



KWIB Education and Workforce Collaborative Credentials of Value Workgroup Meeting

October 2, 2024
3:00 pm – 4:00 pm EDT
Via Zoom

ATTENDEES: DR. BETH HARGIS, DEPUTY SECRETARY BETH BRINLY, KELLI NORMAN, DR. MATT BERRY, BRANDI HON, TANELLE SMITH, DAVID POTTER, CHRIS WOOLDRIDGE

STAFF: ALISHER BURIKHANOV, ELISHAH TAYLOR, SARA JAGGERS

Welcome & Introduction:

Beth Brinly, Deputy Secretary, Education and Labor Cabinet (ELC) started the meeting by welcoming everyone and thanked the group for loading materials in the [Google Docs](#) platform. After reviewing the agenda, then **Alisher Burikhanov, Executive Director, Kentucky Workforce Innovation Board (KWIB)** went over the goal and timeline for the group. The goal for this meeting is to narrow down the top [definitions of Credential of Values](#) along with the models that would best be applicable to to Kentucky. During the next meeting on October 23, 2024, the final definitions and framework need to be finalized to prepare for the draft legislation.

Kelli Norman Senior Fellow, Kentucky Council on Postsecondary Education, explained this is a collaborative effort, so the draft legislation needs to be collected by the November 13, 2024, meeting to include input from other agencies. The final review and wrap up will take place during the meeting scheduled for December 4, 2024. To clarify, the purpose of drafting legislation is to establish the credentials of value definitions that would be used across the education and training continuum. This process will benefit both the individual customers and employer community, with consistent definitions to provide a seamless transition from institution to institution across the state.

Group Discussion

During the meeting, the group discussed the different framework and [definitions](#) shared within the [Google Docs](#). Deputy Secretary Brinly explained the overall purpose for this group is a result of the [Launch](#) initiative, which focuses on creating opportunities for the full diversity of Kentuckians. The four core elements of Launch are equitable opportunity, work-based learning, career advising, and seamless transition from secondary to post-secondary education. Defining credentials of value is the first part of this plan.

There were also three other values that stood out while reviewing each framework: academic, individual, and community values. The group agreed that the credential of value definitions should be broad to be as inclusive as

possible. Keeping in mind that there might be some shifts in the next few years within Kentucky's workforce. It was mentioned that the KWIB has a process of vetting and approving the industry certifications that are recognized for accountability at the secondary education level.

The registered apprenticeship definition was updated by the Office of Employment and Apprenticeship Services. An apprenticeship can be registered on a national or state level either with the Department of Labor in the office of apprenticeship or the state can award determination of a registered apprenticeship. The U.S. Department of Labor's Post Secondary Credential Attainment Tool was shared in the chat. This tool helps identify what kinds of credentials students are working towards and allows for planning for future necessary credentials.

The group continued the discussion about whether to include degrees as credentials or to define it separately. It was mentioned that [Minnesota](#) and [Texas](#) use a broad definition that outlines five criteria for further definition of value to the student, employer, and economy. From there, the framework could be structured by what could meet those criteria. A [national summary](#) was shared with the group from the National Skills Coalition for further review. It was also suggested to look at Alabama and Rutgers for ideas on how build Kentucky's credential of value framework.

Deputy Secretary Brinly asked the group to review the definitions and to email any changes or suggestions to either beth.brinly@ky.gov or to melissa.bell@ky.gov by **Wednesday October 9, 2024**.

Adjournment

Next Steps:

1. Send feedback on definitions by **October 9, 2024**.
2. Research best practices in Minnesota, Texas, Alabama, and Rutgers by **October 23, 2024**.
3. The draft deadline for legislation is **November 13, 2024**, including other agency input.
4. Final review and wrap up will be on **December 4, 2024**, which might change due to other scheduled meetings.

Credentials of Value: Definitions

Credential: Qualification that is focused on a specific set of skills and is earned without completing a postsecondary degree program. They can be issued by professional organizations, educational institutions, or companies.

Stackable Credentials: A series of credentials that can be combined or sequenced with other credentials to build up an individual's skills and qualifications within a career pathway.

Certificate: A credential awarded by educational institutions or training providers upon the successful completion of a specified set of requirements, which may include coursework, assessments, and performance evaluations. It may or may not include credit.

Academic Certificate: A formal credential awarded by a postsecondary institution to acknowledge the successful completion of an education program (typically less than a year).

Noncredit certificate: A formal credential awarded by a postsecondary institution or organization to acknowledge the successful completion of a noncredit education program (typically less than a year).

Industry Certification: A time-limited credential awarded by a certification body, often designed in partnership with employers and industry experts, that signifies an individual's mastery of a specific set of knowledge, skills, and abilities required for a particular occupation or skill. This certification is typically granted through a standardized examination process, which may include written, oral, or performance-based assessments.

OR

Industry-Recognized Credential: A credential that is valued by employers for recruitment, screening, hiring, retention or advancement purposes and, where appropriate, endorsed by a nationally recognized trade or industry association. They are typically exam-based, administered by third parties, and portable across state borders.

Apprenticeship: A credential awarded upon the successful completion of a structured program that integrates work-based learning with educational instruction. This program, which adheres to industry and occupational standards, is designed to prepare individuals for careers in specific trades or professions.

Registered Apprenticeship: An industry-driven, high-quality career pathway with paid work experience, mentorship, progressive wage increases, associated technical instruction, and a portable, nationally recognized credential. The program is validated by the US Department of Labor or a State Apprenticeship Agency (e.g. Kentucky Department of Workforce Development).

Degree: Award conferred by a college, university, or other postsecondary education institution as official recognition for the successful completion of a program of studies. Postsecondary degrees levels include associate, bachelor's, master's, and doctoral degrees

License: A time-limited credential granted by a government agency that permits an individual to practice a specific occupation. To obtain a license, the individual must meet predetermined and standardized criteria, which may include educational qualifications, certifications, assessments, apprenticeships, or relevant work experience.

Microcredential: A certification, such as a badge, awarded for the mastery of specific skills, typically achieved through short-term learning programs or targeted training. They are typically shorter than a certificate.



Education and Workforce Collaborative Workgroup Meeting

Credentials of Value

AGENDA

October 2, 2024

1:30 pm – 2:30 pm EDT

Zoom Meeting

<https://us06web.zoom.us/j/87645091701?pwd=5uLB14LSJlO0Kceyaq1u7J1glVdRaE.1>

Meeting ID: 876 4509 1701 Passcode: 767769

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|----------------|--|--|
| 1:30 pm | Group Welcome | <i>Beth Brinly
Deputy Secretary
Education and Labor Cabinet (ELC)</i> |
| 1:35 pm | Proposed Timeline | <i>Alisher Burikhanov
Executive Director, Kentucky
Workforce Innovation Board (KWIB)</i>

<i>Kelli Norman
Senior Fellow, Kentucky Council on
Postsecondary Education (CPE)</i> |
| 1:40 pm | Group Discussion – Frameworks and Definitions Initial Feedback

Available on Google Drive

<i>Questions:
What are the top three frameworks best model Kentucky?

When reviewing the definitions of credentials, which are most appropriate?</i> | <i>Beth Brinly, Deputy Secretary</i> |
| 2:25 pm | Next Steps

Upcoming Meeting: October 23 rd , 1:30pm ET | <i>Beth Brinly, Deputy Secretary</i> |
| 2:30 pm | Adjournment | <i>Beth Brinly, Deputy Secretary</i> |