



Stackable Credentials:

A Pathway to Success

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Agenda

Defining Stackable Credentials

Key Components of Stackable Credentials

Demonstrating Evidence of Need

Examples of Stackable Credentials

Benefits of Stackable Credentials

Strategies for Creating Stackable Credentials

“Create Your Own” Activity





What are Stackable Credentials?

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



Key Components of Stackable Credentials:

Coherent program of study

Structured pathway to completion

Career path to employment

Portability



Why do we need stackable credentials?

Some facts to consider:

In 2010

- U.S. unemployment = 10%

In a survey conducted the same year:

- 53% of large business and 67% of small businesses claimed to have trouble recruiting non-managerial employees with the skills, training and education their companies require.

With so large a pool of unemployed people, why would finding good workers be such a challenge?



Strategies for Creating Stackable Credentials

Strategy 1-Modularize Existing Applied Associate Degree and Technical Diploma Programs

- Create modules and shorter term certificate programs out of existing associate degrees.
- Create short-term “embedded” credit-bearing credentials.
- Allow for the awarding of partial or fractional credit.



Examples: Oregon's Community College System, Wisconsin's Technical College System.

Strategies for Creating Stackable Credentials

Strategy 2-Embed Existing Industry and Professional Certifications in Career and Technical Programs

- Highly useful in certificate heavy industries that face rapid changes
 - Automotive
 - Health Care
 - Manufacturing
 - Information Technology



Strategies for Creating Stackable Credentials

Strategy 3-Streamline and Scale Processes for Awarding Credit for Learning Represented by Non-Academic Credentials

- Greater use of pre-assessment for placement credit
- Can be created internally or use external exams.



**Example: credit recommendations made by the American Council on Education (ACE)*

Strategies for Creating Stackable Credentials

Strategy 4-Create “Lattice Credentials” That Allow Students to Move Both Up a Career Ladder Within an Occupational Field or Across Multiple Pathways.

- Certificates that can be used to launch careers in multiple pathways in related career fields.

** Example: Basic Health Care certificate program created by Rogue Community College in Oregon*



Strategies for Creating Stackable Credentials

Strategy 5-Create Dual-Enrollment Options that Enable Students to Work Concurrently Toward a High School Diploma or its Equivalency, Marketable Postsecondary Credentials and Industry Certifications

- A “boarding pass” for post secondary education
- Articulation agreements with:
 - K-12
 - Adult Ed
 - Post-Secondary
- Curriculum Alignment

**Example: Peoria Unified School District CTE-Arizona*





“Create Your Own” Activity

Which strategy (s) work best for your area?

How do you envision the end result?

What are your first steps?



Benefits of Stackable Credentials

Allows students to “learn and earn”

Allows students to acquire shorter-term certificates

Creates pathways to advanced jobs and higher wages

Reduces barriers





Questions?
