Welcome to Today's WCET Webcast

November 12, 2025

The webcast will begin shortly. There is no audio being broadcast at this time.

A recording of this webcast will be available on the WCET website next week.

WCET events may not be recorded or rebroadcast without our written consent.

Welcome!

- Slides can be downloaded via the link in chat.
- Please use the Question box for questions and Chat for other information exchange.
- Slides, recording, and shared resources will be emailed to attendees.

Megan Raymond

Senior Director, Membership & Programs

WCET

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Accessibility Commitment

WCET is committed to creating inclusive and accessible materials. Our slides are designed with high-contrast visuals, large text, and descriptive alt text for images.

You can scan the QR code to download the slides on your phone if you prefer.

If you need the slides in an alternative format or additional accommodations, please let us know. We value your feedback to make our content accessible for everyone.
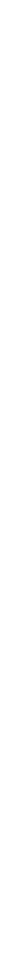
Innovating with Information: Microcredentials, Badges, and the Learn & Work Ecosystem Library

November 12, 2025

Hosted in partnership with:

Learn & Work
· ECOSYSTEM LIBRARY ·

Today's Moderator

Van Davis

Executive Director, WCET

Vice President, Digital Learning, WICHE

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Speakers

Sharon Manna

Dean, Marketable Skills &
Digital Badging

Dallas College

Kristen Vanselow

Assistant Vice President,
Innovative Education &
Partnerships

Florida Gulf Coast University

Holly Zanville

Founder & Lead

Learn & Work
Ecosystem Library

Connecting Education & Work

A digital library that collects, curates, and coordinates information resources to bring clarity to the evolving learn-and-work ecosystem.

[🔍]   **Search**

OR

⟨&⟩ Use Our AI Library Assistant →

Growth in Content & Usage
Statistics since Library launch in 2022

Crossword Puzzles
NEW Crossword Puzzles from the Learn & Work Ecosystem Library

eNEWS
Quarterly updates, Vol.5, October 2025

Learn More →

Stakeholders and Key Initiatives
for a Connected Learn-and-Work Ecosystem

1 Credential Transparency
- Credential Engine
- Credential Registry
- Open-platform schemas and languages

2 Alignment and Alliances
- State/regional projects
- Military (Dept of Defense, Navy)
- Public/private ROI
- Credentials of value
- Aligning bachelor's degrees and industry-recognized certifications
- T-Profile builder

3 Drive and Connect Systems
- Credential Engine: Credential Registry Learn and Build Summit Series (apps)
- T3 Innovation Network (10 pilot projects)
- Workcred: Data-sharing among organizations awarding non-degree credentials
- Non-Degree Credential Research Network
- Understanding the landscape of industry certifications

4 Understanding Credentials of Value
- State identification of credentials of value
- Public-private education/ credentialing data infrastructure
- Credential Registry use in Eligible Training Provider List and other eligibility determinations
- Incremental higher education credentialing system framework
- SocialTech's unmudl.com

5 Employers/Workforce
- Jobs Data Exchange
- Talent Pipeline Management Initiative
- Competency/skills/ competency calibrator
- Hiring for competencies/ skills
- Workforce Partnership Initiative

6 Navigation Tools, Verification Quality
- Digital learner records
- The Quality Assurance Commons
- Google Education and Pathways Search

7 Messaging about Credentialing System
- Gallup surveys
- Media messaging
- Research: number of credentials

Lumina FOUNDATION

January 2020

https://www.luminafoundation.org/learn-and-work-ecosystem
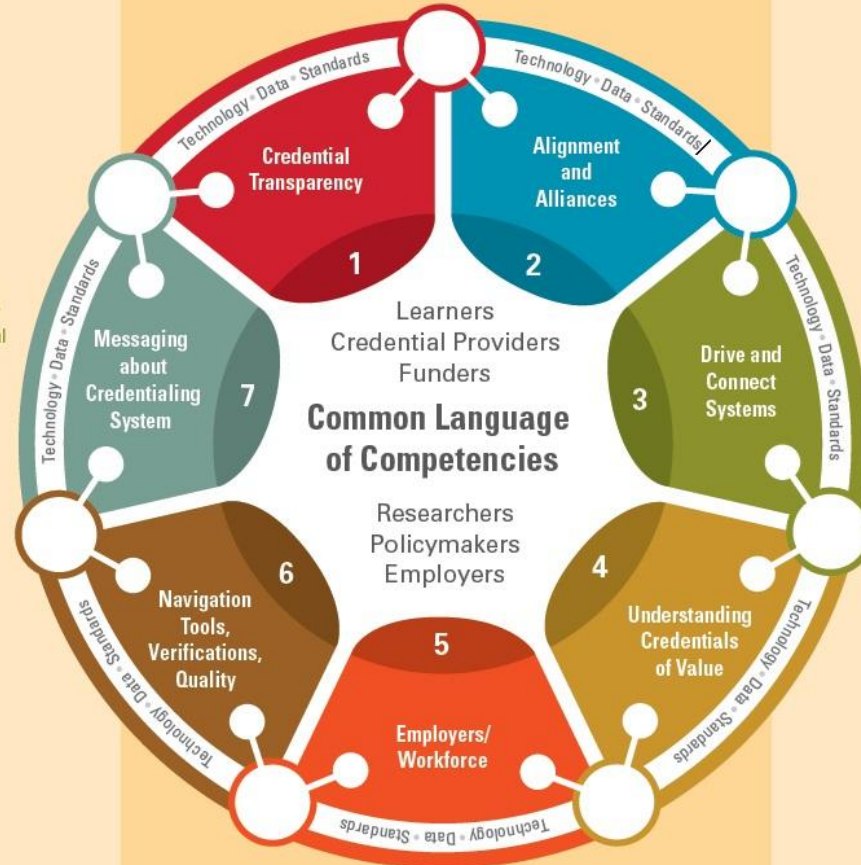
Ampersand Favicon and AI Library Assistant

The ampersand highlights the interconnected nature of ecosystem components.

The AI bot is powered by ChatGPT and provides conversational synthesis of Library content.

Core Areas of the Library

Index
(1763)

Glossary
(711)

Key Components
(12)

Topic Briefs
(127)

Initiatives
(535)

Organizations
(371)

Archive
(6)

Types of Content

12 Key Components of Learn-and-Work Ecosystem

Alliances & Intermediaries
Leveraging resources toward common visions for improvement

Career Navigation
Helping individuals shape educational and career goals in line with interests, abilities, and values

Communications & Technology
Explaining the learn-and-work ecosystem to all audiences, including A.I. and technology innovations

Verifications / Recordkeeping
Verifying and archiving the knowledge, skills, and abilities that learners acquire – whatever the source

Credentials & Providers
Helping individuals obtain all types of credentials for career success

Transparency
Ensuring that information about credentials is public, accessible, and actionable for learners and employers

Data, Database, Standards (Data Ecosystem)
Collecting and storing information, enabling interoperability, and protecting users' privacy

Research
Addressing pressing questions about the effectiveness, efficiency, and fairness of the learn-and-work ecosystem

Employers & Workforce
Hiring and training for skills and competencies, signaling what is needed in the workforce

Quality & Value
Ensuring that quality learning stands behind credentials, building trust in credentials and providers

Policy
Providing the legislation, rules, incentives, and accountability requirements for the ecosystem

International Developments
Providing information on efforts to reform learn-and-work ecosystems globally

Learn & Work ECOSYSTEM LIBRARY

Recent Additions In the Past Month

See **Library Lens** for quarterly latest content reports.

Newest Glossary

MCP (Meaning–Context–Probability)
10/23/2025

Evergreen Journalism
10/22/2025

Digitally Resilient
10/22/2025

Digital Workplace Skills
10/22/2025

Information Literacy
10/22/2025

Digital Literacy
10/22/2025

AI Hiring Discrimination Lawsuits
10/20/2025

Chimeric Talent
10/19/2025

Explainable AI
10/16/2025

AI Hiring Discrimination, Lawsuits & Accountability
10/16/2025

Job Quality
10/16/2025

Stepladder Model (in Education)
10/13/2025

SDG 4: Quality Education – United Nations
10/13/2025

Learner Agency
10/12/2025

Heutagogy
10/11/2025

Andragogy
10/11/2025

Newest Topics Briefs

Converging Terms: Digital Literacy & Information Literacy
10/22/2025

AI Hiring Discrimination Lawsuits
10/20/2025

Rise of an AI-Powered Workforce
10/19/2025

Career Credential
10/15/2025

Changes in Teaching and Learning in the 21st Century—Pedagogy, Andragogy, and Heutagogy
10/12/2025

Accountability Framework in Higher Education
10/09/2025

Talent Rotation in the AI Era
10/04/2025

Newest Initiatives

Senior Community Service Employment Program (SCSEP)- National Council on Aging
10/27/2025

Employer Pledge Program- AARP
10/27/2025

Partnerships and Products – Coursera, Inc.
10/23/2025

Workplace Innovation Now (WIN) Challenge – Aspen Institute & Pivotal Ventures
10/22/2025

Employer Resource Center- AARP
10/21/2025

Skills Builder for Work- AARP
10/21/2025

Work & Jobs Platform – AARP
10/21/2025

Future of Work@50+ – AARP
10/21/2025

The Digital Badging Commission – United Kingdom
10/18/2025

Employer Partnership Asset Mapping – Kentucky Community & Technical College System (KCTCS)
10/17/2025

Golden State Pathways Program (GSPP) – State of California
10/16/2025

Humanity AI – Philanthropic Foundation Coalition
10/14/2025

AI Learning and Innovation Hub – Social Finance
10/13/2025

Example of Organization Content

WICHE Cooperative for Educational Technologies (WCET)

Last Updated: 10/28/2025

External Link ↗

⊕ Citation

Established in 1988 by the Western Interstate Commission for Higher Education (WICHE), the WICHE Cooperative for Educational Technologies (WCET) is a nonprofit membership-based organization working to improve the quality and reach of digital learning programs. WCET maintains over 365 member organizations from colleges, universities, higher education organizations, and companies. WCET and member organizations collectively engage in efforts to progress the practice, policy, and advocacy of digital learning in higher education.

WCET's overall policy work focuses on:

- regular and substantive interaction
  - compliance and financial aid regulations regarding faculty credentials and academic engagement standards in distance education courses

- state authorization (interstate compliance)
  - state and federal laws and regulations that apply to institutions who operate in another state

- professional licensure notifications
  - state and federal regulations to inform learners if institutions and programs meet state educational requirements for a profession

- educational benefits for military affiliated students
  - financial assistance for students participating in postsecondary distance education

- student identity verification
  - assurance that the same learner enrolled in a distance education course is the same to completes course assessments

- emerging & previous policy topics
  - page for smaller topics and policies no longer followed

KEY COMPONENTS

- COMMUNICATIONS & TECHNOLOGY
- ALLIANCES & INTERMEDIARIES
- CREDENTIALS & PROVIDERS
- DATA, DATABASES, STANDARDS (DATA ECOSYSTEM)
- POLICY
- QUALITY & VALUE

STAKEHOLDER GROUPS

- DATABASE EXPERTS
- COMMUNITY COLLEGES
- DIVERSITY, EQUITY & INCLUSION (DEI)
- INTERMEDIARIES
- PHILANTHROPY / FOUNDATION
- POLICYMAKERS
- RESEARCHERS
- UNIVERSITIES
- WORKFORCE AGENCIES

Practice topics include:

- equity
- quality
- assessment & academic integrity
- accessibility
- open educational resources
- artificial intelligence
- cybersecurity & data protection
- learning analytics
- culturally responsive teaching & learning
- digital learning definitions
- emerging & previous practice topics

Key efforts include:

- WCET is the intermediary organization that supports the initiative, Every Learner Everywhere
- The State Authorization Network (SAN) is a division of WCET
- Report published September 2025: AI Literacies in Focus: From Frameworks to Action (Comparative Insights on AI Literacy Frameworks for Postsecondary Strategy)

Resources

Annual Summit for Women in eLearning: https://wcet.wiche.edu/wcet-events/aswe/

Archived Projects and Networks: https://wcet.wiche.edu/networks/networks-archives/

The State Authorizartion Network: https://learnworkecosystemlibrary.com/initiatives/state-authorization-network-san/

https://wcet.wiche.edu/practice/

WCET Frontiers Blog

WCET Frontiers Podcast https://wcet.wiche.edu/wcet-frontiers-pod/

WICHE: https://learnworkecosystemlibrary.com/organizations/western-interstate-commission-for-higher-education-wiche/

https://wcet.wiche.edu/policy/

⊙ Outreach & Engagement

Special Projects with the Learn & Work Ecosystem Library (11)

Special Projects of the Learn & Work Ecosystem Library are collaborative efforts that extend how the Library is used and improved. They invite partners, colleges, researchers, foundations, and practitioners to apply the Library's resources in real contexts: as instructional tools, research data sources, or case studies to understand the learn-and-work ecosystem.

REBOOTING THE WEB OF TRUST

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LWYL STUDIO

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DALLAS COLLEGE

Read More »

SKILLED TOMORROW

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WCET

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LIBRARY & INFORMATION SCIENCE SCHOOL GRADUATE STUDENTS

Read More »

SHRM FOUNDATION | CENTER FOR A SKILLS FIRST FUTURE (SFF)

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LER ACCELERATOR

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Content on Microcredentials in Learn & Work Ecosystem Library

➢ **127 microcredential-related resources spanning U.S. and international**
➢ **Content can be grouped in 6 categories to help understand the field from multiple angles**

#1 Glossary Terms

➢ Definitions of microcredential, badges, learning pathways, competencies, related terms
➢ Alternative terms (e.g., short-term credentials, stackable credentials)
➢ Foundational language for users new to topic

#2 Initiatives

➢ U.S. statewide projects and workforce-aligned micro-credential efforts
➢ International collaborations: European frameworks, Australia's national model, UNESCO/OECD
➢ Sector examples in education, healthcare, IT, manufacturing

#3 Organizations

➢ Higher ed systems (SUNY), technical college networks
➢ Global bodies like UNESCO, OECD, European Commission
➢ Nonprofits and intermediaries including Credential Engine and 1EdTech
➢ Employer partnerships that focus on work-force relevance

#4 Standards & Frameworks

➢ National and international quality frame-works
➢ Technical standards such as Open Badges and LER-related specifications
➢ Guidance on outcomes, assessment, comparability

#5 Policy, Strategy, Research

➢ Federal and state policy discussions to support micro-credentials
➢ Research on learner outcomes, employer uptake, signaling
➢ Strategic frameworks from systems, agencies

#6 Examples

➢ Platform (Micro-Masters, Nanodegrees, Specializations)
➢ Employer-aligned micro-credentials in priority industries
➢ Stackable pathways leading to degrees or certifications

Example of Keyword Search for Microcredentials

Microcredentials   [Search]

WCET Webcast | Innovating with Information: Microcredentials, Badges & the Learn & Work Ecosystem Library

Read More

Microcredentials Partnership of States (MPOS) – DigiLEARN (Digital Learning Institute) ORGANIZATION

Read More

Quality Assurance in Microcredentials – European Association for Quality Assurance in Higher Education INITIATIVE

Read More

Microcredentials Unleashed: Pioneering the Next Frontier

Read More

Microcredentials for Teacher Education – State Developments & Digital Promise INITIATIVE

Read More

Microcredentials: Montana 'Year to Career' Initiative to Create Microcredential Job Pathways INITIATIVE

Read More

Research Blog: Assessment and evaluation of microcredentials: What success looks like and to whom INITIATIVE

Read More

Microcredentials Pilot in Higher Education — Australian Government Department of Education INITIATIVE

Read More

Framework Report: Integrating Microcredentials into Undergraduate Experiences – UT System & Workcred INITIATIVE

Read More

Microcredentials (Micro-Credentials) GLOSSARY TERM

Read More

Quality Assurance Standards for Microcredentials – Microcredentials Partnership of States INITIATIVE

Read More

Graduate-Level Microcredentials & Workforce Needs – Council of Graduate Schools INITIATIVE

Read More

Cedefop's Microcredentials & Labor Market Research INITIATIVE

Read More

Glossary by Category

Read More

Glossary by Category

Read More

Abbreviations in the Learn-and-Work Ecosystem

Read More

Example of Keyword Search for Micro-Credentials

Micro-credentials [Search]

Micro-credentials Portal – eCampusOntario (Canada)
INITIATIVE

Read More

Microcredentials (Micro-Credentials) GLOSSARY TERM

Read More

Glossary by Category

Read More

vsbl — Education Design Lab INITIATIVE

Read More

American Workforce Policy Advisory Board, Learning and Employment Records — White House & T3 Innovation Network
INITIATIVE

Read More

The MICROBOL Project
INITIATIVE

Read More

Partnership to Advance Edtech Ecosystem – 1EdTech & Digital Promise INITIATIVE

Read More

The Definitive Micro-credential Glossary of Terms INITIATIVE

Read More

Quality Assurance in Microcredentials – European Association for Quality Assurance in Higher Education INITIATIVE

Read More

Microcredentials for Teacher Education – State Developments & Digital Promise INITIATIVE

Read More

Microcredential Initiative – State University System of New York (SUNY) INITIATIVE

Read More

Data Collaborative for a Skills-based Economy (Data Collab) — Education Design Lab INITIATIVE

Read More

Year to Career Through Micro-Pathways – Colorado Community College System INITIATIVE

Read More

Lessons Learned from Launching a Micro-credential Program, Kennesaw State University INITIATIVE

Read More

AACRAO Alternative Credentials Initiative / Report INITIATIVE

Read More

Propel Polk! Credentialing 21st Century Skills for Postsecondary Success INITIATIVE

Read More

Missing or Underdeveloped Areas in Library's Collection

Employer Adoption & Demand Signals

The Library has strong coverage of definitions and education-led initiatives, but fewer resources that directly document:

➤ How employers are adopting or evaluating microcredentials

➤ Industry-specific acceptance patterns beyond IT, education, and manufacturing

➤ Employer return-on-investment studies or talent pipeline data connected to microcredentials

This is an area where the field itself is thin, but users often want more

Microcredential Federal & State Policy Activity

Policy is emerging at federal and state levels but current Library content is lighter on:

➤ Department of Education rulemaking or guidance affecting short-term credentials

➤ Workforce Innovation and Opportunity Act (WIOA) alignment with microcredentials

➤ Federal and state funding models tied to skills-based pathways, Pell expansion pilots, LER ecosystems

➤ State policies that guide institutional developments

System-level Credential Frameworks

Many countries have national qualification frameworks (QFs) that integrate microcredentials, but there is limited content on:

➤ How national or state-level frameworks classify micro-credentials

➤ Quality benchmarks and level descriptors tied to frameworks

➤ Examples of how frameworks guide credential portability, transfer, stacking.

This gap matters because credential frameworks shape how micro-credentials are recognized, validated and connected to pathways

Getting Started

- Establish "the why"

- Align with university, regional and state priorities

- Engage faculty, staff and students in conceptual conversations

- Define the terminology- Micro-credential and Digital Badge

- Identify intended audiences and methods

- Engage employers in content development, competency identification and assessment

FGCU

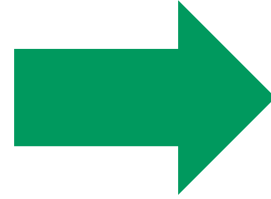# Micro-credential

A narrowly focused area of study where learners demonstrate mastery of knowledge, skills, or abilities. Micro-credentials represent competencies that are defined by industry or community partners, granular in nature, and assessed in collaboration with University content area experts. Micro-credentials are offered outside of traditional degrees.

FGCU

Micro-credential

**represents mastery
of a specific competency**

(something you know or are able to do)

Digital Badge

a visual emblem that validates the competency,
making it visible to employers and others

Digital Badge

A visual emblem that validates mastery of knowledge, skills, or abilities completed within a Micro-credential. A Digital Badge carries "meta" data, representing verification of mastery of competencies to an external audience. Digital Badges may be shared on social media and are portable

Three Types of Micro-Credentials for Three Purposes

Industry Readiness

Created in partnership with industries to develop in-demand skills and competencies

Build off and supplement for-credit courses and programs

Credit-bearing course + co-curricular activities

Core Skill Visibility

Develop and recognize foundational competencies for career-long adaptability

Skills recognized by NACE: Teamwork, Oral Communication, Leadership, Critical Thinking, etc.

Coursework + extra- and co-curricular activities

Upskilling & Reskilling

Non-credit micro-courses focused on specific workforce competencies

First Time Supervision, Workforce Readiness in Healthcare, Blockchain, etc.

Quick response to skills gaps for students, professionals, FGCU alumni, and all learners

Credit-aligned Micro-credentials at FGCU that provide students with electives toward a degree

Interested students complete a course & meet eligibility thresholds. The course credit hours earned fulfill degree requirements

Students complete a Micro-credential with a sponsoring employer

Students who earn the digital badge are **guaranteed an interview** for a paid internship or future position

Scaling Up

- Anchor tenant/proof of concept

- Employer engagement

- Student awareness and interest

- Quality assurance

- Credential validation

- Outcomes data

- Shift in student intention

Initial successes have led to additional employer partnerships

Student Value

- Research shows the importance of reflection on **Transferable Skills**

- **Industry-Specific** leads directly to job interviews

- **Continuing Education** supports employer training, re-skilling, and upskilling but also leading to job interviews for students and community members

FGCU

Student Success Story

Madison Hill · 1st
Reel Surgical | Arthrex
11mo · Edited · 🌐

...

Today wraps up my internship at Arthrex. I would like to thank my phenomenal mentors and colleagues on the Naples Sales Team & Team Synergy for their support and guidance over the past 8 months.

As for my next step, I am headed to Orlando to start my career as a Clinical Specialist with Reel Surgical! Words can not express how excited I am to continue to learn and be a part of this amazing company and our ongoing commitment to Helping Surgeons Treat Their Patients Better ™.

Time to get to work! #arthrexproud #reelfamily

FGCU

Aidan Luma

Aidan Luma • 1st
Event and Banquet Server at Innovation Hotel
2w • 🌐

With a lot of hard work, I can finally announce that I have earned my digital badge in the "Fundamentals of Medical Device Industry". Thank you to Florida Gulf Coast University and others for designing this course! I also want to give a huge shoutout to Shawn Felton and Meg Hardt for their work in making this possible!

If you are a student at Florida Gulf Coast University, I highly recommend you take this course! #fgcu #medicaldeviceindustry

Florida Gulf Coast University
FUNDAMENTALS OF MEDICAL DEVICE INDUSTRY

FGCU

How Do We Ensure Quality Micro-credentials?

1. Verification of a skills gap or workforce need from employers or organizations like NACE

2. Based on specific competencies

3. Assessed (outside of the FGCU curriculum)

4. Quality Review Standards for Micro-credentials

FGCU

Badges Awarded Annually
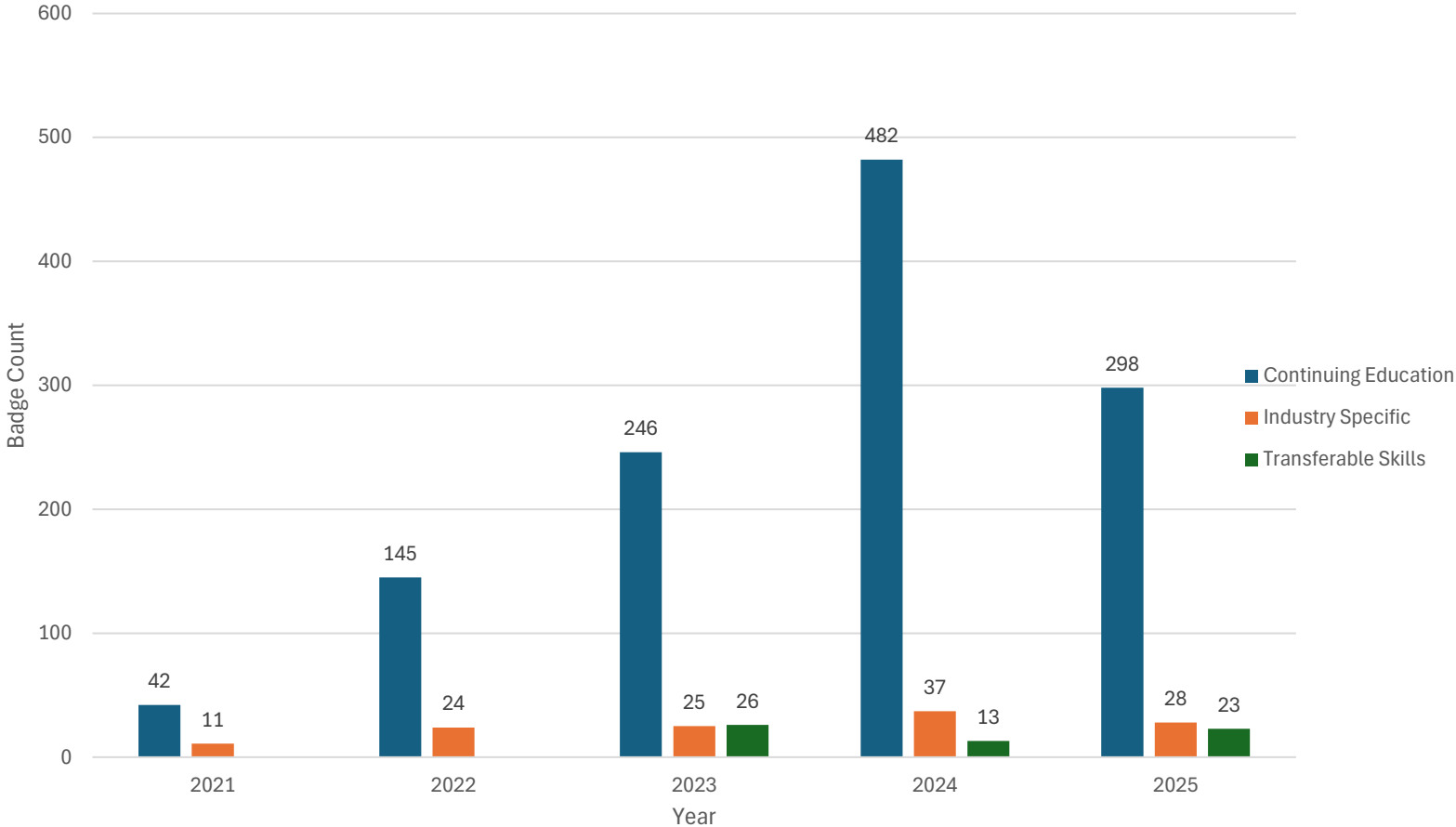
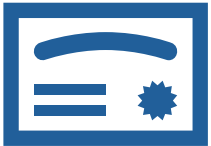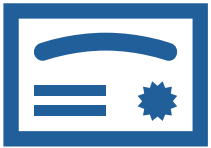# Three Examples of Post-baccalaureate Stackable Credentials at FGCU

Non-credit Micro-credential *into* Post-bacc Certificate *into* Graduate Degree

From Articulating Skills To Issuing Digital Badges: The Dallas College Journey

Getting Started

- The Value Proposition

- Faculty Participation Begets Faculty Buy-In

- Begin with the end in mind

- Leadership backing
  - Align with Strategic Goals

- Don't Reinvent the Wheel: Look to the Trailblazers

Evolution of a Department

Marketable Skills Initiative

- CETL Faculty Fellows work
- Faculty-curated Marketable Skills Inventory
- Framework
- Stipends Secured

Digital Badging Program

- Phase I:
  - Mirrors MS Initiative
  - Provides badging for co- and extracurricular programs
- Phase II:
  - Bespoke academic programs
  - In-house professional development
  - Achievements

Moving Forward

- Student coaching
- Connections with transfer institutions
- Connections with employers

Questions from the Audience

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Inquiries – info@learnworkecosystemlibrary.com

Additional Information and Resources

The webcast recording and additional resources will be available in the next week: wcet.wiche.edu/events/webcasts.

Visit wcet.wiche.edu to explore our Policy and Practice work, Events, Membership, and Sponsorship.

Stay Connected with WCET

WCET is the leader in the practice, policy & advocacy of digital learning in higher education.

Learn more about the benefits of joining our community:
wcet.wiche.edu/join-us

Upcoming WCET Events

- Planning to Delivery: A 1EdTech and WCET Accessibility Workshop Series – Apply by November 28

- Policy to Practice Summit – February 26 Save the date; registration information coming soon!

Thank you

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Thank you for attending!

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