STACK'EM HIGH STACKABLE CERTIFICATES

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The Rules….

- Title 5, §55070 Credit Certificates

18 units or more, CO approval (**16)	Transcripted
12-17 units, may be submitted to CO (**8)	Transcripted
12-17 units established locally	Not transcripted
<12 units established locally	Not transcripted

The Rules....

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If CO approved, called Certificate of Achievement

CANNOT be called: Certificate of Achievement, Competency, or Completion

Background

- 54% of all jobs in the U.S. require more than a high-school diploma, but LESS THAN a bachelor's degree.
  - *Only 45% of working-age population (2012, National Skills Coalition)*

- Bachelor's degree holders will continue to need short-term training as technology evolves

- Earnings – 27% of individuals with post-secondary licenses or certificates EARN MORE than the average bachelor's degree recipient. (Pathways to Prosperity: Meeting the challenge of preparing Young Americans for the 21st Century)

Data: Launchboard & CTE Outcomes Survey

Completers

Transfers

Skills-Builders

2,175,102
Students in this Region

Offerings
Learn about the number of sections, enrollments, and headcount.

View Offerings

14% Full-Time

Students
Explore student characteristics including demographics and course-taking patterns.

View Students

Regional Term-to-Term Retention Rate 47%

Milestones
Examine course success, unit loads, retention, and transfer-level course completion.

View Milestones

Completers Transfers Skills-Builders

Success
View information on completion, transfer, and skills-builder earnings gains.

View Success

70% Employed

Employment
Discover information on employment rates, job in a related field, and regional labor market information.

View Employment

$27,555

47% Earnings Gain

Earnings
Access annual earnings, change in earnings, and living wage attainment.

View Earnings

https://www.calpassplus.org/LaunchBoard/Home.aspx

Statewide

Click here to select a different college

CURRENT PROFILE	Math & English/ESL Metrics		Completion Metrics			CTE Metrics		
	Remedial/ESL	Transfer Level Achievement	Persistence	30 Units	Degree/Transfer	CTE	Skills Builder	CDCP

Disciplines   Demographics

Skills Builder

Click here to view trend data

The median percentage change in wages for students who completed higher level CTE coursework in 2014-2015 and left the system without receiving any type of traditional outcome such as transfer to a four year college or completion of a degree or certificate.

Median Earnings Change

+28.2%
N=84,768

Disciplines with the highest enrollment		Median % Change	Total N
Administration of Justice		19.9%	9,452
Child Development/Early Care and Education		33.4%	7,679
Accounting		36.4%	7,450
Police Academy		21.8%	5,200
Business and Commerce, General		38.4%	3,322
Fire Technology		29.0%	3,228
Business Management		29.0%	3,209
Office Technology/Office Computer Applications		34.8%	3,181
Emergency Medical Services		47.7%	2,937
Information Technology, General		31.7%	2,297

So, Why Stack?

Stackable Certificates

- Can be one or more courses (local vs. transcripted)

- Align curriculum to workforce needs

- Provide Employability Skills

- Align with external certifications and/or licensure

Stackable Certificates

■ Design is **<u>INTENTIONAL</u>**

- – *Gaps in current curriculum (program review)*

- – *Gaps in data (CTE Outcome Survey, Launchboard, Scorecard)*

- – *Employer need (lack of low to mid-entry talent)*

- – *Industry change*

Where to Start?

■ Instructional Faculty

■ Advisory Committee
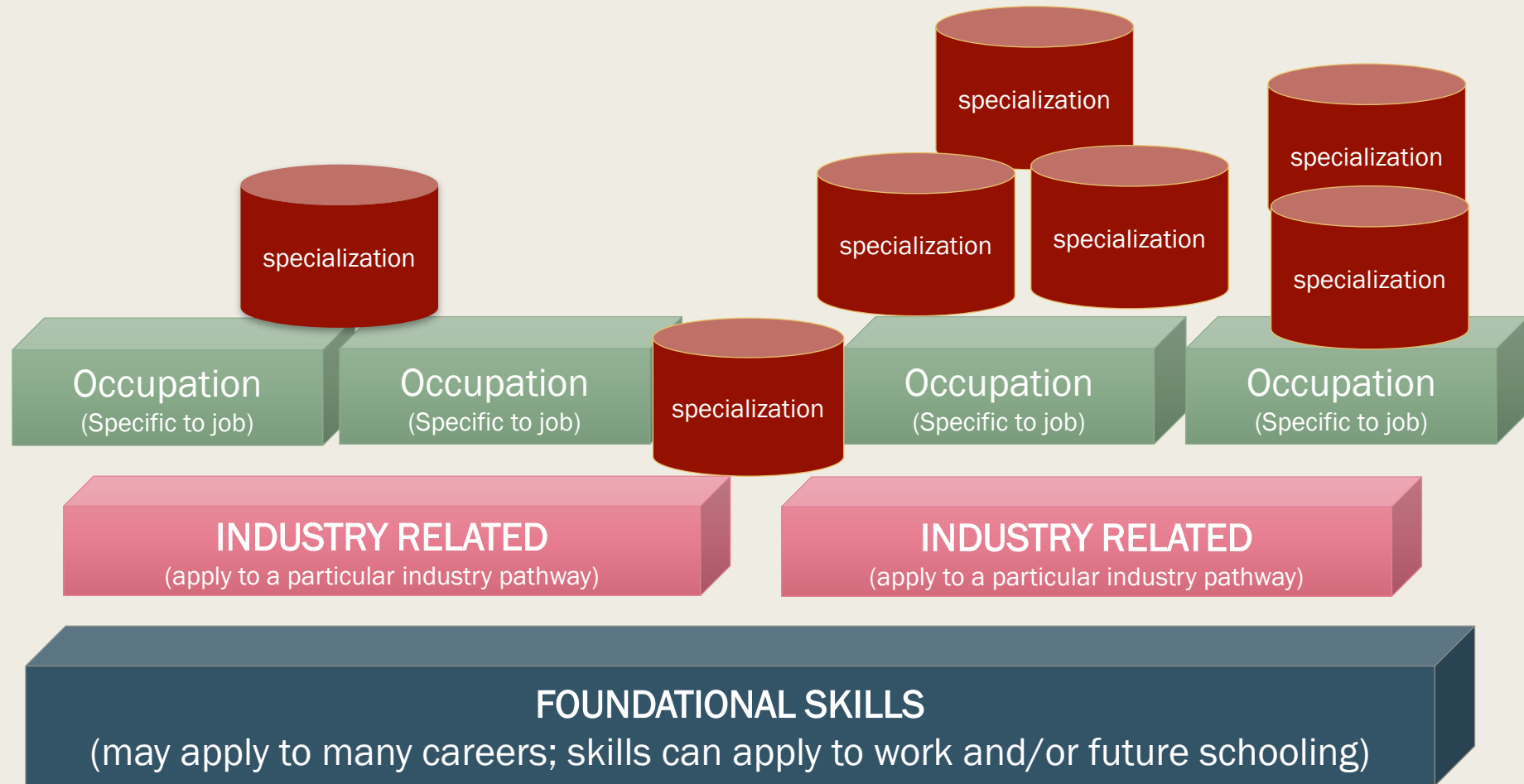
■ Industry / Employers

■ DSN, SN

■ Other?

Where to Start? Q & A

- Occupation-specific labor pool needs

- Gaps in technical and employability skills

- Current industry challenges and operational obstacles

- Projected changes to the industry that will impact curriculum

- Partnership opportunities, including work-based learning experiences

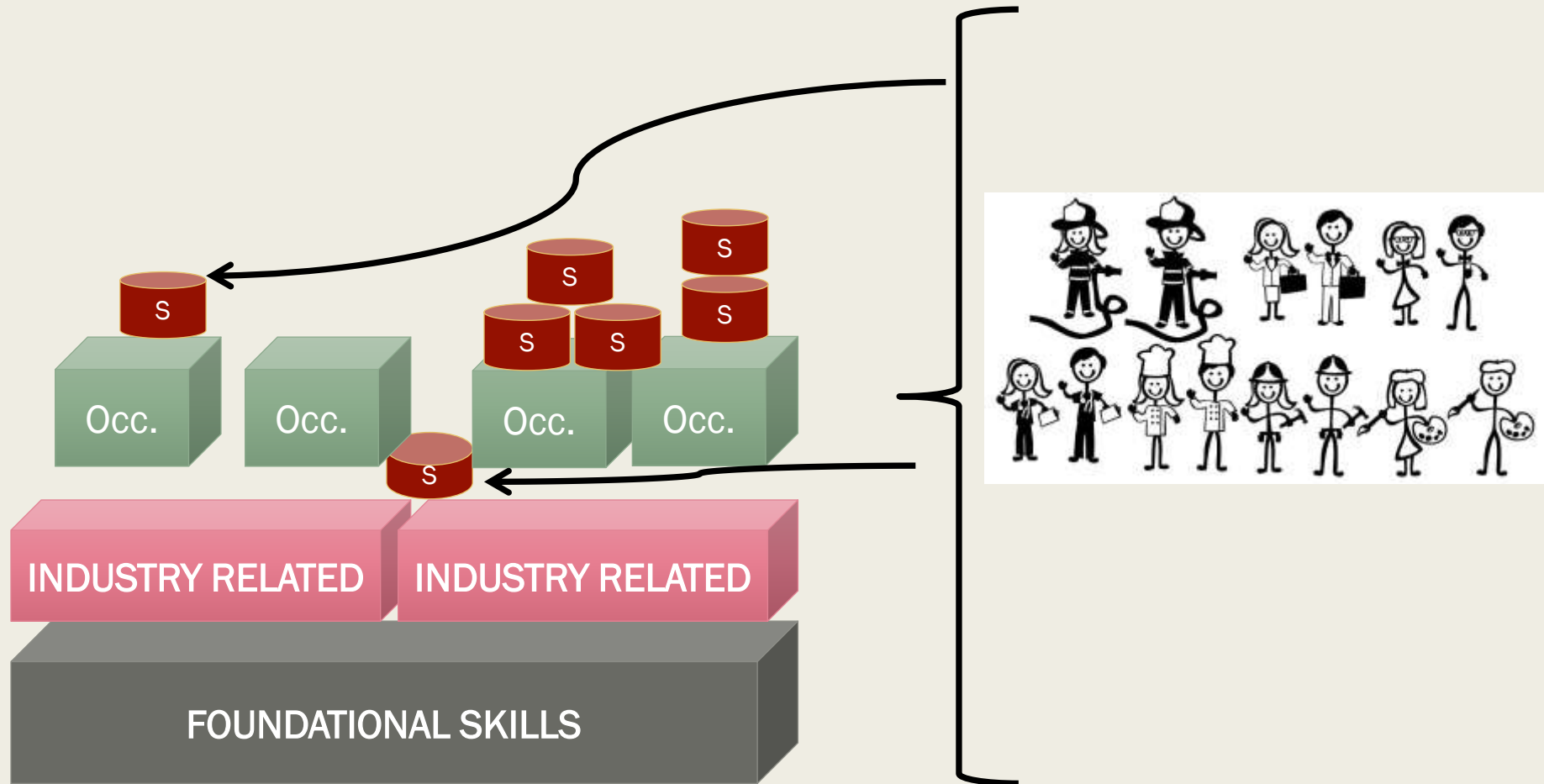- Industry certifications most valued in and/or required of job applicants

Think -- Building Blocks

Occupation
(Specific to job)

Occupation
(Specific to job)

Occupation
(Specific to job)

Occupation
(Specific to job)

INDUSTRY RELATED
(apply to a particular industry pathway)

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(apply to a particular industry pathway)

FOUNDATIONAL SKILLS
(may apply to many careers; skills can apply to work and/or future schooling)
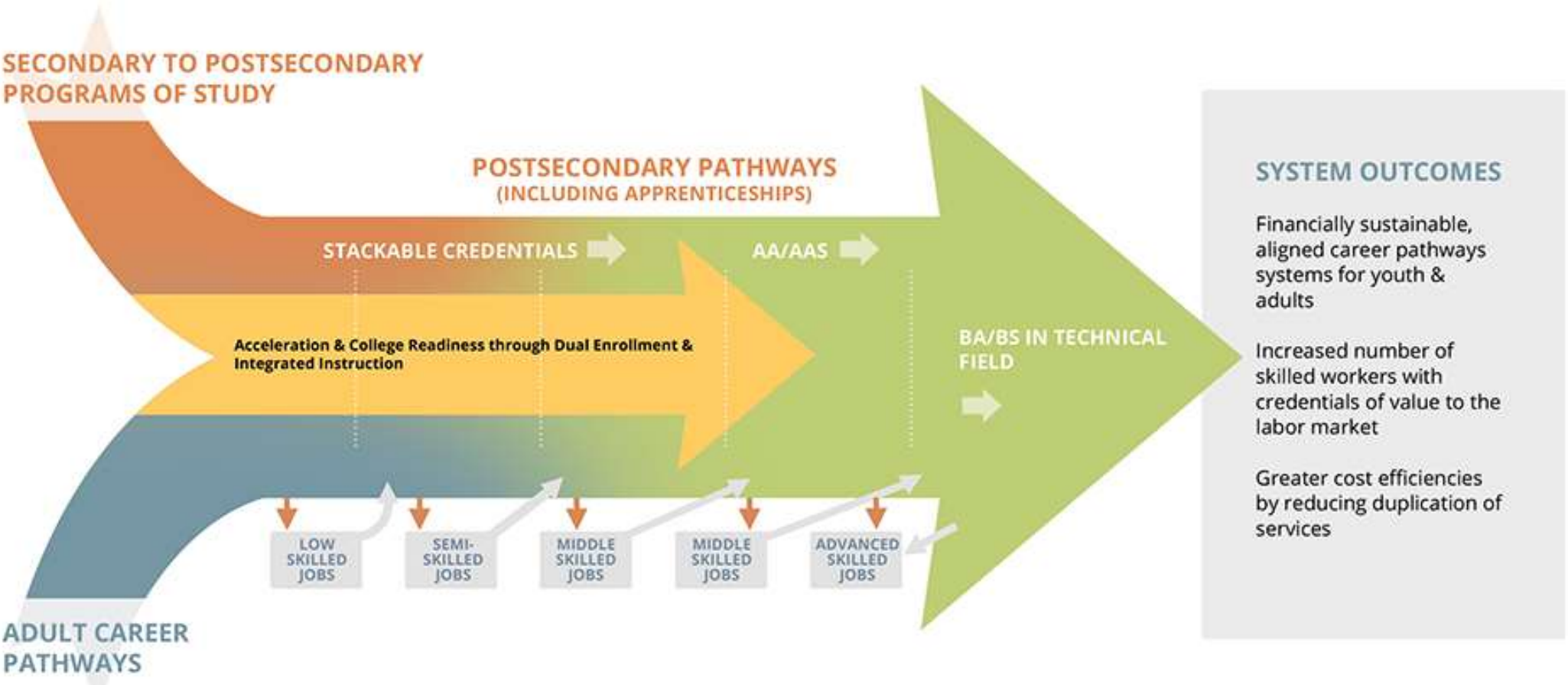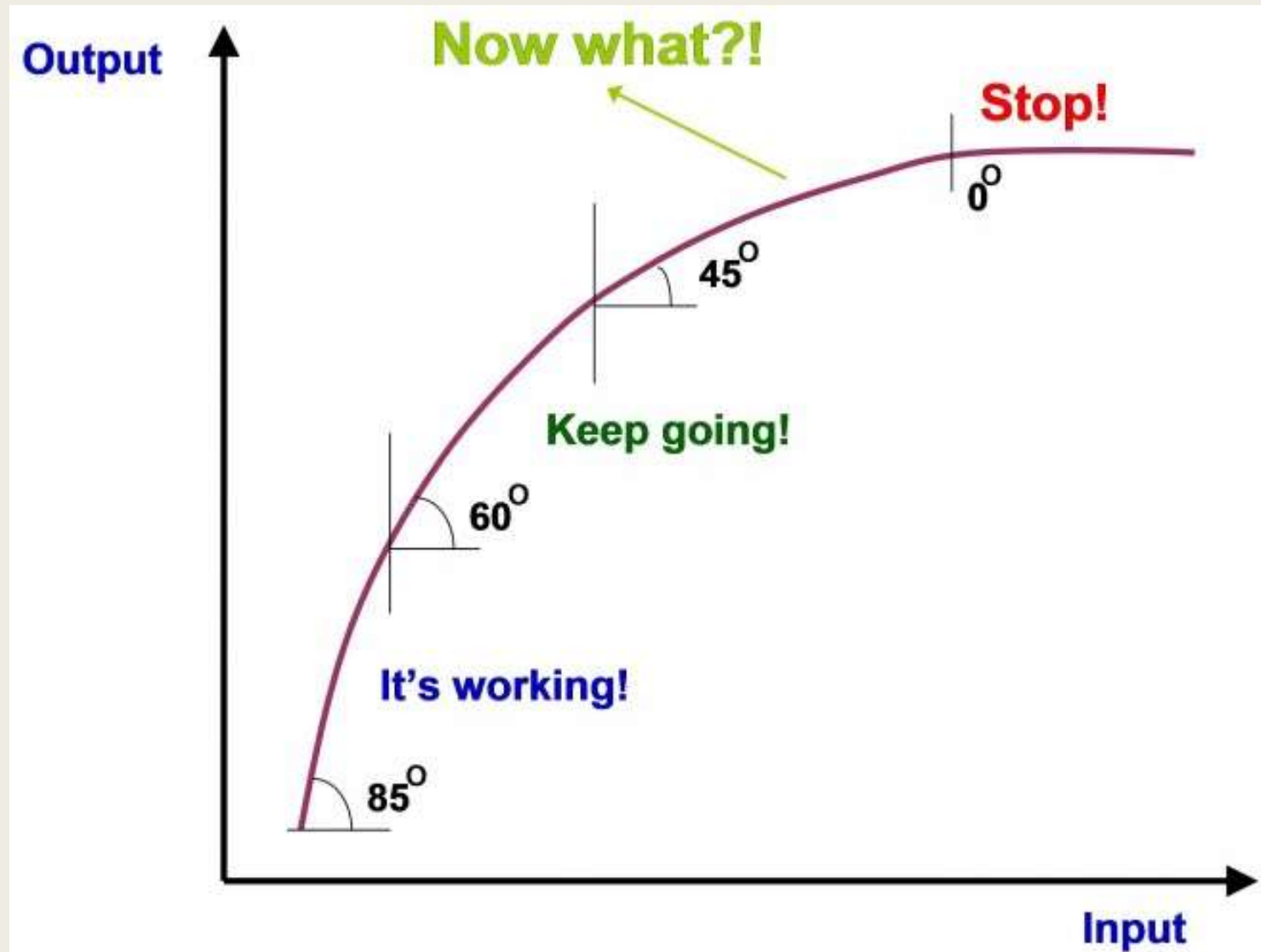
. . . With Work Force / Industry

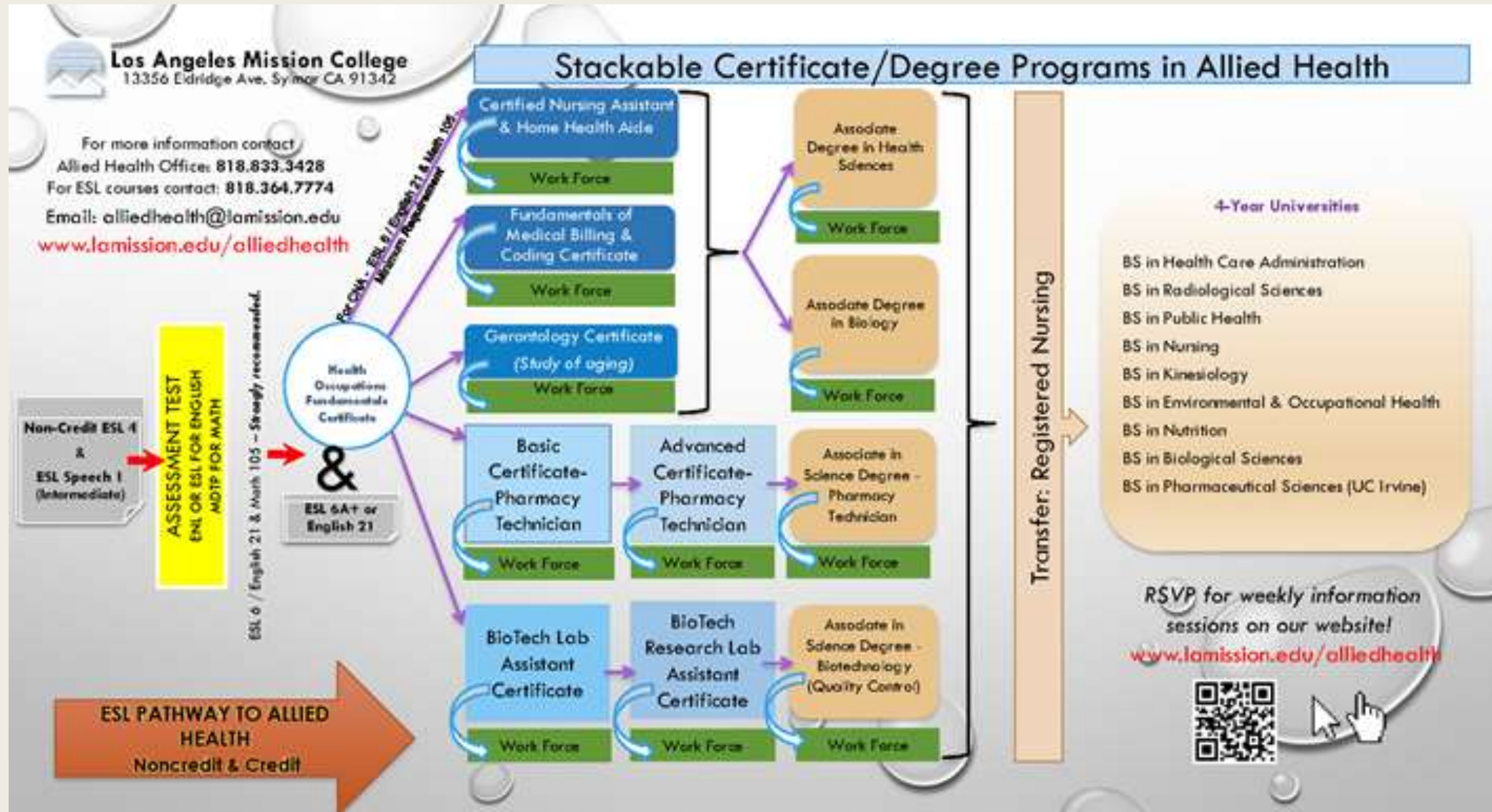# And transfer options…..

How high???

Examples

- Health – LA Mission College
- Horticulture – Statewide (Mapping Upward)
- Manufacturing Technology – Harper College

LA Mission College - Health

Horticulture

Adapted from Horticulture Stackable Certificates PPT, Lindsay Ono, Bakersfield College

Harper College

Manufacturing Technology
CAREER PATHS - LEARN MORE, EARN MORE

Manufacturing Production Certificate*
16 Credit Hours

MECHATRONICS/AUTOMATION (STACKABLE)

10 Additional Hours	6 Add'l Hours	8 Add'l Hours	20 Additional Hours
Electrical Maintenance Certificate	Industrial Electronics Maintenance Certificate	Mechatronics Certificate	Associate in Applied Science Degree Specialization: Mechatronics (60 credit-hour program)

PRECISION MACHINING (STACKABLE)

15 Additional Hours	11 Additional Hours	18 Additional Hours
Computer Numerical Control Operator I** Certificate	Computer Numerical Control Operator II** Certificate	Associate in Applied Science Degree Specialization: Precision Machining (60 credit-hour program)

METAL FABRICATION (STACKABLE)

16 Additional Hours	13 Additional Hours	15 Additional Hours
Basic Welding Certificate	Welding Fabrication*** Certificate	Associate in Applied Science Degree Specialization: Metal Fabrication (60 credit-hour program)

SUPPLY CHAIN MANAGEMENT/LOGISTICS (STACKABLE)

18 Additional Hours	26 Additional Hours
Supply Chain Certificate	Associate in Applied Science Degree Specialization: Supply Chain Management/Logistics (60 credit-hour program)

Learn more about Harper transfer agreements with 4-year colleges

*Four of these courses prepare students to sit for industry recognized MSSC certification exams. http://www.msscusa.org/

**Prepares students for NIMS Certifications https://www.nims-skills.org/web/nims/home

***Prepares students for American Welding Society SENSE certifications. http://www.aws.org/education/sense/

Other Considerations…..

- Scheduling courses to accommodate working students

- Offering courses online

- Awarding credit for prior learning

- Making college affordable

- Assisting students with individualized pathways

- Evaluate every year!

Stackable Certificates . . .

- Prepare students for

- Can increase

- Reflected in

"Sequence of credentials that can be accumulated over time to build up an individuals' qualifications and help them move along a career path or up a career ladder to different higher-paying jobs"

U.S. Department of Labor

Questions

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References

- Center for Occupational Research and Development, for CCC-CTE Stackable Certificates Initiative; US Department of Education

Stackable Credentials Toolkit (April 2018)

- Community College Research Center, Columbia University.

Stackable Credentials, Awards for the Future (May 2017)