

New Developments in Credentials Research

The Missouri Experience

Fast Facts about Credentials

U.S. Department of Education

27% of Adults have Non-degree Credential

21% Hold **Work Credential** (License or Certification)

- 64% have College Degree
- Healthcare and Education top employed fields

8% Hold **Postsecondary Certificates**

- 33% have College Degree
- Admin. Support and Manufacturing top employed fields

Credential Engine

334,000 Credentials in U.S. and only 34% are Bachelor Degrees

Certificates are **1 in 4 Credentials** offered at Title IV Schools

NSC Workforce Data Quality Campaign

Most States (35) have Most or All **For-Credit Certificates** in SLDS*

Few States (8) have Most or All **Non-Credit Certificates** in SLDS*

Adult Training and Education:
Results from the National
Household Education Surveys
Program of 2016

First Look
SEPTEMBER 2017

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U.S. DEPARTMENT OF EDUCATION

ies NATIONAL CENTER FOR EDUCATION STATISTICS

Counting U.S. Secondary and
Postsecondary Credentials

A Credential Engine Report April 2018



Credential Engine

MEASURING
NON-DEGREE
CREDENTIAL
ATTAINMENT

BY JENNIFER LEVINTOFF
MAY 2018

50-STATE SCAN

NATIONAL SKILLS COALITION

WORKFORCE DATA QUALITY CAMPAIGN

Missouri College Scorecard with Non-Credit Credentials

Community College Trade Act Grant

- Used state agencies to leverage SLDS/WLDS work and be lower maintenance
- **Challenges:** Relationships, Standards, Limited Data, Complex Calculations

MoSCORES

Job Mo. Gov > Training and Education > Search

Education and Training Program Search

Search Results - 15 record(s) found.
Select at least 2 programs to compare (max 4 programs)

Compare Programs 0 programs selected

Select	Program Title	School Name	Distance	Location	Length	WIOA Approved
<input type="checkbox"/>	ADVANCED WELDING, CERTIFICATE OF SPECIALIZATION (C0)	ST CHARLES COMMUNITY COLLEGE	8	Cottleville, Missouri	16 Credit Hours	WIOA
<input type="checkbox"/>	Arc Welding I (C0)	ST CHARLES R-VI/ADULT EDUCATION	5	SAINT CHARLES, Missouri	36 Contact Hours	WIOA
<input type="checkbox"/>	Arc Welding II (Advanced) (C0)	ST CHARLES R-VI/ADULT EDUCATION	5	SAINT CHARLES, Missouri	36 Contact Hours	WIOA

MoSCORES

Job Mo. Gov > Training and Education > Search > Performance

COMMUNITY COLLEGE

PROGRAM: ELECTRICAL/ELECTRONIC ENGINEERING TECHNOLOGY (AAS)
CREDENTIAL AWARDED: ASSOCIATE DEGREE OTHER
PROGRAM LENGTH: 67 Credit Hours

Earnings

Missouri median payroll wages for 2012-2014 program completers. Does not include completers still in Missouri training, who are self-employed, or who move out of state.

First Year
Median Earnings

\$32,572

\$32,204

State Median of Similar Programs (Urban:\$32,604, Rural:\$20,964)

Third Year
Median Earnings

\$40,168

\$48,324

State Median of Similar Programs (Urban:\$42,224, Rural:\$26,516)

Many Credentials Pay Well

Top Paying Missouri Certificates

Certificate Programs	3rd-Year Median Earnings
Practical Nursing and Nursing Assistants	\$41,128
Ground Transportation	\$34,140
Allied Health Diag., Intervention, & Treatment	\$32,588
Precision Metal Working	\$32,248
Criminal Justice and Corrections	\$31,388

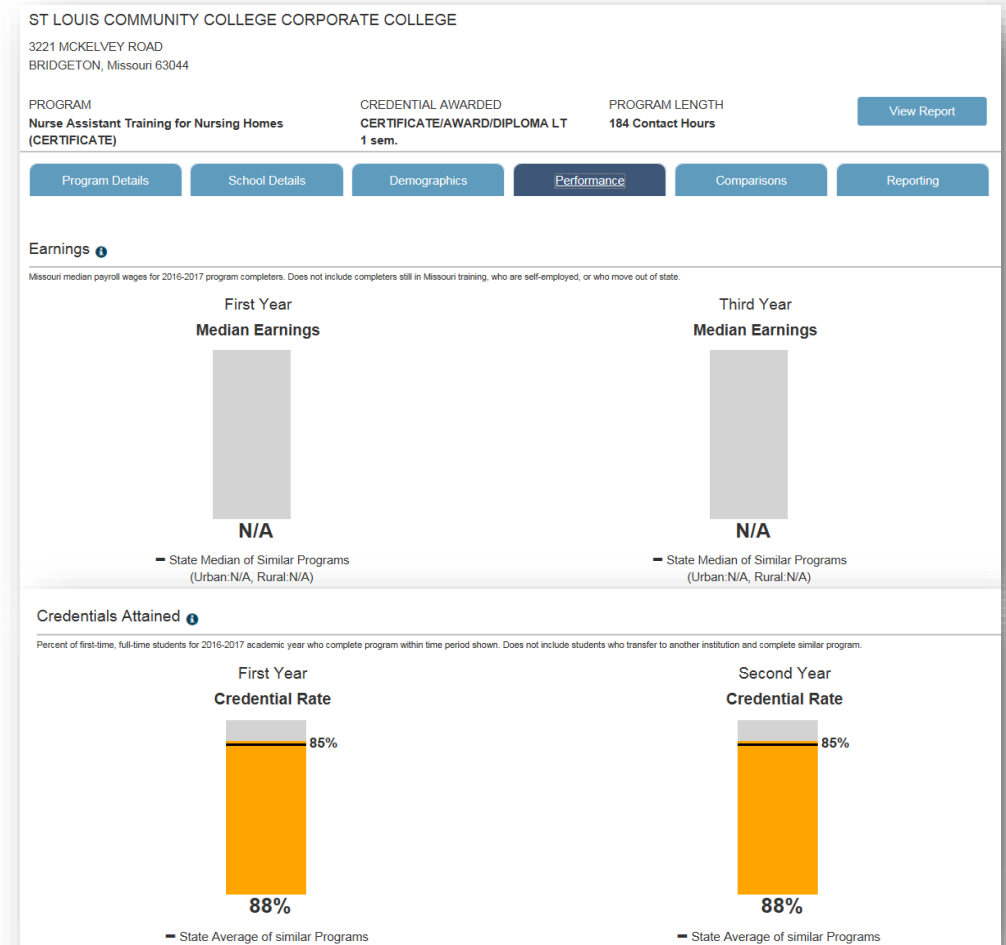
MoSCORES, 2012-2014 Graduates with > 100 Completers

Some College/Assoc.
2016 Median:
\$32,334

HS Graduate
2016 Median:
\$29,902

Non-Credit Credential Outcomes build over time...

Have Credential Rates but No Wages Yet



ACT Credential Research Collaboration

- **Joint Research on National Career Readiness Certificate (NCRC) Outcomes**
 - Arkansas was first example
 - Connect individual NCRC outcomes to wages and education
 - Look at pre- and post- training outcomes coupled with NCRC attributes
- **Data Sharing is the key to Long-Term Success**
 - Developed MOU with data protections
 - Data Governance Committee reviews data
 - All parties review analysis before releasing information
 - Leverages WLDS and ACT data with small steps

Lessons Learned about Credential Research

- **Defining** Industry-Recognized Credentials and **Prior Education** Levels still a challenge
- **Data Governance Committee** – Meet Regularly, Build Trust, and Keep Confidentiality Sacred
- **Small Numbers** Issues – Roll up Years and CIP
- **Note Limitations** (out-state wages) and **Add Context**
- **Just Starting with Non Credit** – 3,850 unique enrollees since 2016Q3. Public schools only so build for growth/maintenance and be patient!
- **Use State Longitudinal Systems (WLDS/SLDS)!** ACT Collaboration and other uses help continue support

Credential Outcome Data Wrangling

Mary LeFebvre

Principal Research Scientist – Workforce Policy

ACT, Inc.

Outcomes for Credential Earners

- Individuals
 - Increased wages and employment opportunities
 - Documenting foundational work related skills
- Organizations
 - Increasing productivity
 - Reducing turnover
- States/Government
 - Accountability (i.e. employment rates)
 - Addressing state/regional skill gaps

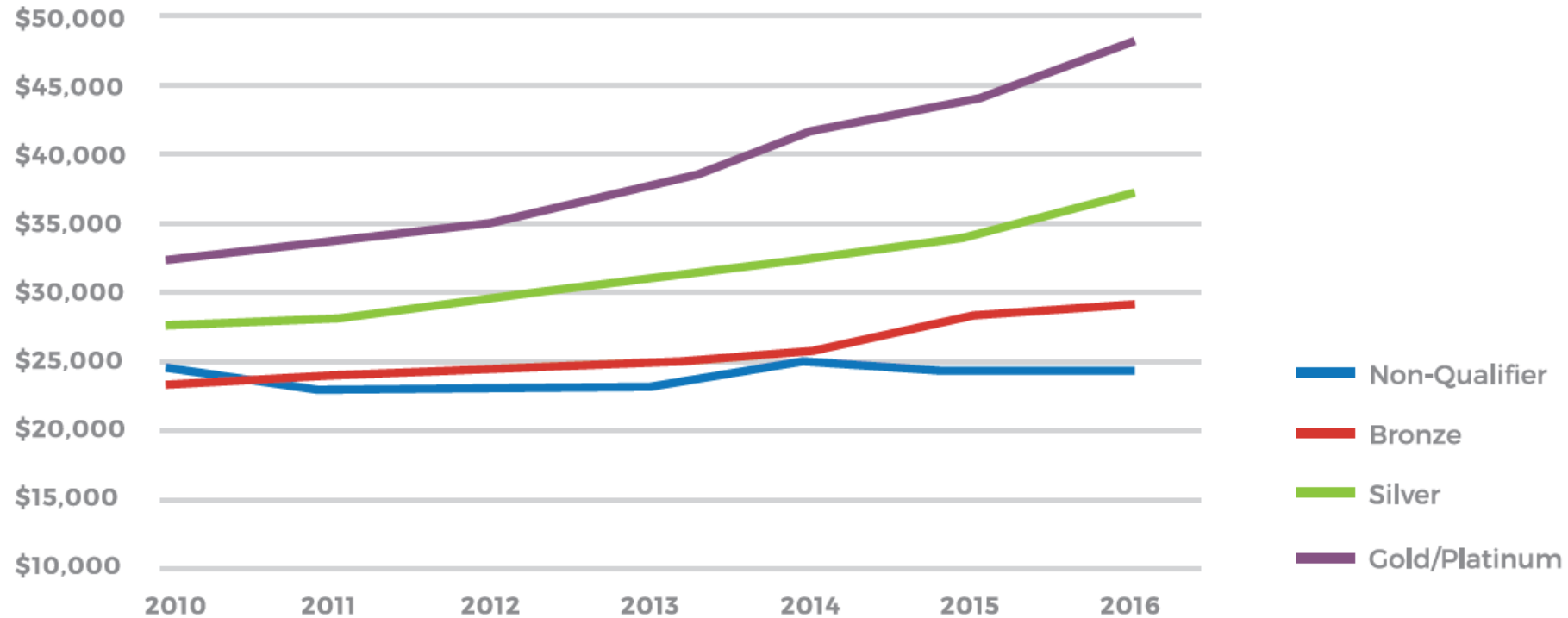
Sources of Credential Outcome Data

- Individuals
 - Unemployment Insurance wage and employment data (state)
 - Private company party wage and employment data (credit reporting agencies, researchers)
- Organizations
 - Human Resource Information Systems (HRIS)
 - Employer surveys
 - Custom research studies
- States/Government
 - Unemployment Insurance wage and employment data (state)
 - Private company party wage and employment data (credit reporting agencies, researchers)
 - Federal and state labor market datasets (Census, IRS)

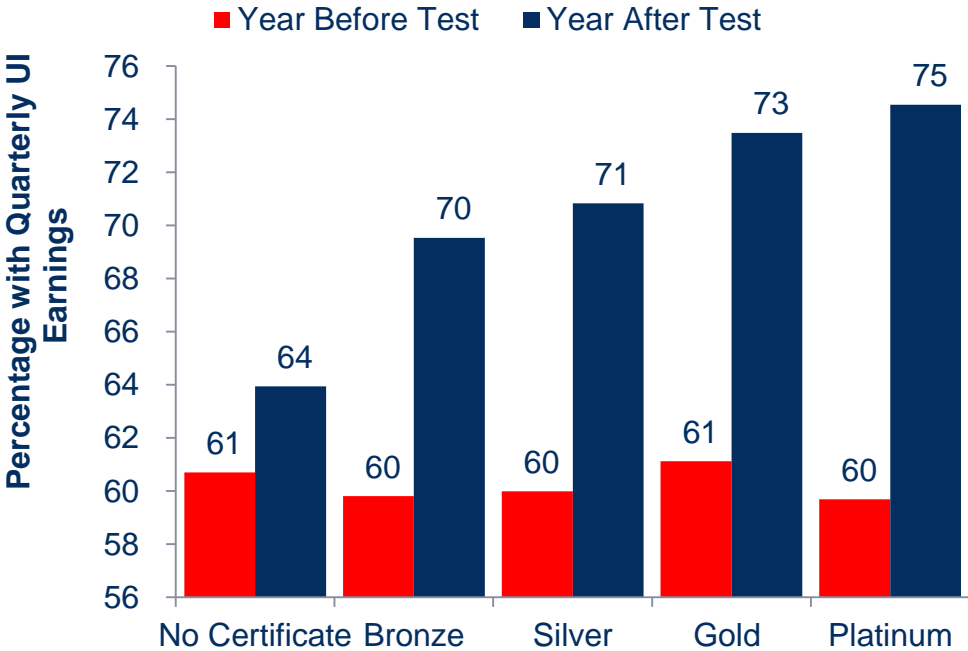
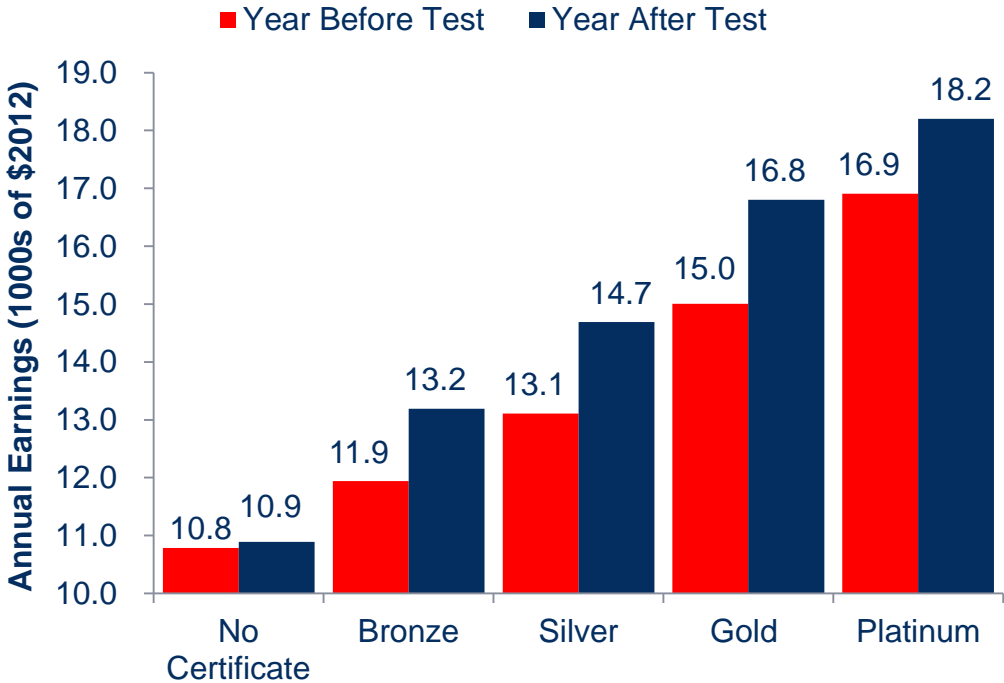
Employment Outcomes for NCRC Earners

- On average, individuals who score higher on the WorkKeys assessments and earn higher levels of the NCRC can expect short and long term increases in wages

Adult NCRC Examinee Wages by NCRC Level³



Arkansas NCRC Wage and Employment Study



Limitations/Challenges with Outcome Data Collection

- Individuals
 - Differences in state laws for wage/employment data sharing
 - Private company party wage and employment data is expensive
- Organizations
 - No HRIS data
 - Limited resources (internal staff with knowledge and/or funding)
 - Employer surveys are time consuming
- States/Government
 - Unemployment Insurance wage and employment data (state)
 - Private company party wage and employment data (credit reporting agencies, researchers)
 - Federal and state labor market datasets (Census, IRS)