

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

Our Lawyers Make Us Say This

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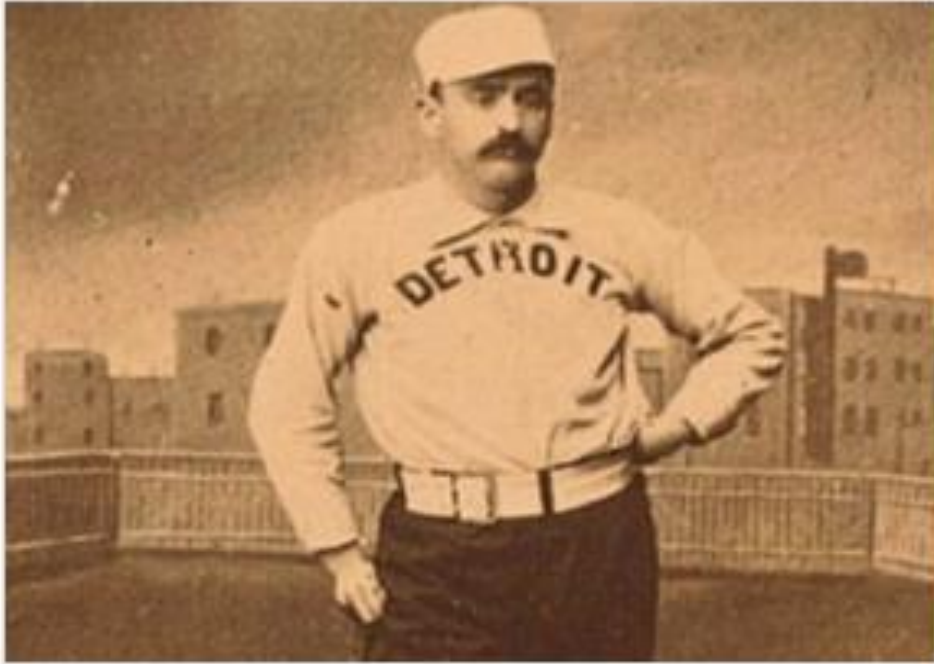
Session Topics

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

A graphic consisting of two overlapping speech bubbles. The left bubble is blue and contains the word "Talking" in white. The right bubble is green and contains the word "Points" in white. Below the bubbles is a realistic image of a white baseball with red stitching.

Talking
Points

“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.

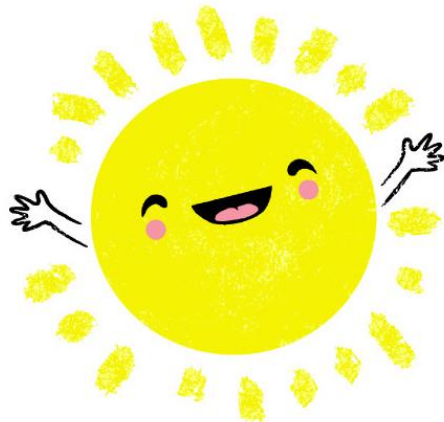
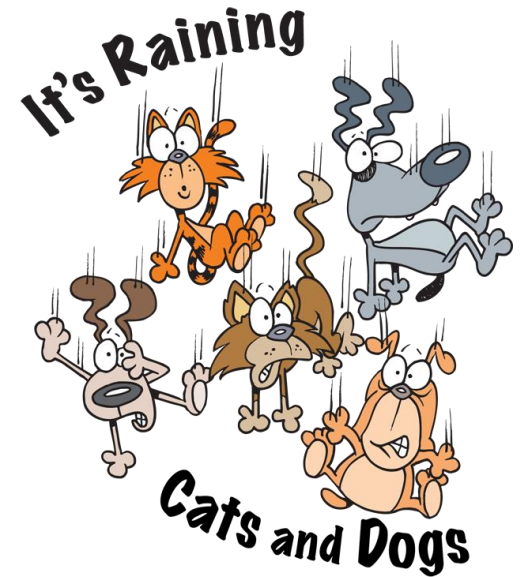
A metaphor that typically refers to minutiae that only “insiders” know about



Metaphorically Speaking



a duck out of water



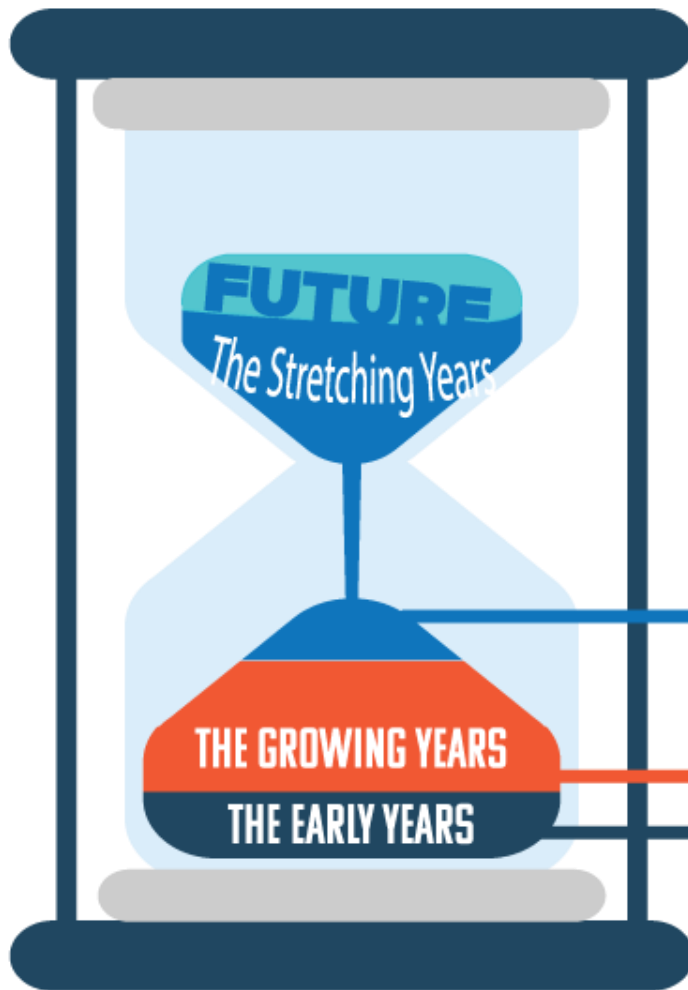
YOU ARE MY
SUNSHINE



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

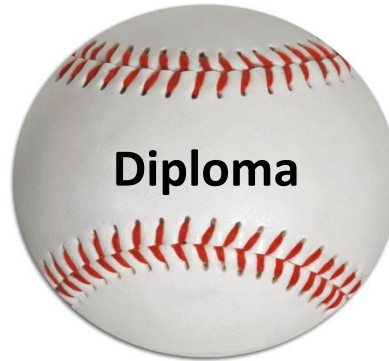
1966-1980

- Teacher Certification Tests





Basic Credential Categories



Credential
Engine™

CTDL



Confused on Quality?



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




Quality Credentials



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



Quality Credentials

Section 7: Records and Information Requirements	<ul style="list-style-type: none">• Applicant Records• Record Confidentiality• Information Security	
Section 8: Certification Scheme	<ul style="list-style-type: none">• Development and Maintenance• Requirements for Certification• Code of Conduct• Assessment Methods	
Section 9: Process Requirements	<ul style="list-style-type: none">• Assessment Process• Examination Process• Certification Decisions	
Section 10: Management System	<ul style="list-style-type: none">• Establishment, documentation, and implementation of management system that supports requirements of ISO 17024.	



Another Resource: CE



Credential
Transparency
Initiative



workcred



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

NOCTI®

Additional Funding Gains



Credential
Engine

TheJoyceFoundation

BILL & MELINDA
GATES *foundation*



MARKLE
ADVANCING AMERICA'S FUTURE


Strada
EDUCATION NETWORK


Walmart
Foundation

ballmer
GROUP


laura and john arnold foundation®

NOCTI®

MISSION

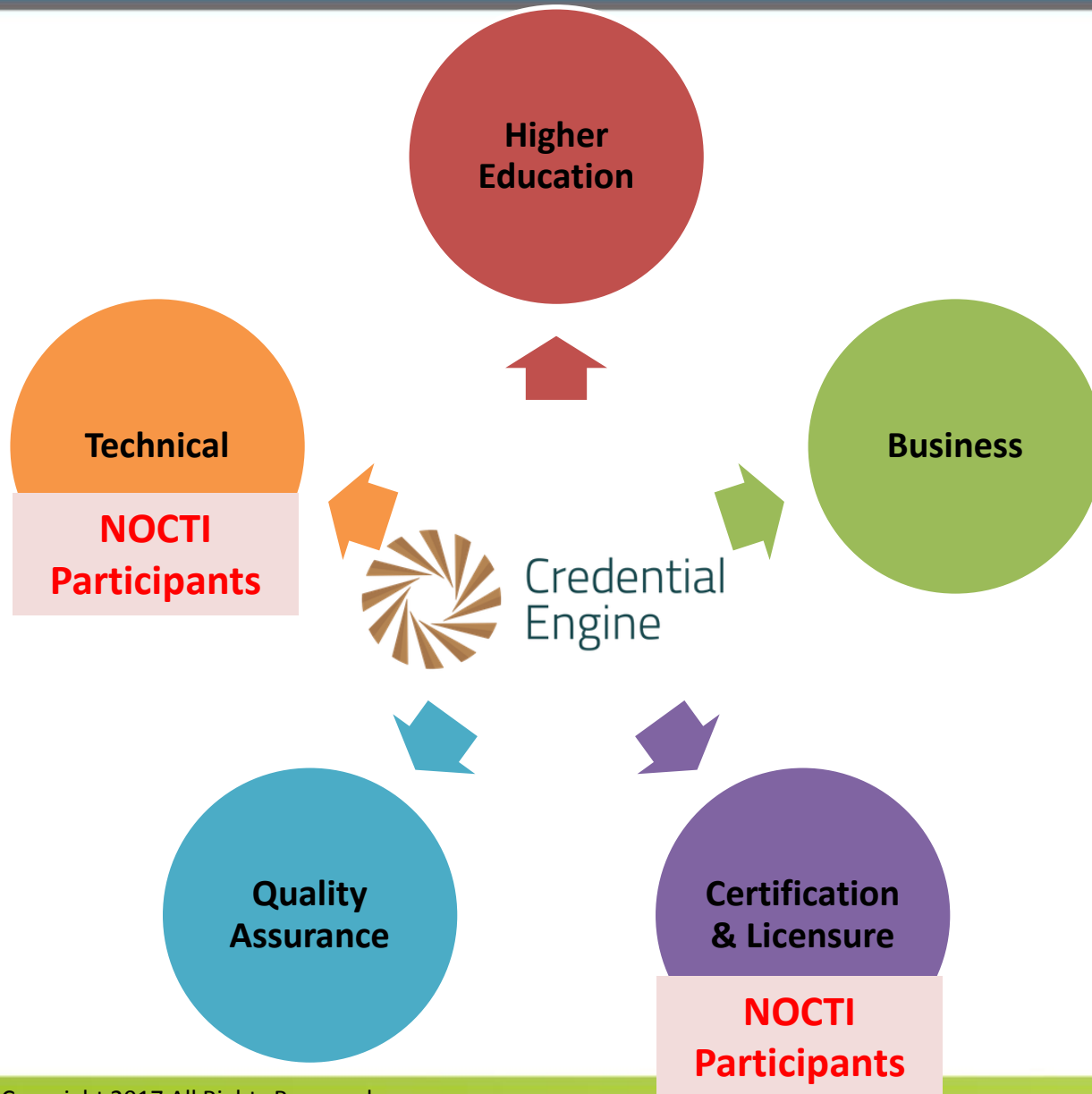
To improve transparency in
the credentialing
marketplace.



Credential
Engine



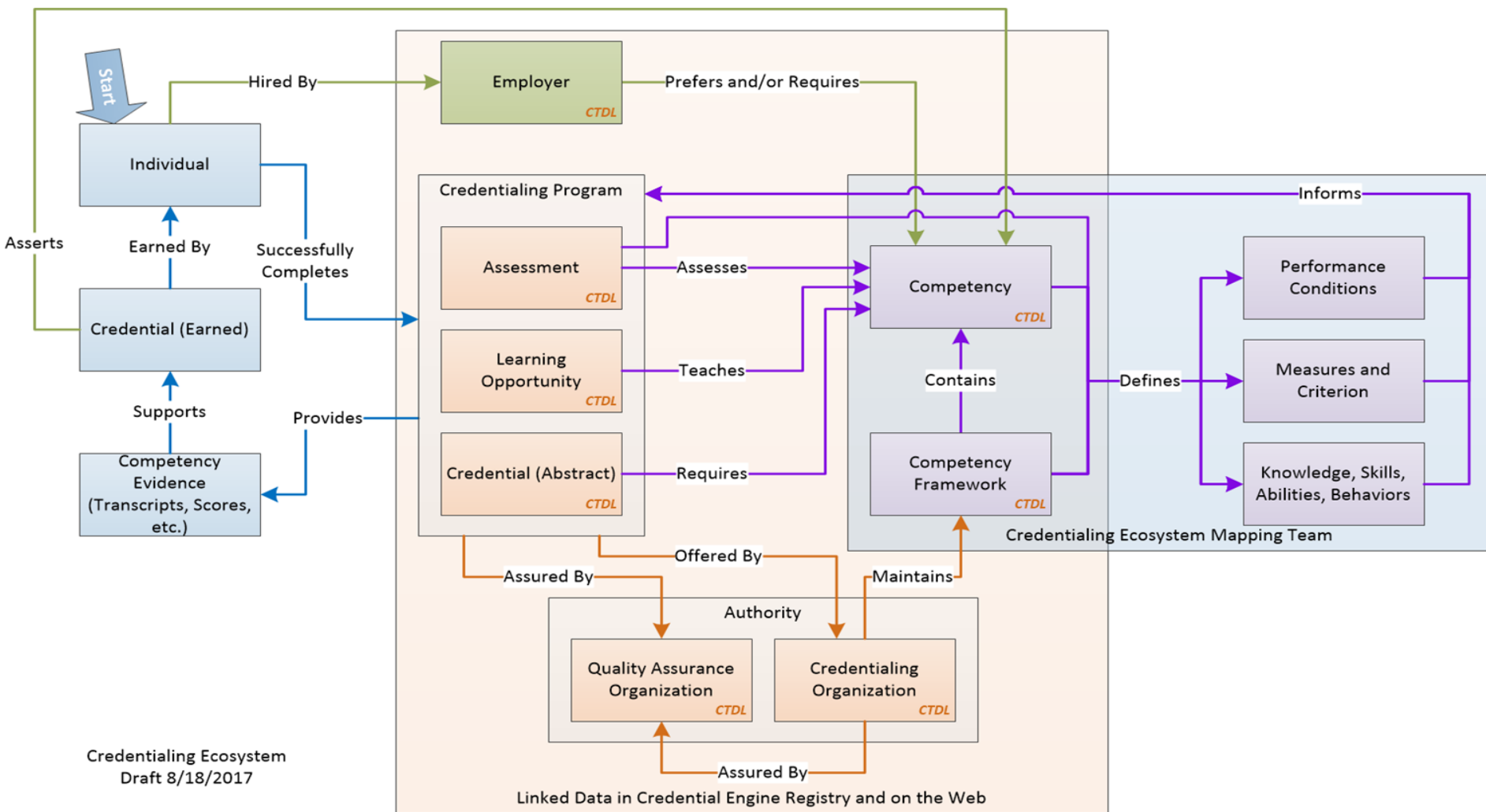
Structure



Advisory Groups



Playbook: Credentialing Ecosystem



Credentialing Ecosystem
Draft 8/18/2017



How it works

Search For

Organizations NOCTI

Search Filters

Found 2 results

Sort by Most Recent

List

Map



NOCTI

Show 2 Locations

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 data-driven instructional improvement, and can assist with teacher evaluation systems. NOCTI provides a credible solution for employees and employers who need objective verification of technical knowledge and skills.

6 Organization Types 1 Economic Sector Owns 3 Credentials Offers 3 Credentials 1 Industry

Health Informatics 21st Century Skills for Workplace Success Health Assisting

Compare



Example

CREDENTIAL
FINDER

Discover Credentials
Powered by Credential Registry
Prototype Phase

Search

Compare

21st Century Skills for Workplace Success

NOCTI
Certification
+ Badge Issued

Badges

Connect to this Credential

Location Info

Available Online

More Info

Requirements and Recommendations

- 1 Requires 1 Assessment
- 1 Recommends 1 Assessment

Details

- 7 Processes

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 earn college credit. More specific information about the standards and competencies measured can be found in the Assessment Blueprint at: <http://nocti.org/blueprint.cfm>.



Credential Type

Certification

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...



Offered By Owned By

Copyright Holder

NOCTI

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Comparison Standards Are Important!



Competency Data is Key to CTE

21st Century Skills for Workplace Success

NOCTI

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Compare 



Certification

+ Badge Issued

✓ 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

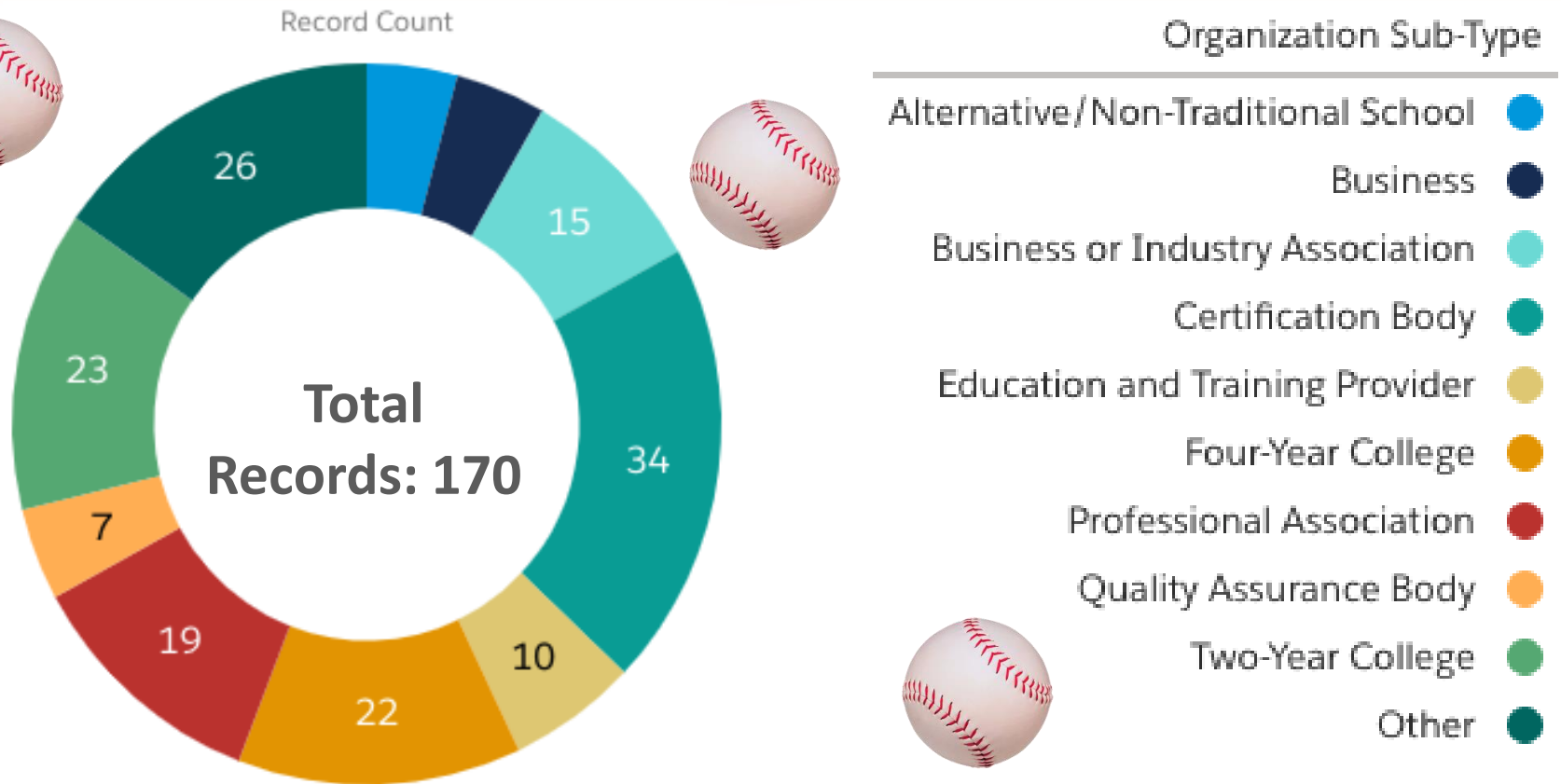
Calculate, track, and evaluate income and spending

Call in to notify the supervisor of unanticipated absences

Cooperate in a pleasant and polite manner with clients, coworkers, and supervisors



The Farm Team (March 2018)



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.



What else?



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



Selecting a Credential

Selecting a Credential

Career and technical education (CTE) provides individuals with opportunities to acquire real-world academic, employability, entrepreneurial, and technical skills essential to careers in high-skill, high-wage, high-demand fields. How do you accurately and efficiently measure a student's comprehension and application of these critical skills?

The quick answer is through an assessment—but not just any assessment. The 2006 Carl D. Perkins Career and Technical Education Improvement Act indicates that any assessment used for program approval must be valid and reliable, meet industry standards, and incorporate measures of skill attainment.

Recently the National Association of State Boards of Education (NASBE) has released a list of high-level questions that State Boards of Education (SBEs) are asked when selecting a CTE credential. But, what about the detailed questions that SBEs are asked when selecting a CTE credential?

NOCTI has created a list of questions as a basis for selecting a CTE credential and

Alignment

- How well does the assessment align with the program standards in the program?
- What options are available for accommodations for test takers?
- What is the purpose of the assessment?

Development

- Is the assessment developed based on industry testing standards?
- Is the assessment based on current industry standards?
- Do the assessments include industry-recognized post-secondary, and

Data

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

Administration

- Are both online and paper/pencil delivery options available?
- What is the time commitment for the test administration?
- What types 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)

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?

NOCTI is a national provider of quality industry-based credentials offering over 100 credentials covering the broad scope of careers offered within CTE. As a provider of assessments to nearly every state in the nation, we are often asked these questions as states make the important decision of which assessments to use.

NOCTI
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Alignment



Development



Data



Administration



Costs





What Else Should You Know?

EXTRAS



College Credit

Help Students
Get the Credit
They Deserve!



Every NOCTI credential has been
recommended for college credit!



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



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.

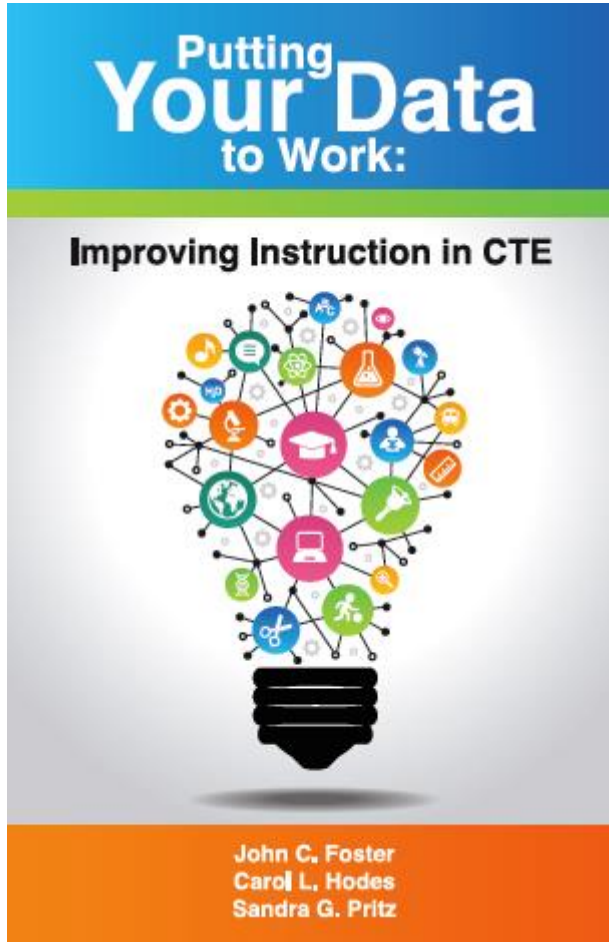


Workforce Competency Credential

WORKFORCE COMPETENCY CREDENTIAL



Resources



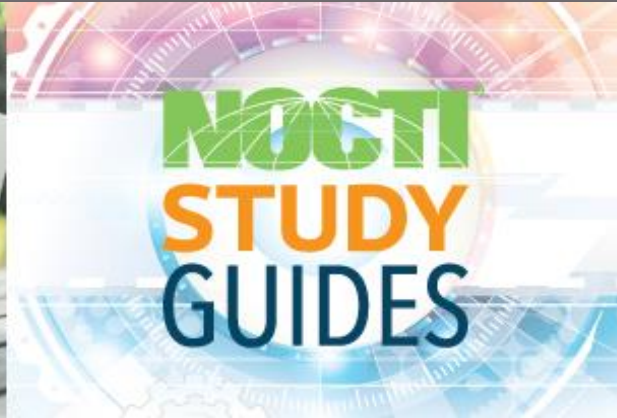
Explores various aspects of data-driven improvement in instruction and targets the importance of gradient objective assessment data.

Competency Analysis

Culinary Competencies	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	S11	S12	S13
Display understanding of cooking terminology	Red	Yellow	Yellow	Yellow	Yellow	Red	White	Red	Red	Yellow	Yellow	Yellow	Yellow
Read, follow, and convert standard recipes	Red	Yellow	Yellow	Green	Yellow	Yellow	White	Red	Yellow	Yellow	Yellow	Yellow	Yellow
Establish mise en place (i.e., identify ingredients, weight/measures, pan sizes, assembling herbs)	Yellow	Green	Green	Green	Yellow	Yellow	White	Yellow	Yellow	Yellow	Green	Green	Yellow
Identify and distinguish knife types and related terminology	Yellow	Yellow	Yellow	Green	Yellow	Red	White	Yellow	Yellow	Yellow	Yellow	Green	Yellow
Demonstrate knife sharpening skills and proper knife care	Red	Green	Green	Yellow	Yellow	Red	White	Red	Yellow	Yellow	Green	Yellow	Red
Demonstrate basic knife cuts	Red	Yellow	Green	Green	Green	Red	White	Yellow	Yellow	Yellow	Red	Red	Yellow
Identify and demonstrate proper use of measuring devices	Red	Yellow	Green	Yellow	Yellow	Red	White	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Identify large and small kitchen equipment	Yellow	Yellow	Yellow	Yellow	Yellow	Red	White	Yellow	Red	Yellow	Yellow	Yellow	Yellow
Utilize large and small equipment	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	White	Yellow	Yellow	Green	Green	Green	Yellow
Display knowledge of cleaning and sanitizing methods	Yellow	Yellow	Green	Green	Yellow	Yellow	White	Yellow	Yellow	Yellow	Red	Green	Yellow
Maintain basic principles of nationally recognized sanitation protocols (e.g., ServSafe®, CPFM)	Yellow	Yellow	Green	Green	Yellow	Yellow	White	Yellow	Yellow	Green	Yellow	Green	Yellow
Exhibit understanding of prevention, causes, and response to workplace injuries	Green	Green	Green	Green	Green	Green	White	Yellow	Green	Green	Green	Blue	Yellow
Describe fire extinguishers and fire safety procedures	Yellow	Yellow	Yellow	Yellow	Yellow	Red	White	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Understand OSHA regulations	Yellow	Green	Green	Green	Green	Yellow	White	Yellow	Yellow	Green	Yellow	Green	Yellow
Maintain all kitchen equipment	Green	Yellow	Green	Green	Green	Green	White	Green	Green	Green	Green	Green	Green
Maintain safe kitchen and surroundings	Red	Yellow	Green	Green	Yellow	Yellow	White	Yellow	Green	Green	Green	Green	Yellow
Prepare salads and dressings	Yellow	Yellow	Green	Yellow	Yellow	Yellow	White	Red	Yellow	Yellow	Yellow	Yellow	Yellow
Prepare cold soups, appetizers, entrees, and desserts	Red	Red	Yellow	Yellow	Red	Red	White	Red	Red	Red	Red	Yellow	Yellow
Garnish and plate menu items	Green	Yellow	Green	Green	Green	Green	White	Yellow	Yellow	Green	Yellow	Green	Yellow
Prepare sandwiches, spreads, and fillings	Yellow	Yellow	Green	Green	Yellow	Yellow	White	Yellow	Yellow	Yellow	Green	Yellow	Yellow
Explain procedures for buffet preparation and maintenance	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	White	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Identify storage methods for cold foods	Yellow	Green	Yellow	Yellow	Yellow	Green	White	Red	Yellow	Green	Green	Yellow	Green
Identify fruits and vegetables	Yellow	Yellow	Yellow	Yellow	Yellow	Red	White	Red	Yellow	Red	Red	Red	Yellow

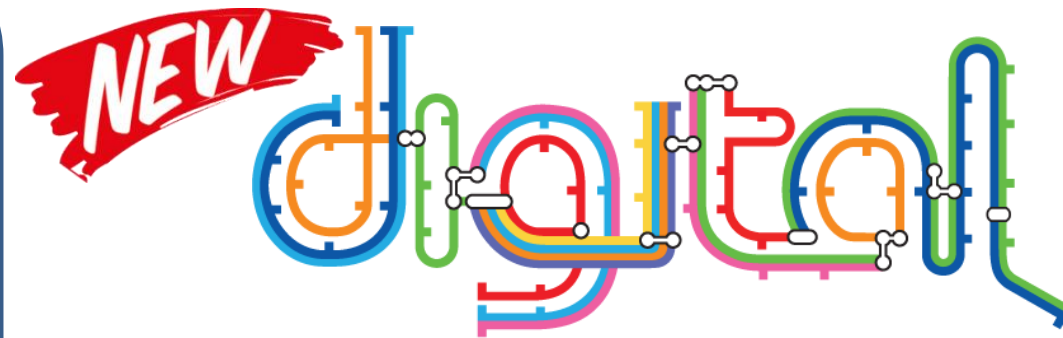
There is no culinary program at this site

More Resources



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

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



Paper-based version is also available!



A Review

CREDENTIALS



A Visual Data Analysis Test

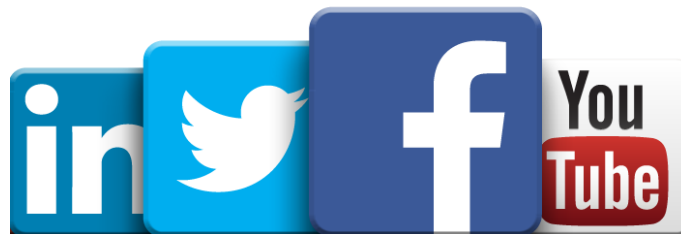


Contact Info

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Presenter Email:

john.foster@nocti.org



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?

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?

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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