Incremental Credentialing
IMS Comprehensive Learning Record Roundtable

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Credentialing is in Crisis: Four-Tiered Degree System

- Degree lengths can be unsurmountable for many students – too long of a stretch while focused on work, family & community.

- Partial degrees are not recognized – students treated as though they have no learning.

Incremental Credentialing
Credential As You Go
Credentialing is an Equity Issue

**Non-Degreed**
- 69% High School or Below
  - 81M
- 31% Some College & No Degree
  - 36M
- No College Credential (53%; 117 million)
- Undocumented Learning

**Degreed**
- 72% White
  - 73M
- 10% Black
  - 10M
- 9% Latinx
  - 9M
- College Credential (47%; 104 million)

Across the total U.S. population, this represents 33% White, 5% Black, & 4% Latinx.

Source: Data based on 221 million adults 25 years and older (estimated by U.S. Census Bureau for 2019) - Pre-COVID
Within Group Comparisons: Degreed & Non-Degreed

- **Degreed**
  - White Adults: 143M, 51%
  - Black Adults: 27M, 37%
  - Latinx Adults: 35M, 27%

- **HS or less**
  - White Adults: 33%
  - Black Adults: 45%
  - Latinx Adults: 60%

- **Some College No Degree**
  - White Adults: 16%
  - Black Adults: 19%
  - Latinx Adults: 14%

Data based on 221 million adults 25 years and older (estimated by U.S. Census Bureau for 2019) – Pre-COVID
Credential As You Go

• Landscape analysis across 41 states (87 projects at state and system levels) – incremental credentialing and related projects
• Pilots with two community colleges and one comprehensive 4-year institution
• Looked at patterns of how incremental credentials were being developed and implemented.

Credential As You Go was funded by Lumina Foundation and led by the Center for Leadership in Credentialing at SUNY Empire State College
Incremental Credentialing

Incremental credentials stack into degrees
*Non-Credit
*Micorcredentials
*Certificates
*Skills Badges
*Licenses
*Certifications
*Degrees

Incremental credentials are gained on their own for professional development
May not be part of a degree pathway

Incremental credentials are gained for specializations while working on a degree or certificate

Incremental credentials are part of academic transfer pathways
May be a cost-sharing strategy to gain credentials across institutions

Incremental credentials part of employer partnership
Credentials gained in workplace are part of a pathway and pathways prepare for workplace credentials

External Learning
(Recognition of Prior Learning)

Interconnected Strategies

Stack as You Go
Incremental credentials stack into degrees

Learn as You Go
Incremental credentials are gained on their own for professional development
May not be part of a degree pathway

Add On as You Go
Incremental credentials are gained for specializations while working on a degree or certificate

Transfer as You Go
Incremental credentials are part of academic transfer pathways
May be a cost-sharing strategy to gain credentials across institutions

Partner as You Go
Incremental credentials part of employer partnership
Credentials gained in workplace are part of a pathway and pathways prepare for workplace credentials

Auto-Award Credentials