2021	BACI	HELO	ROF		Com	pare		
About this Credential Basic information about the Credential				ed Organizati	<b>on(s)</b> rform other services related t	to the Credential		
Bachelor Degree : A program with a combined or undifferentiated focus on the social sciences, psychology, and biomedical sciences to study complex problems of human individual and social growth and behavior.			Owned By University of	Kansas				
View this Credential 🖉				ty Assurance	n/			
Outcomes Data (3)			Quality Assura	nce Received				
Credential Type			Qua	lity Assurance (1)				
T Bachelor's Degree Q			Owner's Quality Assurance (1)					
Credential Status								
T Active Q				Dations and In				
Audience Level			Occupations				-	
T Bachelors Degree Level Q		Community and Social Service Specialists, All Other (21-1099.00)						
				, All Other (19-1099.00)				
			<ul> <li>Psychologists,</li> </ul>	All Other (19-3039.00)	۹			



https://credentialfinder.org/credential/8576/APPLIED\_BEHAVIORAL\_SCIENCE-BACHELOR\_OF\_GENERAL\_STUDIES

## Outcomes - Earnings & Employment

Credential Finder information published to the Credential Registry	Home Search Finder Widgets	Reports and Data Benchmark Reports	s Compare (0) K
APPLIED BEHAVIORAL SCIENCE - BACHELOR OF GEN	ERAL STUDIES		×
Outcomes Data			
% of Program Graduates Employed in the Region - Upon Entry			
The percentage of graduates from this degree program employed in Kansas or Missouri as report	ed by each state labor agency during the 2nd calen	dar quarter following graduation.	
Valid as of 2019			
Jobs Obtained			
% of Program Graduates Employed in the Region	68%		
Median Earnings of Program Graduates in the Region - Upon Entry			
The median annual earnings of graduates from this degree program who were employed in Kansa	s or Missouri as reported by each state labor agen	cy during the 2nd calendar quarter following g	raduation.
Valid as of 2019			
Post Receipt Months: 6			
Earnings Median Earnings: \$26,825.00			
Product cartingar #20,023.00			
Median Earnings of Program Graduates in the Region - After 5 Years			
The median annual earnings of former graduates from this degree program, employed in Kansas	or Missouri as reported by each state labor agency	during the 2nd calendar quarter five years po-	st-graduation.
Valid as of 2019			
Post Receipt Months: 66			
Earnings Median Earnings: \$43,701.00			
	▼ Life Scientis	ts, All Other (19-1099.00) Q	
		te All Other (19-3039.00) 0	



https://credentialfinder.org/credential/8576/APPLIED\_BEHAVIORAL\_SCIENCE-BACHELOR\_OF\_GENERAL\_STUDIES

# Activity

https://padlet.com/emontenegro9/90dwnrsne5ac

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Think of national or large initiatives that help drive assessment (e.g. ABET and learning outcomes), how do you see credential transparency and better data potentially impacting a culture of assessment at your institution?

What might be some opportunities for your institution/program/department as it related to credential transparency? What may be some challenges/barriers?







www.CredentialEngine.org

# Join us for our Fourth Annual Convening!



"Toward a More Transparent Credential Landscape Through Policy, Leadership, & Equity"



Virtual Convening Illuminating Paths Together

## Tuesday, Nov 30 1:00-4:00pm Eastern

#PartnersInTransparency

### What to Expect:

- Nicole Ifill, Senior Program
   Officer for the Bill & Melinda
   Gates Foundation, and Ted
   Mitchell, President of the
   American Council on Education,
   will reflect on the vision and
   value of credential transparency
   and the work that remains.
- There will also be a panel of state leaders—including Connecticut and Florida—focused on state policy and the benefits of having clear, reliable, accessible, and actionable credential data.
- We will also feature a panel of thought leaders discussing how credential transparency promotes equity, specifically through equitable opportunities and career pathways.





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