The “Inside Baseball” View of Credentialing

Dr. John Foster, President/CEO

April 20, 2018

11:15-12:00 pm

Sollers Point Technical High School, Room 2055

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Our Lawyers Make Us Say This

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Session Topics

- Credentialing Body Quality Standards
- Credential Engine Initiative
- Data Value in CTE

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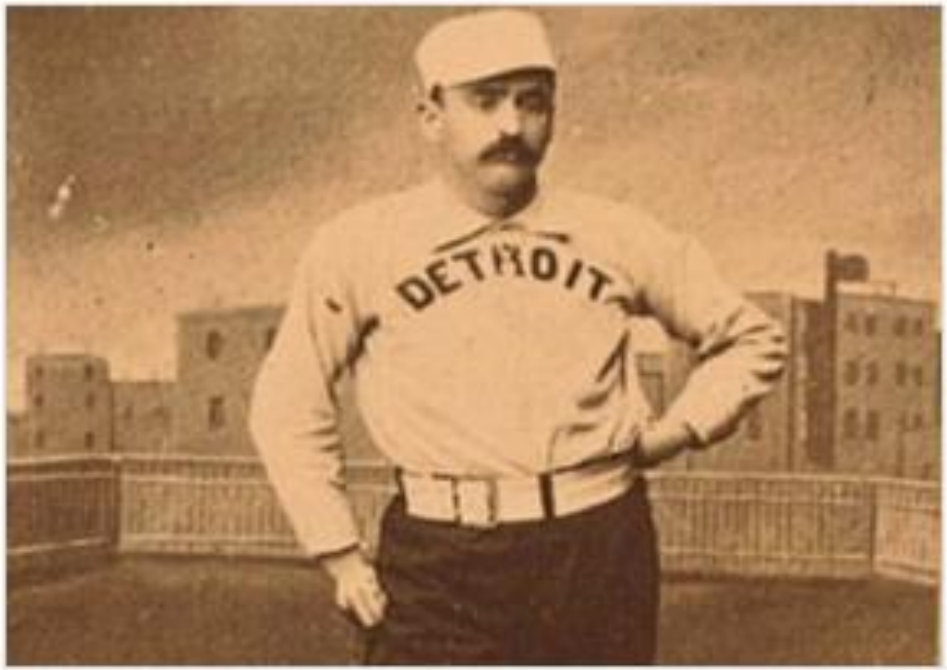
“Inside Baseball”



Edward Hugh "Ned" Hanlon was considered to be one of the founders of 'inside baseball'—a term which originally referred to a style of play which relied on bunts, stealing bases, and minor hits, rather than on flashier techniques, such as home runs.

A metaphor that typically refers to minutiae that only “insiders” know about

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Metaphorically Speaking

a duck out of water

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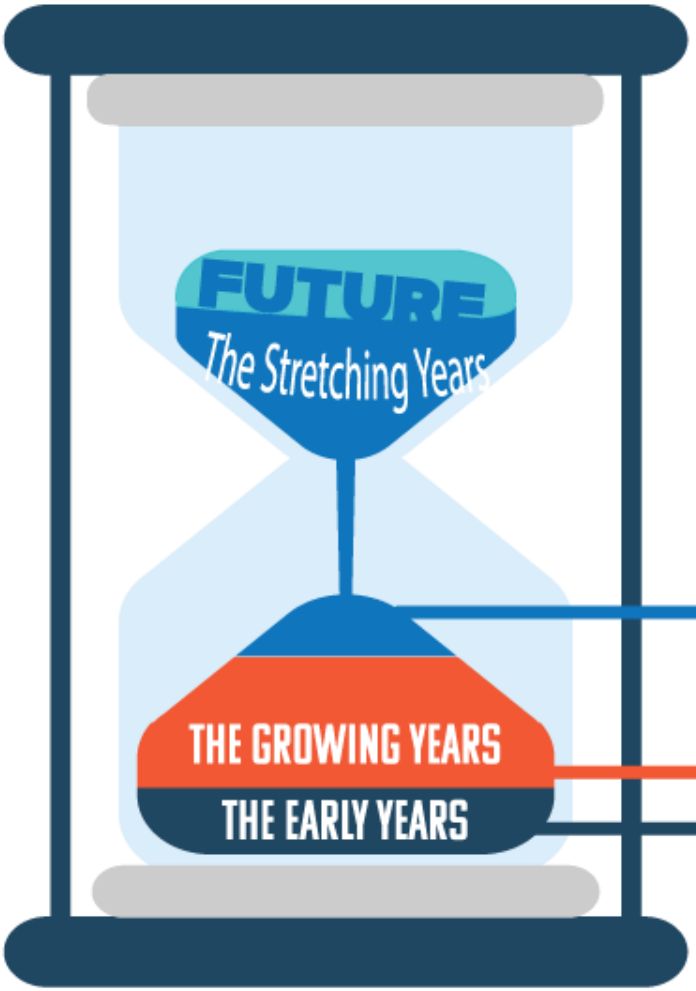
An “Inside Baseball” Look at Credentialing

Inside NOCTI



50 YEARS AND BEYOND

2006-PRESENT
- Study Guides
- Digital Badges
- College Credit
- Collaborations
- Professional Development
- Research/Authoring
- Expanded Score Reports
- Industry Credentials

1981-2005
- Student Tests
- Industry Tests
- Pathway Tests
- Online Testing

1966-1980
- Teacher Certification Tests

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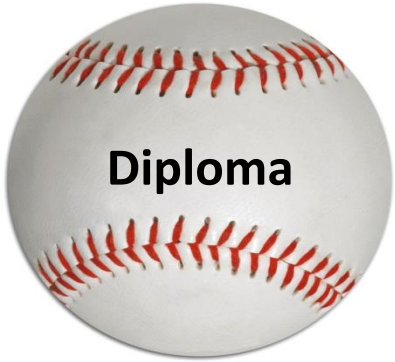
Basic Credential Categories



Credential Engine™

CTDL

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Confused on Quality?

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Minor League vs. Major League

ISO 17024: Conformity Assessment

- International standard with criteria for the operation of a Certification Body for Persons
- Includes requirements for development and maintenance of the certification scheme for persons upon which the certification is based

Help with Determining Quality

ISO 17024

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Quality Credentials

ISO 17024

Section 4	General Requirements
Section 5	Structural Requirements
Section 6	Resource Requirements
Section 7	Records and Information Requirements
Section 8	Certification Scheme
Section 9	Certification Process Requirements
Section 10	Management System Requirements

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Quality Credentials

Section 7: Records and Information Requirements	• Applicant Records • Record Confidentiality • Information Security
Section 8: Certification Scheme	• Development and Maintenance • Requirements for Certification • Code of Conduct • Assessment Methods
Section 9: Process Requirements	• Assessment Process • Examination Process • Certification Decisions
Section 10: Management System	• Establishment, documentation, and implementation of management system that supports requirements of ISO 17024.

ISO 17024

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Another Resource: CE

Lumina™ FOUNDATION

Southern Illinois University Carbondale

Credential Transparency Initiative

workcred

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History

Credential Transparency Initiative

- Maintains Open-Licensed Credential Registry (CR)
- Maintains Credential Transparency Description Language (CTDL)
- Promotes an open applications marketplace

Credential Engine™

JPMorganChase

MISSION

To improve transparency in the credentialing marketplace

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Additional Funding Gains

Credential Engine

The Joyce Foundation

Bill & Melinda Gates foundation

MARKLE

ADVANCING AMERICA'S FUTURE

Strada

EDUCATION NETWORK

Walmart

Foundation

laura and john arnold foundation®

ballmer

GROUP

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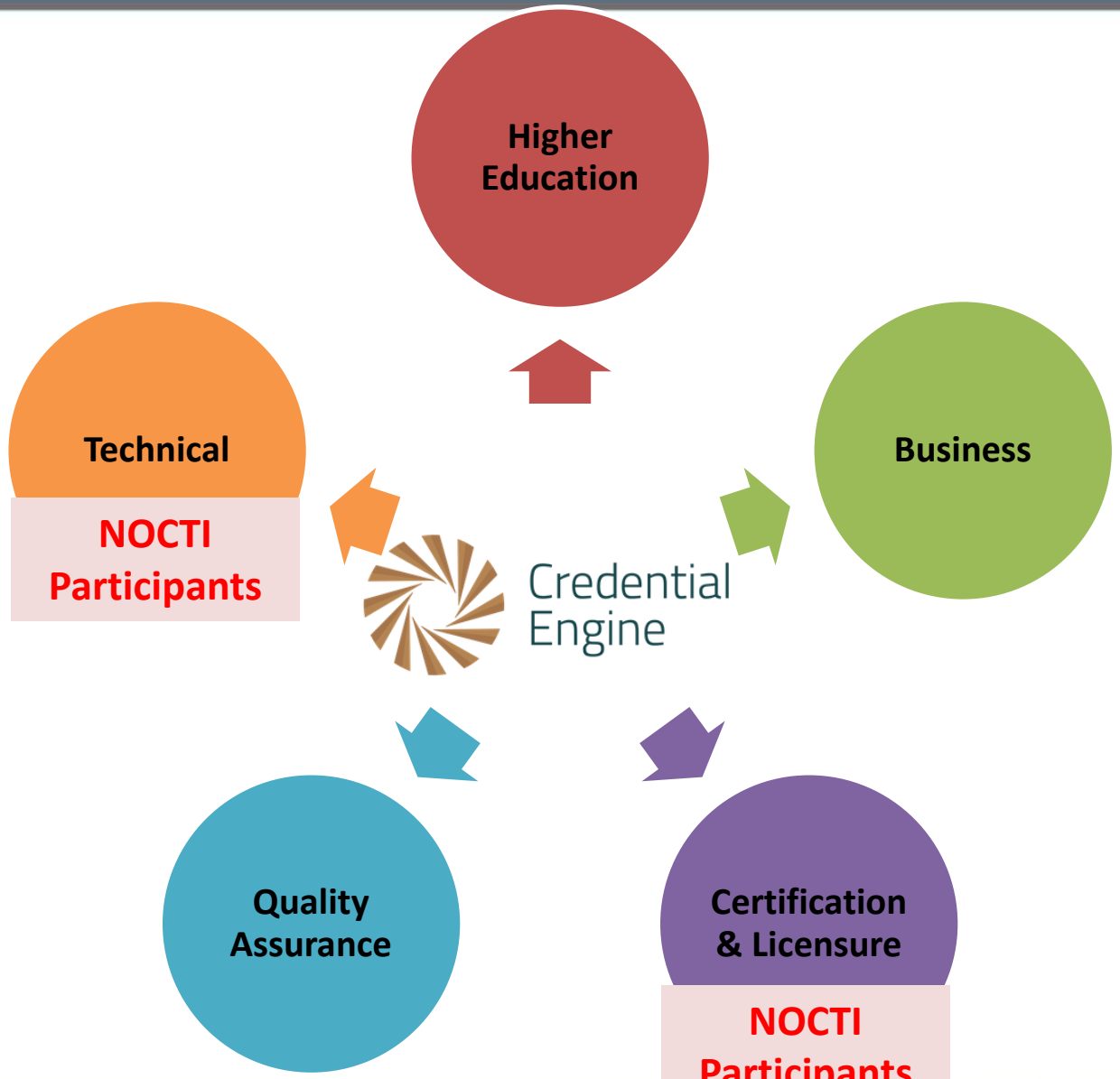
Structure



Advisory Groups

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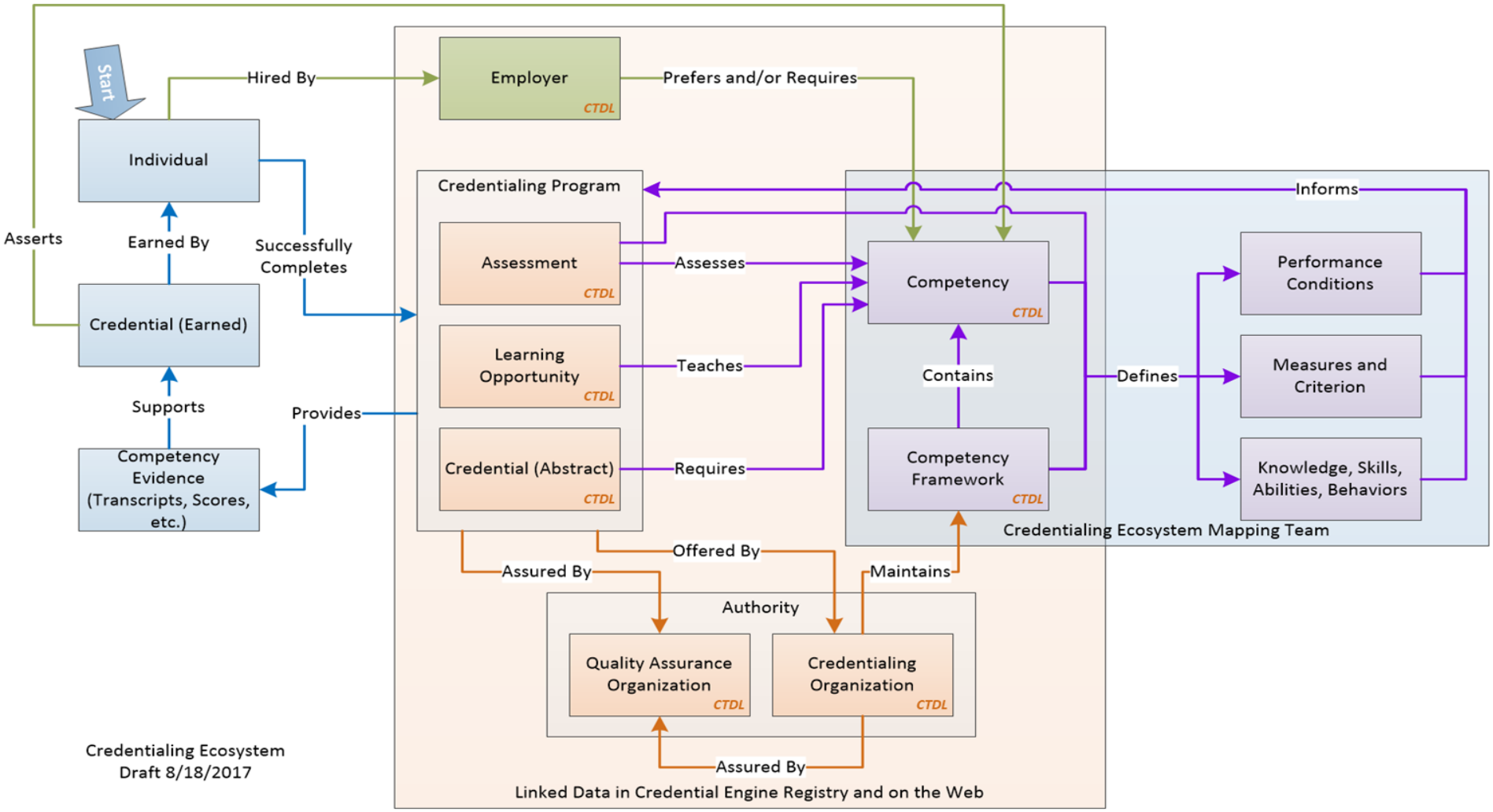
Playbook: Credentialing Ecosystem



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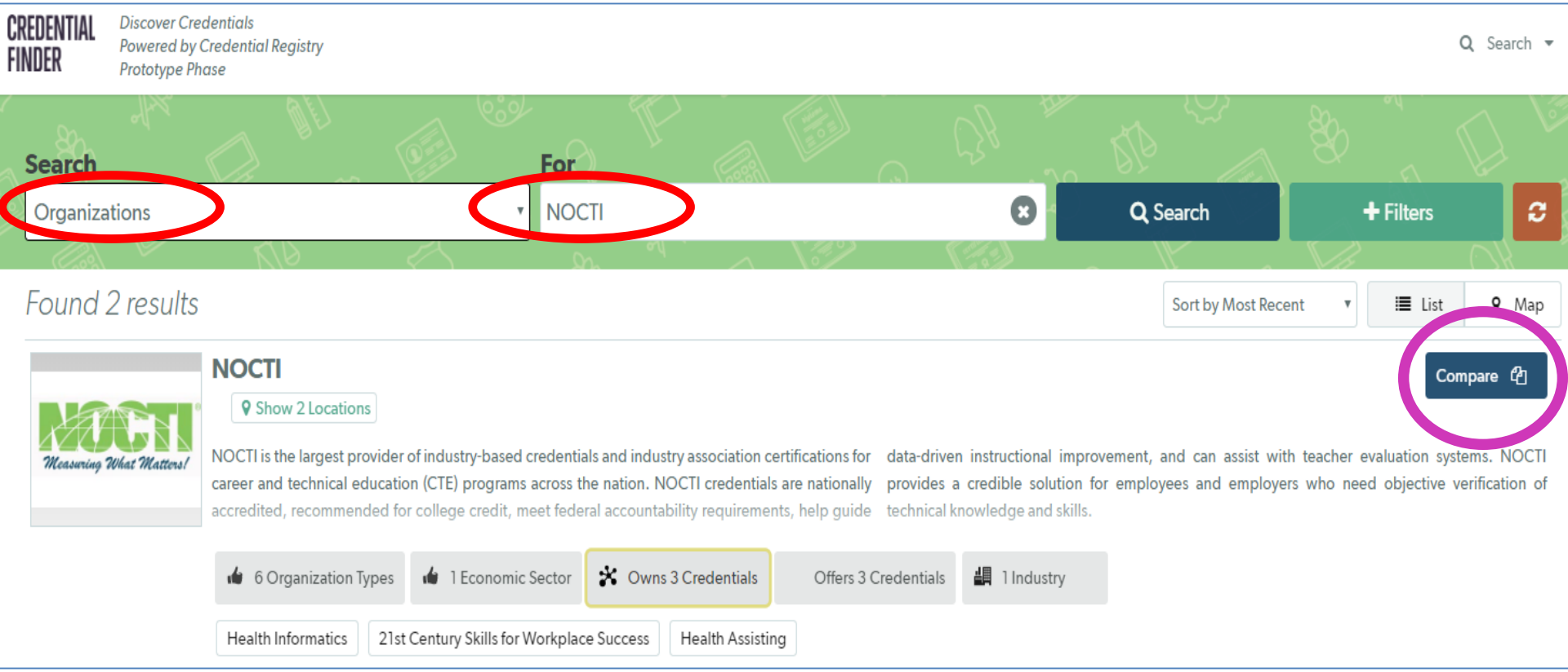
How it works



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Example

CREDENTIAL FINDER

Discover Credentials
Powered by Credential Registry
Prototype Phase

Search

Compare

21st Century Skills for Workplace Success

NOCTI
Certification
+ Badge Issued

Connect to this Credential

About this Credential

The 21st Century Skills for Workplace Success credential is a NOCTI industry-based credential measuring the skills and critical knowledge employers have indicated are necessary for success in the workplace. This credential is aligned with the Employability Skills Framework published by Office of Career and Technical Adult Education. This online assessment can be used at the secondary, post-secondary, and adult levels and is tied to the NOCTI Workforce Competency Credential. Individuals meeting a minimum benchmark also have the opportunity to e[illegible]redit. More specific information about the standards and competencies me[illegible]ed can be found in the Assessment Blueprint at: http://nocti.org/blue[illegible]nt.cfm.

Credential Type

Certification

Location Info

Available Online

Owned By

NOCTI

NOCTI is the largest provider of industry-based credentials and industry association certifications for career and technical education (CTE) programs across the nation. NOCTI credentials are nationally accredited, recommended for college credit, meet federal accountability requirements, help guide d...

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More Info

Requirements and Recommendations

1 Requires 1 Assessment

1 Recommends 1 Assessment

Details

7 Processes

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Comparison Standards Are Important!

Competency Data is Key to CTE

Certification
+ Badge Issued

21st Century Skills for Workplace Success

NOCTI

Compare

The 21st Century Skills for Workplace Success credential is a NOCTI industry-based credential measuring the skills and critical knowledge employers have indicated are necessary for success in the workplace. This credential is aligned with the Employability Skills Framework published by Office of Career and Technical Adult Education. This online assessment can be used at the secondary, post-secondary, and adult levels and is tied to the NOCTI Workforce Competency Credential. Individuals meeting a minimum benchmark also have the opportunity to earn college credit. More specific information about the standards and competencies measured can be found in the Assessment Blueprint: http://nocti.org/blueprint.cfm.

3 Quality Assurance | 4 Levels | 19 Subjects | 62 Competencies

- Use established methods of problem-solving and decision-making in individual and group settings
- Use statistics (mean, mode, median, standard deviation) to monitor processes and quality of performance
- Analyze the costs and benefits of various types of credit and debt
- Apply previous learning to situations where problems must be solved or decisions made quickly
- Apply understanding of the material to job tasks
- Attend team meetings, focus on the topic/purpose, offer facts and ideas, and help others to contribute
- Calculate, track, and evaluate income and spending
- Call in to notify the supervisor of unanticipated absences
- Cooperate in a pleasant and polite manner with clients, coworkers, and supervisors

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The Farm Team (March 2018)

Organization Sub-Type

- Alternative/Non-Traditional School
- Business
- Business or Industry Association
- Certification Body
- Education and Training Provider
- Four-Year College
- Professional Association
- Quality Assurance Body
- Two-Year College
- Other

The above number does not include the credentialing organizations participating through our Indiana State project: approximately 33 additional organizations are involved in that project, including 22 institutions of higher education, 3 certification bodies, 5 licensing boards, and 3 QA bodies, and including two military training bodies.

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Important to Consider These Too!

- **Credibility:**
  - Subject Matter Experts involved (SMEs)
  - Process (APA, AERA, NCTM, ISO 17024 etc.)
  - Standards (proprietary vs. non proprietary, scope)
  - Assessment (written, performance, all aspects, technical manual)
  - Credential process (renewable, cost, access)
- **Value:**
  - Signaling Ability
  - Report Value (to students and others)
  - Instructional Improvement Potential
  - Transparency/Quality

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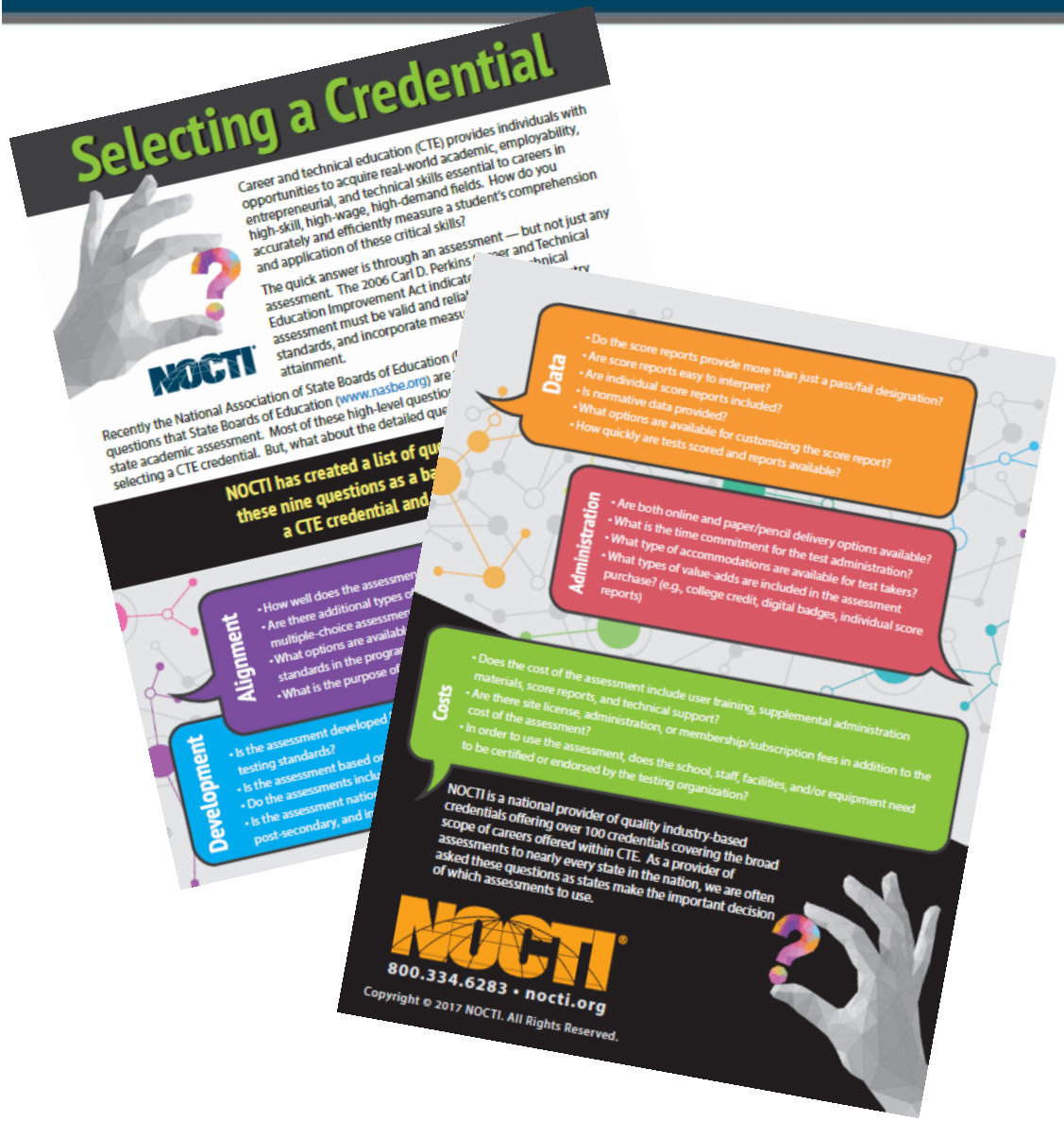
Selecting a Credential



- **Alignment**
- **Development**
- **Data**
- **Administration**
- **Costs**

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What Else Should You Know?

EXTRAS

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College Credit

Every NOCTI credential has been recommended for college credit!

NATIONAL COLLEGE CREDIT RECOMMENDATION SERVICE
University of the State of New York - Regents Research Fund

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Digital Badges

A digital badge communicates skills and achievements by providing visual symbols of accomplishments packed with verifiable data and evidence that can be shared across the web.

Source: Mozilla Foundation

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Workforce Competency Credential

WORKFORCE COMPETENCY CREDENTIAL

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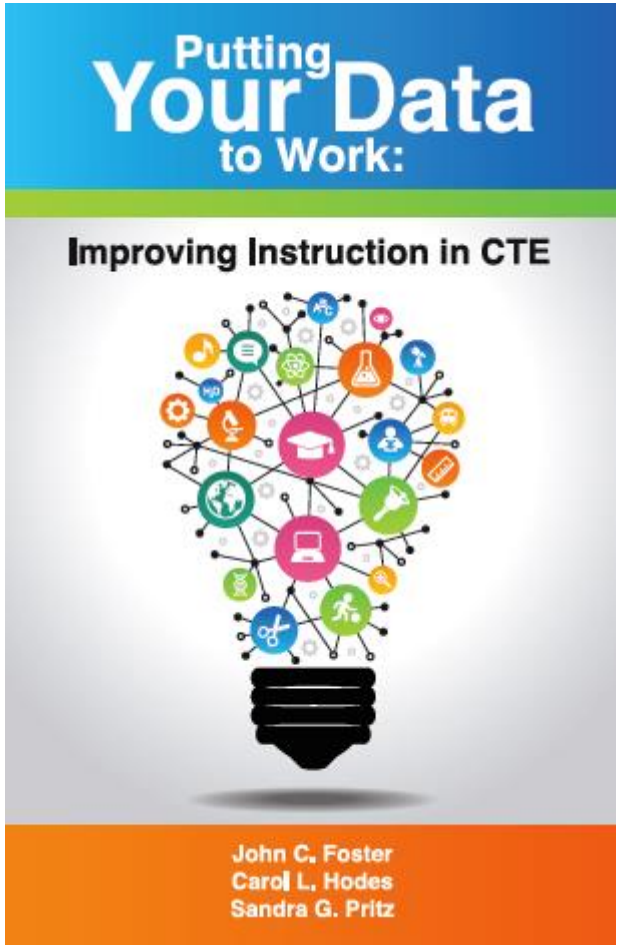
Resources



Explores various aspects of data-driven improvement in instruction and targets the importance of gradient objective assessment data.

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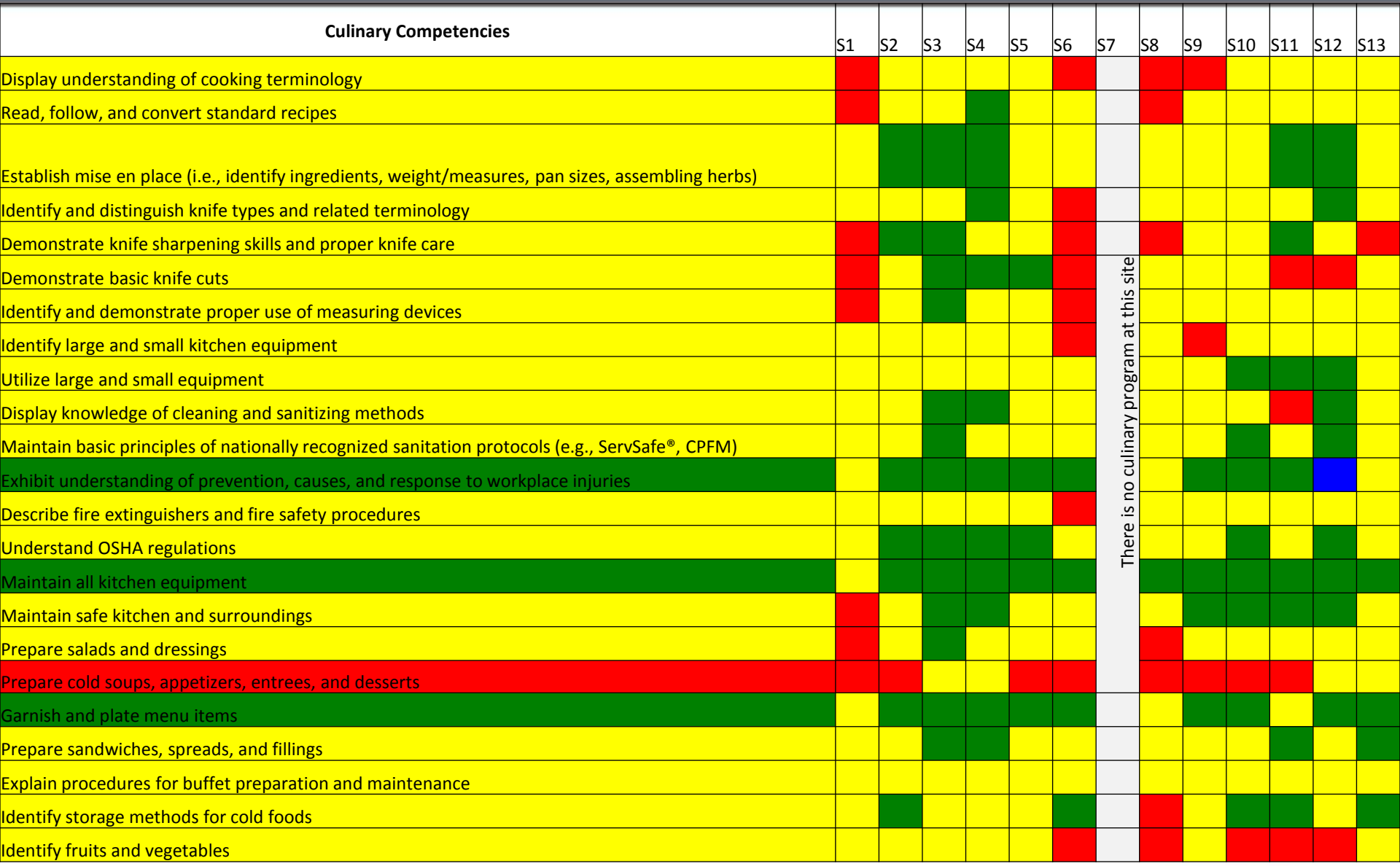
Competency Analysis



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More Resources

NOCTI STUDY GUIDES

Provide students with a **test preparation advantage**.

- ✓ Sample items and performance jobs
- ✓ Study checklists
- ✓ Study tips

NEW digital

Paper-based version is also available!

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A Review

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A Visual Data Analysis Test

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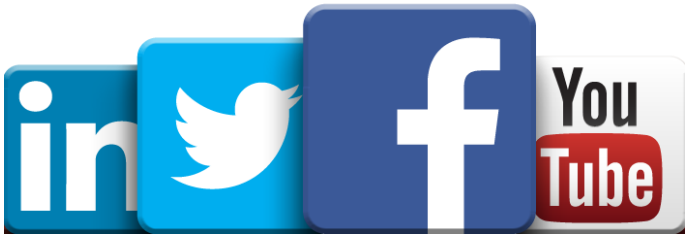

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Selecting a Credential

Alignment

- How well does the assessment align to the standards in the program of study?
- Are there additional types of testing available other than just a basic multiple-choice assessment? (e.g., hands-on)
- What options are available for customizing an assessment to better measure the standards in the program of study?
- What is the purpose of the test?

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Selecting a Credential

Development

- Is the assessment developed based on a process adhering to reputable industry testing standards?
- Is the assessment based on industry-recognized technical standards?
- Do the assessments include items that demonstrate a range of thinking skills?
- Is the assessment national in scope and include input from secondary, post-secondary, and industry?

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Selecting a Credential

Costs

- Does the cost of the assessment include user training, supplemental administration materials, score reports, and technical support?
- Are there site license, administration, or membership/subscription fees in addition to the cost of the assessment?
- In order to use the assessment, does the school, staff, facilities, and/or equipment need to be certified or endorsed by the testing organization?

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Selecting a Credential

Data

- Do the score reports provide more than just a pass/fail designation?
- Are score reports easy to interpret?
- Are individual score reports included?
- Is normative data provided?
- What options are available for customizing the score report?
- How quickly are tests scored and reports available?

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Selecting a Credential

Administration

- Are both online and paper/pencil delivery options available?
- What is the time commitment for the test administration?
- What type of accommodations are available for test takers?
- What types of value-adds are included in the assessment purchase? (e.g., college credit, digital badges, individual score reports)

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