



Jasen: In the field of workforce development, we put a high value on human capital and often



various different ways that people are acquiring, learning and be sure to validate that and credential that, the next is the policy environment. We need to develop policy and practice reforms that support incremental credentialing and support, putting those in place and so on. And there is we need there's a need for guidance on the infrastructure to support these kinds of credential and credentialing systems. And then I had mentioned before that people are confused and don't know what the credentials stand for. And so, we really need to focus in on trust and quality and integrity of incremental credentials and ensure that and ensure that it's well communicated.

The folks that are looking to build incremental credentials need to have access to professional development to know how to do it, and the implementation work needs to be supported and informed by research and they there is a national campaign to support increased awareness of and value placed upon incremental credentials. And it's just so important to get the word out and to use very clear language. And ultimately, I mean, it's my hope that the incremental credentialing of using all of these various tools in this framework become ubiquitous and available to all learners.

Jasen: To help us think holistically about a framework of recommendations, what is the backstory on the partnerships and progress to this point?

Melissa: Yeah. So, credentials, you'd go with a national movement and it's co-led by my colleague Dan Travers at SUNY Empire State University, Holly Danville, formerly of Lumina, and now with George Washington University. Me. And we have a mission to inform and facilitate the development of a nationally adopted incremental credentialing ecosystem that improves education and employment outcomes for all learners. And this idea that learners are at the center in incremental credentialing, as I mentioned, but it seals learning into qualifications that are recognizable, transferable and usable to gain sustained employment and continue education. And we need a post-secondary system that captures and validates all of that uncounted learning to enable all individuals to be recognized for what they know and can do. And so, we envision an incremental credentialing ecosystem in which all learners are recognized for what they know and can do as they acquire learning from multiple sources that the meaning of those credentials will be understood by learners, by employers and educational institutions, that learners will be able to earn credentials to fit their needs and inform their education, career planning and job transitions. And the credential will be used by employers in hiring and advancement and recognized within the post-secondary ecosystem as counting toward further learning. And so just a little bit more background here could actually go began in 2019 with the planning grant from Lumina to pilot

incremental credentialing work with public institutions in New York State and research the use of incremental credentialing nationally. And the result was the creation of a framework and incremental credentialing framework that involved six different approaches. And it's all about learning as you go and adding specialties or specializing as you go stacking, building and stackable credentials that add together to larger credentials. The idea of building. We refer to it as transfer as you go, but designed to transfer one from one institution to another partner. As you go to prepare for and embed field expenses and expected credentials for work and developed in partnership with business and industry and then get to award as you go. This whole notion that people have all this learning and going back and providing a credential for that. And so, building on that initial work and framework in 2021, we were awarded a three year grant from the US Department of Education to further prototype. And we're now in three states Colorado, New York and North Carolina, engaging and engaging in a research study. And the 20 plus institutions in

we have a number more that are on the way and they are on topics that deal with defining incremental credentialing, identifying policies, enabling incremental credentials, using the Framework, DEI issues associated with this technology, issues, and marketing communications. And these are really built kind of this how to guides. And so, they give some context. They give examples. They have a series of questions for, say, institutions to consider when they're building incremental credentials. They have examples of how others have done that as well. And in some cases, they have templates that can be deployed and used as well. And then we posted a set of a national topics related to incremental credentials and things like what we were talking about earlier, the use of language and all those different meanings, higher education inequality. We had one recently on embedding certifications in academic programs. And so all of this information is available for folks to use both on the developing the incremental credential side themselves, but also, we have information around different state policy arms that have been developed.

Jasen: The playbooks are fantastic, and I truly appreciate the how-to guides. And the valuable context for each of us playing in the sand box of the workforce ecosystems. The self-assessment reflection aspects are beneficial as well. I'm genuinely excited about the framework's practicality. We all recognize the value of credentialing, but how might we take it from good to great. For those in our audience eager to embrace this powerful work, Melissa, how might we connect and learn more?

Melissa: Oh, sure. So, I have a number of ways I would suggest. One is to go to the credential as you Go website, which is credential as you go dot org. Another is to sign up for the credential as you go on newsletter. When you're out there at the website, you'll see a newslett

Melissa: Yes. Yes. And I'll just say that just for those that don't aren't familiar with Corporation for Skilled Workforce or CSW, that we really work to catalyze different educational in and labor market policies and practices and then increase economic mobility, particularly for people of color and others who have historically been excluded from success. And so,