Creating the Credential Registry
Moving to Scale:
A Future Resource for the Government

Workcred Federal Training Session
October 11, 2016
Today’s Credentialing Marketplace
Pilot Project Leadership

Pilot led by:

With support from:

Strategic direction from:

- American Association of Community Colleges (AACC)
- American Council on Education (ACE)
- Business Roundtable
- Committee for Economic Development of the Conference Board
- The Manufacturing Institute
- University Professional and Continuing Education Association (UPCEA)
- U.S. Chamber of Commerce Foundation
Project Goals

*Develop common terms (Credential Transparency Description Language - CTDL) for describing key features of:
  - Credentials
  - Credentialing organizations
  - Quality assurance (QA) bodies

*Create and populate a voluntary, web-based credential registry with credential issuers and QA bodies
*Bring the registry to scale under non-profit governance

*Develop and evaluate a directory search app to facilitate use of the registry by stakeholders
*Foster a competitive app marketplace

*The credential registry, descriptors, and applications will all be open-source.
How it Works

Credential
Transparency
Description
Language (CTDL)

Credential Engine
Registry

Credential Finder
Prototype App
Using the Credential Search App

✓ Federal and state government agencies and advocacy organizations can develop directories of high-quality certifications for veterans and other targeted populations

✓ State government agencies can develop directories for certified training providers and industry-recognized credentials

✓ Federal and state education agencies can develop directories of approved credentials and programs for student grants and loans

✓ National and state initiatives can use the app to identify quality credentials in measuring progress to their credentialing goals

✓ Business and industry organizations can build directories of employer and industry recognized credentials for different industry sectors

✓ Employers can identify eligible providers and credentials for tuition assistance programs

✓ Career and education guidance systems can build more complete and accurate career and education pathway models and provide more comprehensive, comparable information on credentialing options
Discover Credentials

[Credential Finder Prototype App] is the ultimate toolkit for students, job-seek professionals, and employers who want to build a path toward the right career or new
The Registry Will Include All Kinds of Credentials

What's the value of a credential?

What does this degree mean you can do? Can this certification provide credit toward a degree? How does a badge from this online academy compare with a certification in the same field? Can I get this certification while pursuing a degree? What does this license allow you to do? How can I be assured that this is a high-quality credential that can be trusted?

When credentials are unique and difficult to compare, they lose much of their value to job seekers and employers. [Credential Finder Prototype App] provides comparable information on all types of credentials to help align credentials with the needs of students, job seekers, workers, and employers.
A Common Language - the CTDL - Enables Comparability

Credential Descriptors:

<table>
<thead>
<tr>
<th>Declaring Name, Purpose and Type of Credential and Credentialing Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credentialing Organization Identification</td>
</tr>
<tr>
<td>Credential Organization Type</td>
</tr>
<tr>
<td>Credential Identification</td>
</tr>
<tr>
<td>Credential Type</td>
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<tr>
<td>Purpose of the Credential</td>
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<tr>
<td>Where Credentialing Is Offered</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Declaring What Is Inside the Credential</th>
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<tbody>
<tr>
<td>Credentialing Eligibility Requirements</td>
</tr>
<tr>
<td>Competencies/Learning Outcomes Required to Attain the Credential</td>
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<tr>
<td>Assessments Required to Attain the Credential</td>
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<tr>
<td>Education and Training for the Credential</td>
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<td>Time Required to Attain the Credential</td>
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<tr>
<td>Credentialing Costs</td>
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<tr>
<td>Maintaining the Credential</td>
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<tr>
<td>Credential Removal</td>
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<tr>
<td>Credential Holder Verification</td>
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<tr>
<td>Version Management</td>
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<tr>
<td>Employer Engagement</td>
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</table>

<table>
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<tr>
<th>Declaring Other Key Characteristics and Connections</th>
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<tbody>
<tr>
<td>Primary Scope of Application: Subject/Discipline Area</td>
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<tr>
<td>Primary Scope of Application: Career Preparation and Advancement</td>
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<tr>
<td>Role of Occupational Regulation and Licensing</td>
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<tr>
<td>Geographic Portability of Credential Use</td>
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<tr>
<td>Connections to Other Credentials</td>
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<tr>
<td>Career Pathway Connections</td>
</tr>
<tr>
<td>External Quality Assurances</td>
</tr>
<tr>
<td>Employer Recognition</td>
</tr>
<tr>
<td>Number and Characteristics of Credential Holders</td>
</tr>
<tr>
<td>Employment and Earnings of Credential Holders</td>
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</tbody>
</table>
### Purpose & Scope of the QA Body
- Type of QA body
- Main purpose
- Missions/Objectives
- What is accredited, endorsed, approved, recognized?
- How is the QA used?
- Primary geographic scope
- Maximum period of the approval, recognition, endorsement, accreditation?
- Year body began operating

### QA Process
- Activities used to assess a credential in the QA process
- Process used to validate the quality criteria?
- Quality criteria/standards/requirements used in the QA process
- Outcomes reviewed as part of the QA process
- Stakeholders involved in developing the quality criteria
- Criteria for selecting and evaluating assessors/reviewers?

### Public Information about QA Decisions
- Types of decisions made and how they are defined
- Directory of accredited/approved/recognized/endorsed providers and their current status
- Information about the QA body made public with request
- Information about the QA body made public without request

### Additional Info
- General Info
- Policies and procedures for managing conflicts of interest, complaints, appeals
- External recognition
**Project Work Plan: Transitioning to Scale**

**July 2016 – December 2016**
- Pilot, add more partners, evaluate results & fine-tune prototype Registry & Credential Directory App, begin scale up effort
- Work with 2-3 state partners to demonstrate state applications

**Jan 1 2017 - June 2017**
- Scale-up with registry partners, with assistance as needed

**July 2017 - forward**
- Operated by new nonprofit board & advisory groups; maintain/scale up
Profile of Current Pilot-Site Partners

Number of Credentialing Organizations as of September 2016
62 credential partner organizations
116 credentials total

Number of Quality Assurance Organizations Identified by Credential Partners
15 Accreditation Organizations
4 Regulatory Organizations

Credentials* as of August 2016 = 116

* Some credentials have additional credentials embedded within those selected for project. These quantities don’t (yet) include embedded credentials.
Participating as a Pilot Partner

**Partners Receive Services**

- Conversion of credential or QA information to machine and human readable/comparable formats
- Credential or QA information published to the Pilot Credential Registry
- Personalized “Roadmap” document showing steps that can be taken to enable the W3C vision for Linked Data

**How Partners Participate**

- Provide access to technical and credential staff
- Provide early access to credential or QA information
- Provide ongoing feedback
- Participate in evaluation

**To learn more about becoming a registry partner, email credtransparency@workcred.org**
Getting Involved with Credential Engine

• Credential Engine will have 4 Advisory Groups; nominations for each are being accepted through October 15:
  • Higher Education
  • Business
  • Certification & Licensure
  • Quality Assurance

  To submit a nomination: https://www.credentialtransparencyinitiative.org/

Upcoming Webinars

• Credential Engine Registry Services and Support Plan - November 17, 2016
• Credential Engine Registry Technical Deep Dive - November 18, 2016
Questions?
For more information

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