

Stackable Credentials

Region 3 Youth Forum

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Vinz Koller and Laura Aron
Social Policy Research Associates

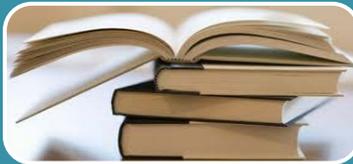
SPR's Areas of Expertise



Governance



Employment, Retention, & Advancement



Education and Training



Management & Operations

SPR's Methods and Services



Dynamic
Facilitation



Media
Development



Tool
Development



Immersive
Simulation



Customized
Training



Individualized
TA

- Name
- Organization
- Workforce Role?



Workshop Goals

This workshop will examine the effective use of stackable credentials in preparing young adults, from vulnerable situations, for career path opportunities in industry sectors.



“I ask every American to commit to at least one year or more of higher education or career training ... This can be community college or a four-year school, vocational training or an apprenticeship. But whatever the training may be, every American will need to get more than a high school diploma.”

-President Barack Obama

Speaking at State of the Union



Today's Labor Market

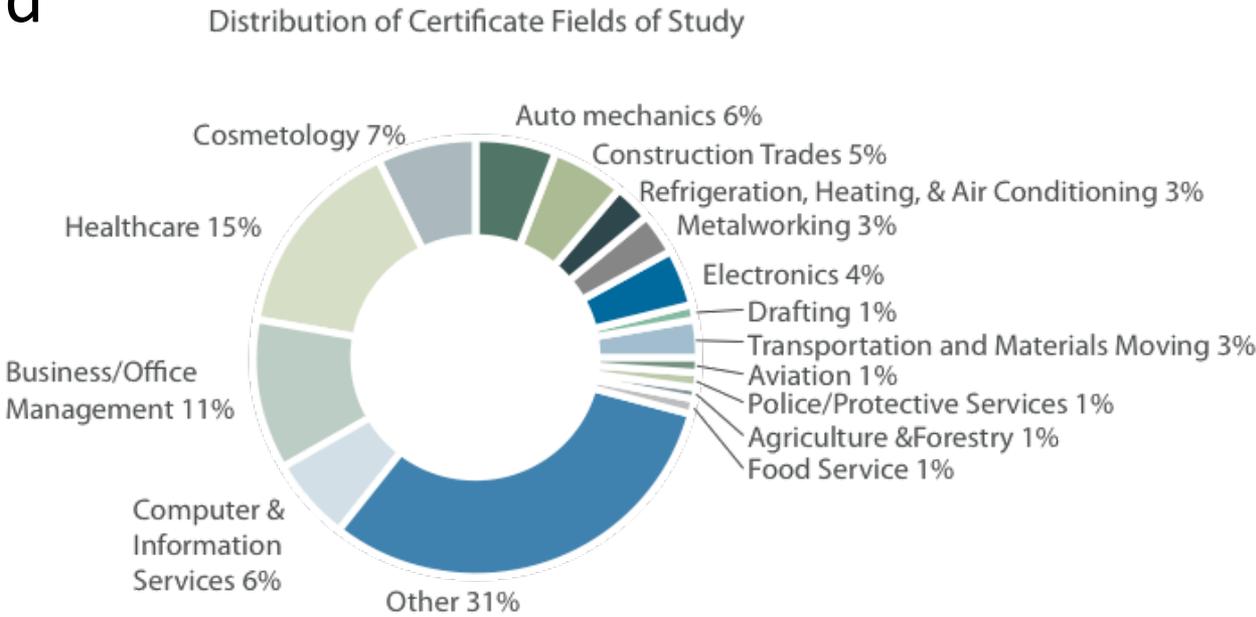
- U.S. labor market is changing and requiring some post-secondary education.
- 53% of business leaders report facing a “major challenge” recruiting non-managerial employees with skills, training and education required.
- In 1973, 72% labor market had a HS diploma
- By 2018, 63% labor market will require post-secondary education

Enterprising Pathways (2012), Pathways To Prosperity (2011)



Stackable Credentials

- Business leaders want to see more acquisition of training credentials that are **stackable** and **portable**.



Source: Survey of Income and Program Participation (SIPP)

Stackable Credential: *Definition*

“It is part of a sequence of credentials that can be accumulated over time and move an individual along a career pathway or up a career ladder.”

- *Department of Labor (TEGL 15-10)*



Stackable Credential: *Key Components*

- Coherent program of study
- Structured pathway to completion
- Career path to employment
- Arranged for non-traditional students



- Students can “learn and earn”
- Students can acquire shorter-term certificates
- Creates a pathway to advanced jobs and higher wages.
- Reduces barriers of entry for literacy challenges



- 51% of certificate programs take less than a year
- 41% take between one and two years
- 27% with post-secondary licenses or certificates earn more than average bachelor degree holder
- Pay \$35,000 per year or more
- 10 million jobs pay upward \$50,000 per year

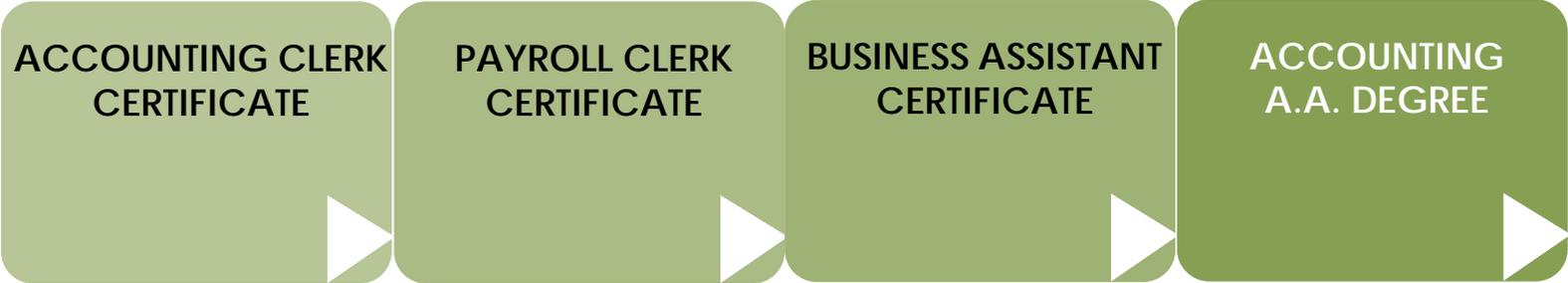


Careers/Occupations

- Electricians
- Dental hygienists
- Paralegals
- Process engineers
- Biotech technicians
- Energy technicians



Accounting Path



Energy Management Path

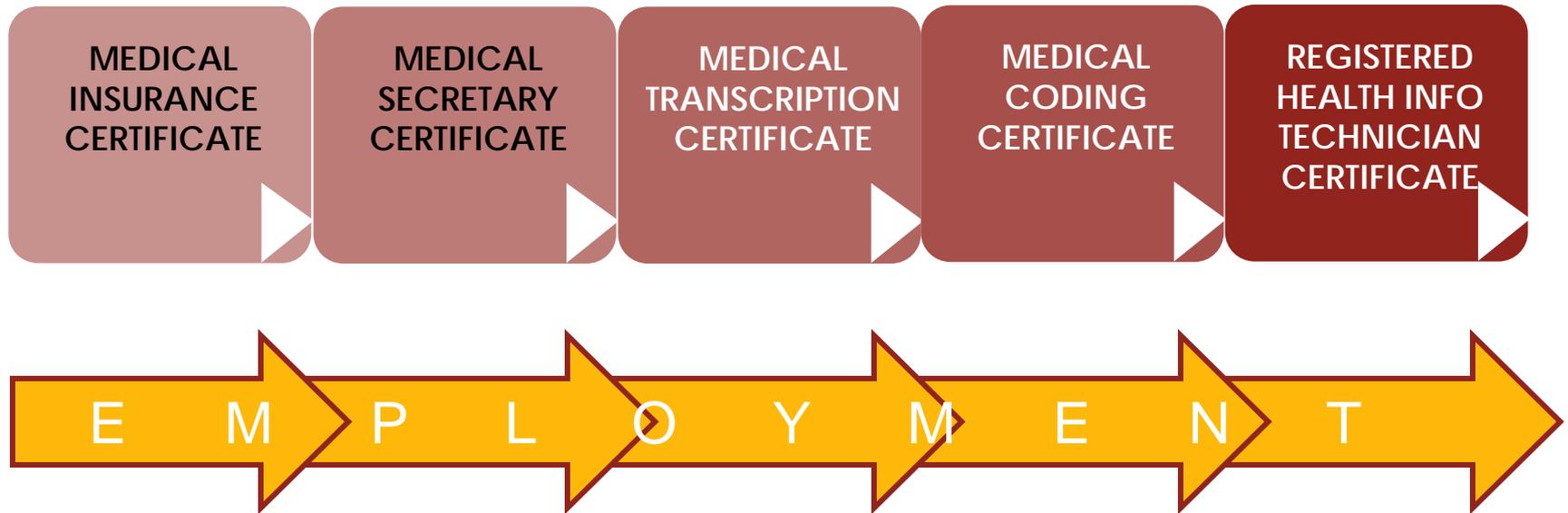
ENERGY MANAGEMENT
TECHNICIAN (EMT)
A.A. DEGREE

EMT
RESOURCE CONSERVATION
MANAGEMENT
A.A. DEGREE

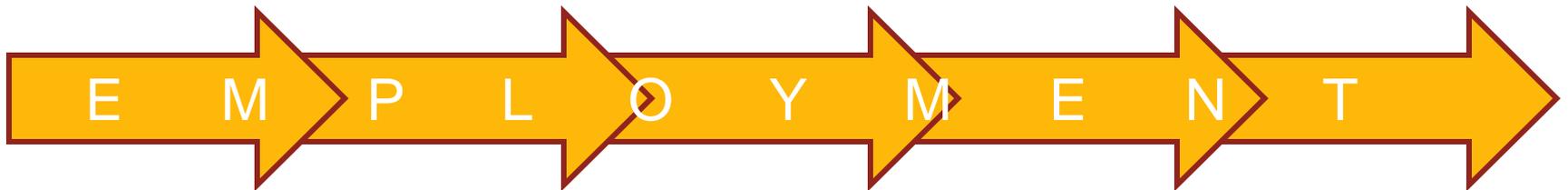
EMT
RENEWABLE ENERGY
TECHNICIAN
A.A. DEGREE

E M P L O Y M E N T

Health Information Technology Path



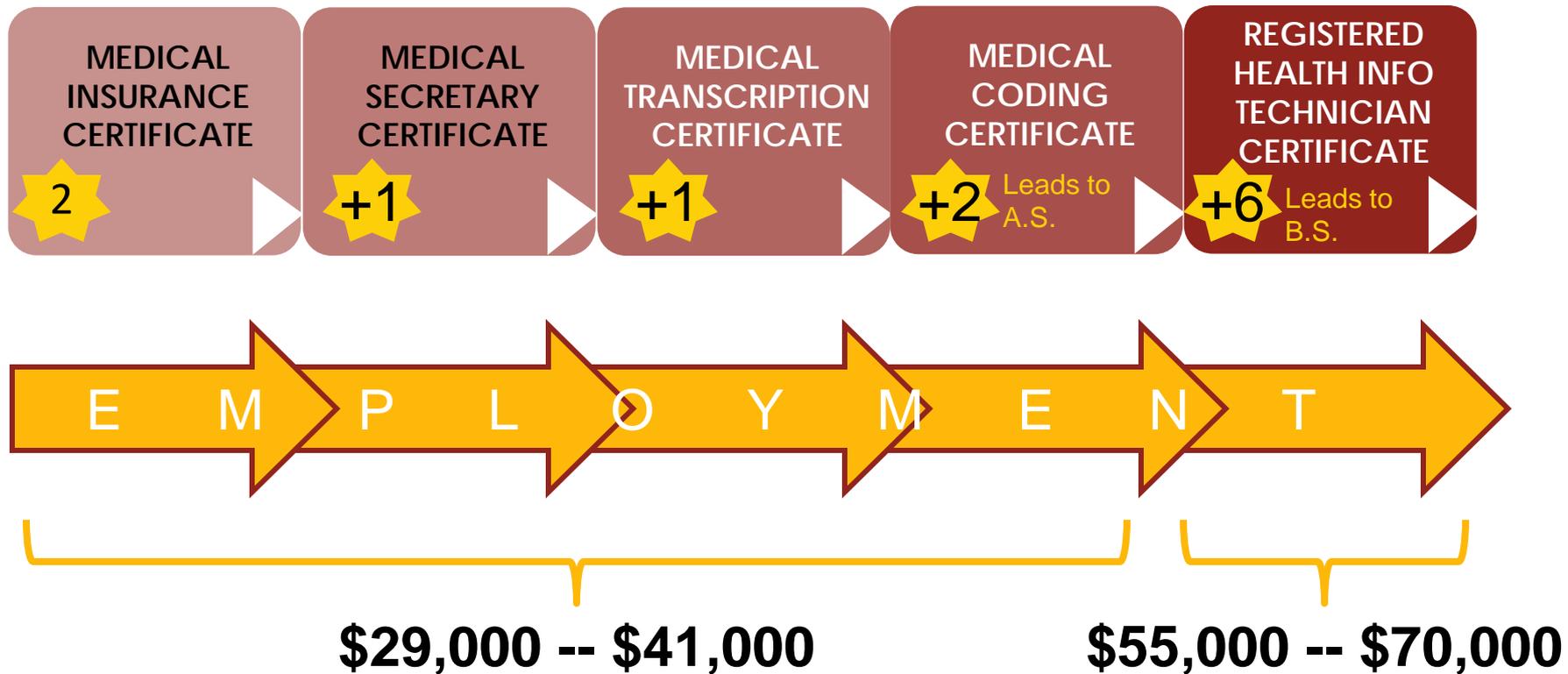
Health Information Technology Path



 = number of school quarters

Health Information Technology Path

19

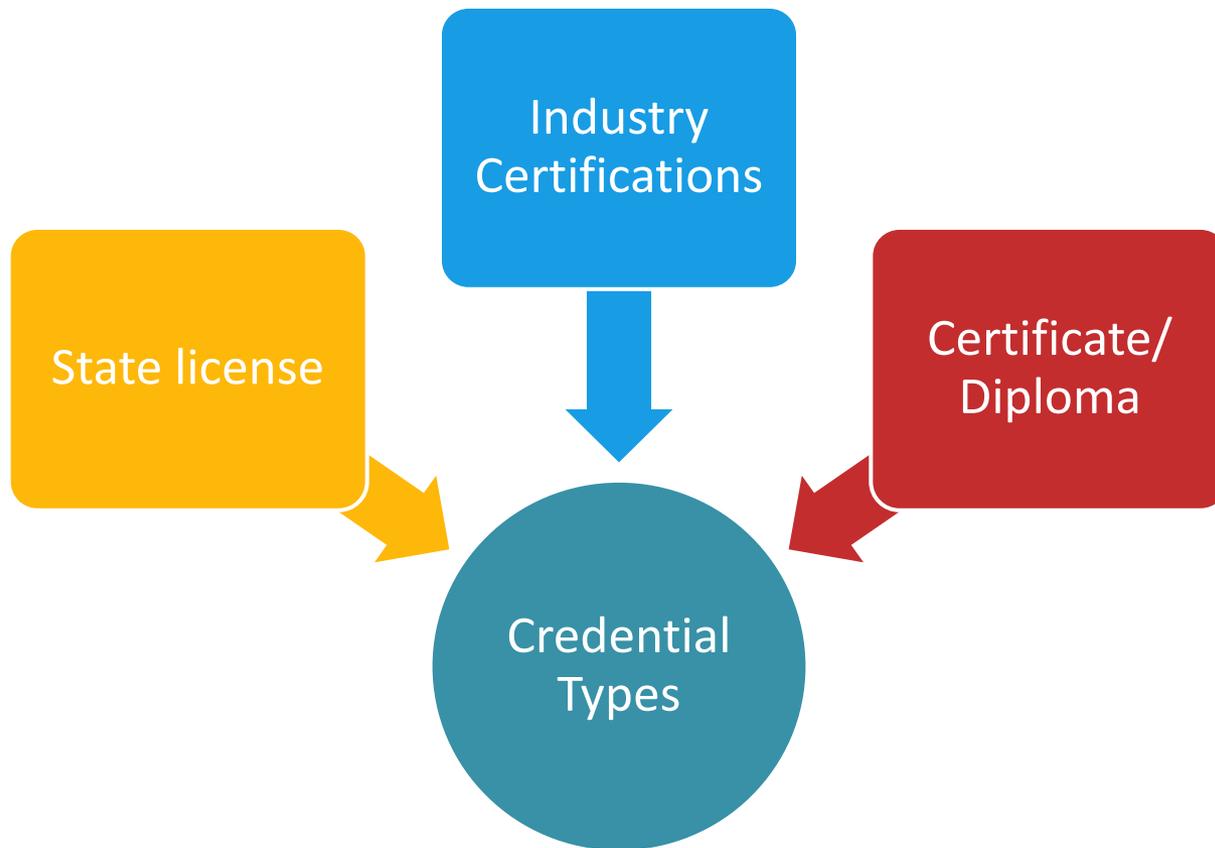


 = number of school quarters

- What experience or knowledge do you have about “stackable” credentials (aka, occupational certificates)?
- How are you incorporating credential attainment into a career plan or Individual Service Strategy (ISS) for youth?



Types of Credentials



Training Acquisition

- Employer-based training
- Industry-based certifications
- Apprenticeships
- Post-secondary certificates
- Associates degree



License:

- Usually granted by government agency at the State level
- Required before one can work in an occupation
- Confirms holder have met standards

Example: Nurse or K12 teacher



Industry certifications:

- Less tightly restricted
- Work-related skills documented by exam
- Verified by industry association
- Skill attainment broadly recognized and valued by employer

Example, Cisco Certification

Certificates:

- Granted by post-secondary educational institutions.
- Based on program completion “seat time.”
- Short narrower curriculum than AA or BA degree.

Example, Computer basic certificate



Challenges: *Addressing the Barriers*

- For many potential workers, credentials appear out of reach.
- Low-income status reduces time commitment.
- 40% of nation's adult population lack literacy levels for college coursework.
- 1.7 million students fail to graduate.
- Many students are ill-prepared, lack understanding of their career options.

Pathways to Prosperity (Harvard, 2011), Complete College America (CCA), Job of the Future

- What barriers have you encountered from young adults seeking credentials?
- What strategies have you sought to incorporate into your career counseling (ISP)?



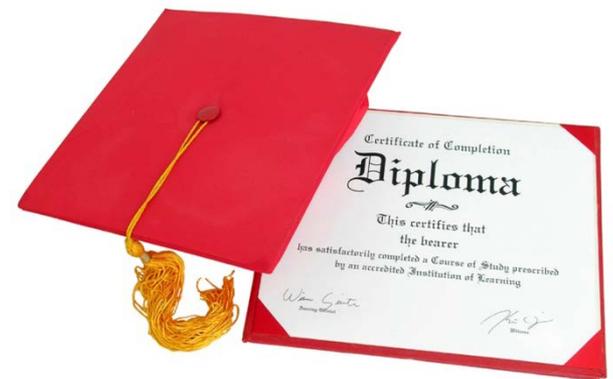
Findings: Jobs of the Future Study

- **Comprehensive support services** – intensive wrap around services.
- **Accelerated courses** – compress curricula to help student learn faster and complete programs more quickly.
- **Program Cohorts** – construct learning community from start to completion.
- **Contextualized learning** – make basic skills relevant to technical training.
- **Align to market labor demand** – help students gain immediate credentials valued by employers for a first or better job with advancement opportunities.

Stackable Credentials Program Models – *Early Colleges*

P-TECH Pathway

- Partnership: N.Y. City College, N.Y. Department of Education, City University and IBM.
- Located on college campus
- Skill-based career preparation program in IT field.
- Offers multiple industry certificates, culminating post-secondary degree.



Stackable Credentials Program Models – Community Colleges

Owensboro Community College

- “Bridges to Opportunity Initiative”
- Developed to address disadvantage students, low skill level.
- Modular, credit-bearing course
- Strong assessment
- Embeds stackable certificates into pathway programs
- Business, IT, Manufacturing, Energy



Stackable Credentials: *Program Models - Regional*

Mississippi Corridor Consortium

- Partnership with Mississippi Community Colleges
- Industry-driven, sector-based approach
- Regional certificate – Manufacturing Skills Basic Certificate
- National Career Readiness Certificate

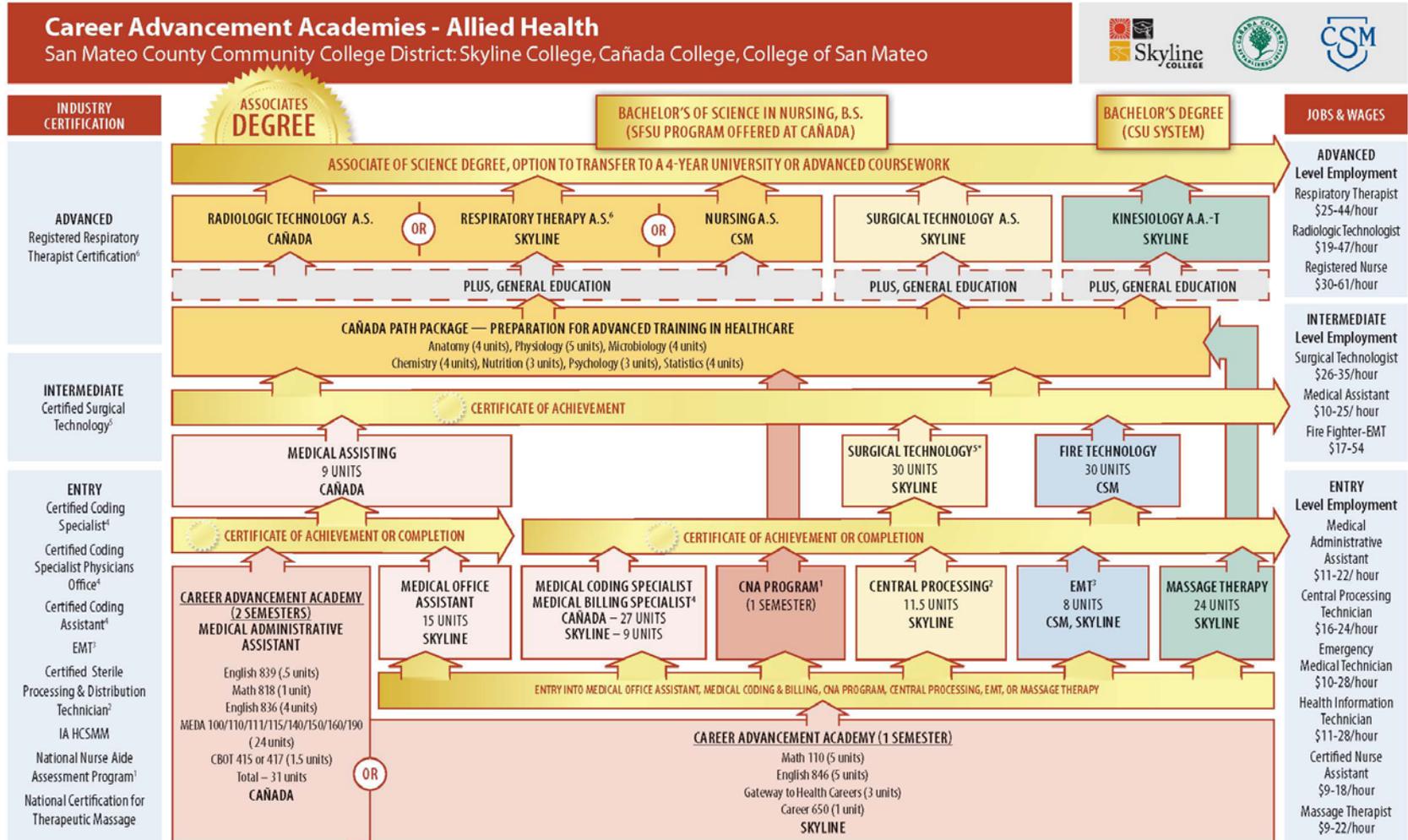


Portland Community College

- Pathways for low-skilled adults.
- Provides entry, exit and re-entry points
- Link to specific outcomes
- Strong partnership with employers
- Recruited from One Stops, TANF and GED programs



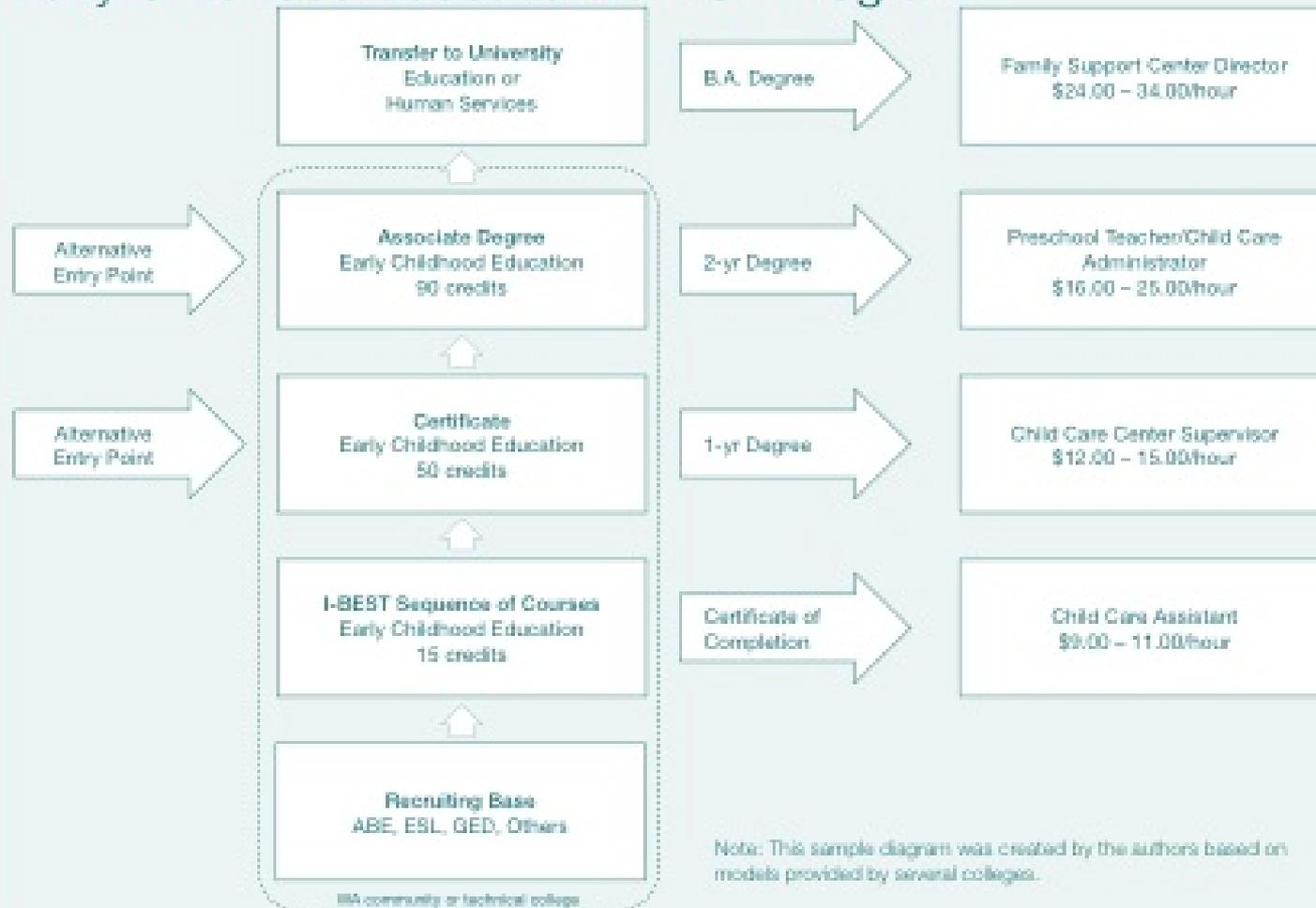
Example: How it works



*Surgical Technology program requires prerequisites.

Example: *How it works* continued

Sample Pathways Diagram for an Early Childhood Education I-BEST Program

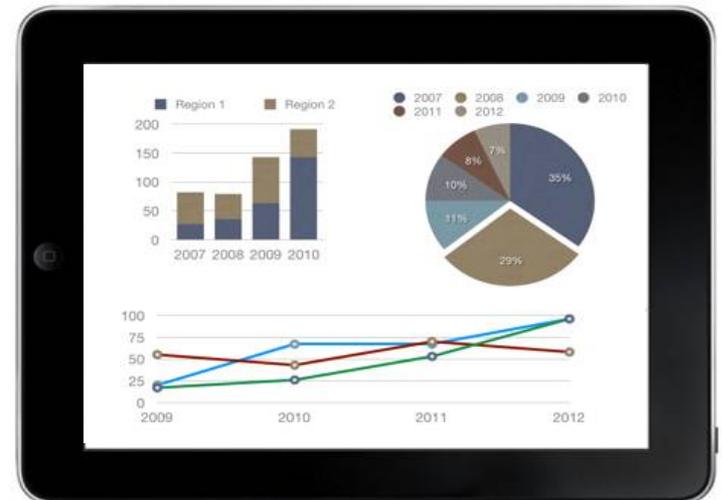


Steps Career Counselors Can Take

- Research Labor market
- Assess your client skills
- Partner with pathway program in region
- Utilize WIB resources (ETPL, OJT)



Conduct a labor market analysis of high growth, high pay jobs/careers in the region (State LMIs, Onet, Regional reports).



Labor Market Information

- In-demand occupations, both locally and nationally
- Job openings, occupational trends, and projections of job growth
- Additional resources for your participants



Partnerships

Partner with local career pathway initiatives between community colleges, non-profit and industry sectors.



Use assessments to help youth recognize skills and self-select their career interest

CAREER PATHWAYS: SIX KEY ELEMENTS
READINESS ASSESSMENT TOOL

The *Six Key Elements Readiness Assessment Tool* was developed to assist teams in forming and implementing their career pathways initiative at the local and state levels. This tool will help teams assess their state's career pathways initiative by looking at progress, priorities, gaps, technical assistance needs, and next steps. The tool is divided into the six key elements of developing a career pathways initiative. These elements are: (1) Build Cross-Agency Partnerships and Clarify Roles, (2) Identify Sector or Industry and Engage Employers, (3) Design Education and Training Programs, (4) Identify Funding Needs and Sources, (5) Align Policies and Programs, and (6) Measure System Change and Performance.

Using This Tool

The assessment tool is organized under the six key elements and includes corresponding indicators that are components of each element. Your team will examine each indicator to assess your site/team's progress toward achieving that element. A four-point scale representing the phases of an ongoing development process will help you assess progress. For each indicator, identify the place on the scale that best reflects your current effort and circle the number.

The four-point scale to assess progress is based on the following definitions:

1. **Initiation Phase:** The team has discussed this indicator but has not started planning.
2. **Planning Phase:** The team is engaged in a planning process to agree upon the steps necessary to move forward.
3. **Implementation Phase:** The team has completed planning and is in the process of implementing strategies.
4. **Sustain/Enhance Phase:** Strategies have been fully implemented. The team is managing for sustainability and further enhancement of this indicator.

The priority for action on any indicator can be ranked as high, medium, or low by circling A, B, or C (respectively) in the far right column.

Career Pathways: Six Key Elements

- 1) Build Cross-Agency Partnerships & Clarify Roles
- 2) Identify Sector or Industry & Engage Employers
- 3) Design Education & Training Programs
- 4) Identify Funding Needs & Sources
- 5) Align Policies & Programs
- 6) Measure System Change & Performance

Career Pathways Technical Assistance Initiative
Six Key Steps of Career Pathways – Readiness Assessment Tool

Contribute WIA Resources

- Contribute WIB resources to local pathway initiatives.
- Offer business services resources to participating employers
- ETPL – ensure local programs are on the list.



Activity: *Two Scenarios*

#1- Jamal Doe wants to pursue a career as a utility technician.

#2- Lilia Doe wants to be a emergency medical technician and, in the future, a nurse.



Questions



Thank You!

Vinz Koller

831-622-0749

Vinz_Koller@spra.com

Laura Aron

510-788-2476

Laura@spra.com

www.spra.com

