

Professional & Continuing Education

PCE Webinar: PCE + Credit Mobility Pathways (May 13, 2025)





- Please introduce yourself in the chat and share your purpose for attending today's webinar.
- Today's presenters/agenda:
 - o 5 min: Christi: PCE overview
 - 15 min: Credit Mobility grants
 - Jackie: focus on adult learners/employer partnership
 - Sue: SEIU grant (apprenticeship model)
 - Christi: non-credit to credit options (i.e. ed2go, bilingual ed. and microcredentials and stackable credentials)
 - o 15 min: Christi: (LER Accelerator) LERs, Micro/Stackable credentials, digital wallet
 - 5 min: Karen: iQ4 pilot
 - o 10 min: Q&A





PCE Vision Statement: Our vision is to be a leader in providing high-quality professional and continuing education programs **aligned to workforce demands** that empower individuals to enhance their skills, advance their careers, and achieve their personal and professional goals.

PCE Mission Statement: Our mission is to deliver relevant, innovative, and accessible professional and continuing education programs that meet the evolving needs of learners in a rapidly changing professional landscape. We aim to provide lifelong learning opportunities that promote personal growth, career advancement, and organizational success.



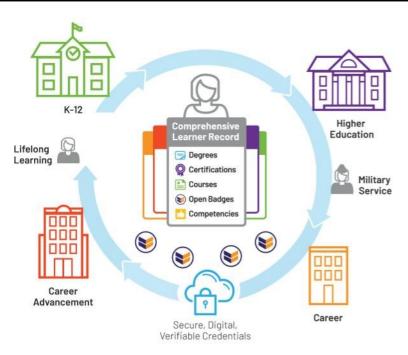


What does PCE do?

- Non-credit bearing courses
- Credit-bearing courses
- Customized PD

Why is PCE needed?

- Low barrier to entry/reentry
- Designed for working professionals (4.2m SCNC)
- Aligned to workforce needs





What are Non-Degree Credentials?

Туре	Awarding Organization(s)	Criteria for Awarding
For-credit certificates	Educational institution	Completion of a sub-baccalaureate credit educational program, usually less than one year
Non-credit certificates	Educational institution, workplace, private provider	Completion of an educational program
Industry certification	Industry body or governmental agency	Demonstration of skills, typically through examination based on industry or occupational standards
Occupational or professional licensure	Governmental agency	Demonstration of skills in a specific occupation and sometimes also completion of an educational program; requirement to enter some occupations
Apprenticeship	Governmental agency and/or union	Completion of structured educational and workplace program based on industry and occupational standards
Badges and microcredentials	Educational institutions, private training provider	Completion of a short program of study or demonstration of a targeted set of skills (Rutgers, 2023)









SEIU Apprenticeship-to-Degree Partnership

Deliverables by June 2025

- Up to 45 lower-division credits awarded for apprenticeships in Behavioral Health, Peer Counseling, and Substance Use Disorder.
- Direct graduate pathways for SEIU-funded bachelor's students into EWU's MBA Health Services, MS in Organizational Leadership, and MPH.
- Implementing Credit Predictor Pro to improve transparency in transfer credit evaluations.
- Feasibility study on expanding apprenticeship articulation to EWU's Psychology degree programs.

SkillsFWD Grant Evaluator

January 2024 - December 2025

· Seven national grantees piloting an LER use case to test

articulation across institutions, and to ensure students

• EWU has piloted three LER projects (Summer Bridge

students in 2023 with Merit; Military and Therapeutic

Integrating LERs into employer hiring processes to

employer validation of digital credentials.

· Expanding LER technology for seamless credit

improve job placement outcomes.

own their credentials.



Credit Mobility Initiatives

LER Accelerator Cohort

May 2025 - April 2026

- 25 universities planning & developing learning & employment records.
- Learner-centered credential innovation
- Systems alignment and governance
- Credit/non-credit integration
- Skills-based curriculum processes
- Vendor collaboration

Holistic Credit Mobility (HCM) Cohort

February 2025 – August 2026

Led by ITHAKA S+R and Complete College America

- 11 grantees streamlining credit mobility infrastructure and internal processes.
- Expanding and aligning articulation agreements and workforce partnerships.
- Engaging faculty and staff across departments in credit recognition and application toward degrees.
- Awarding credit for prior learning from many valid sources and through many pathways.
- Integrating technology to improve transparency, usability, and tracking.

Constellation of Support

April 2025 - October 2026

A Capacity-Building Approach to Institutional Change led by the State Higher Education Executive Officers Association (SHEEO) and Student-Ready Strategies (SRS)

- Improve student success through structural change on college campuses.
- State higher education agencies from Nevada and Washington (led by WSAC) will participate.
- Technical support through in-person workshops, quarterly expert coaching, and asynchronous support.

EWU Strategic Plan Alignment

Rec students in 2024-2025 with iO4)

Goal: Regional Anchor / Regional Impact

- Outcome: By 2025-2026, EWU will complete a comprehensive regional economic profile using data-driven analytics and use that profile to promote academic offerings that benefit our region in preparation for the development of an academic master plan.
- Outcome: By 2026-2027, 75% of programs will have assessed alignment between program content, student learning outcomes, and regional skills needs; by 2029, 90% of programs will have completed such an assessment.

Goal: Student Success and Experience

- Outcome: Annually increase first to second year retention rate by 1% point, closing structural equity gaps for targeted student populations 1.5-3.0% points, while growing new student enrollment by 0.5 % and targeted student populations 1%.
- Outcome: Annually, increase overall graduation rate by 0.5% points while closing structural equity gaps for targeted populations 1% point.





PCE + Employer Connections

The Opportunity: Washington's rural workforce needs credentialed professionals: nurses, dental hygienists, mental health counselors, and many others but the traditional path is not always accessible.











EWU is responding through industry-aligned educational pathways that:

- Keep employees working while learning
- Use regional experts, often employer connections, to deliver education close to home
- Create stackable, credit-bearing pathways from non-credit, apprenticeship, and stackable credential experiences
- Use low-residency models for placebound students





Career-Integrated Pathway

Apprenticeship to Degree: A Stackable, Flexible Pathway











Apprenticeship

Employer-Pro Provided Training

Credit Award

Prior Learning Credit

Degree Completion

Higher-level Careers

- Advancement Opportunities
- Professional Roles





EWU + SEIU Apprenticeship-to-Degree Partnership

Translating work experience into college credit:

- Up to 45 lower-division credits awarded for apprenticeships in Behavioral Health, Peer Counseling, and Substance Use Disorder.
- Direct graduate pathways for SEIU-funded bachelor's students into EWU's MBA Health Services, MS in Organizational Leadership, and MPH.
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EWU + SEIU Apprenticeship-to-Degree Partnership

Why It Matters:

- Creates structured apprenticeship-to-degree pathways
- Serves as a foundation for working professionals to enter into specified masters' programs.
- Strengthens Washington's workforce pipeline in healthcare and behavioral health fields.







Non-credit to Credit Opportunities

(Christi, microcredentials and stackable credentials example needed)

- Ed2Go
- Bilingual education
- UX certificate





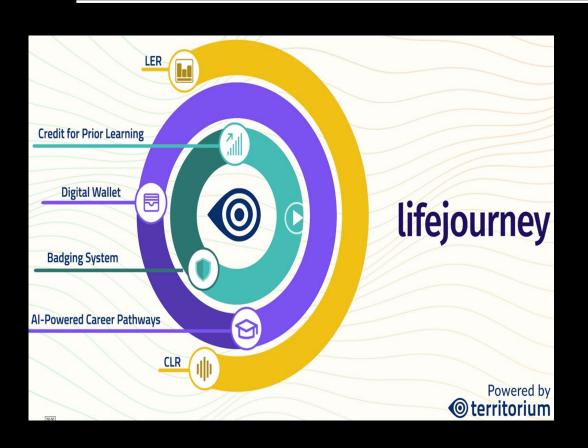
Capturing ALL Credentials and Related Skills through Learning & Employment Records

LER Overview: Organization & Technologies _____

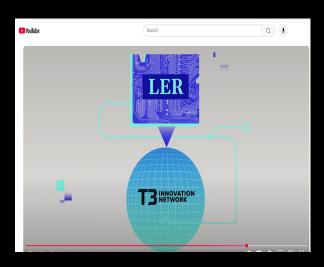




What is a Learning & Employment Record (LER)?



Intro to LERs by USCCF



(1:13 min.)



LER National Efforts

2018: <u>T3 Network</u> create by US Chamber of Commerce (<u>LER Ecosystem Map</u> & <u>LER Toolkit</u>) (funding: Walmart, Lumina, Gates, Google, Microsoft...)

2022-2023: NGA Skills-Driven States and NGA LER Use Cases to better connect skills-based training to skills-based hiring practices through LER systems.

2023: SkillsFWD funded seven grants (~\$1.4million/\$700K each) to evolve LER ecosystems across the US: using the LER Ecosystem Map as their RFP objectives.

2024: <u>AgriProspects</u> (in partnership with <u>Merit</u> - LER tech) developing a Marketplace to connect 11 grantee cooperative extension's adult agricultural workforce development programs with digital credentialing systems, including LERs.

2024: <u>LER Accelerator</u>: National coalition launched to accelerate adoption of LERs in post-secondary. **April 2025:** RFP awarding grantee cohort for post-secondary LER adoption.

2025: SkillsFWD LER Partner Scan: National and international LER project compilation.





JOIN THE NETWORK

Our Mission

The T3 Innovation Network's mission is to enable the digital transformation of the talent marketplace by promoting data interoperability and harmonization across diverse stakeholders, including: employers; education, training, and credentialing providers; government agencies; and technology partners so learners and workers can better pursue education and employment opportunities.

We strive to:

make all learning count

enable competencies and skills to function like currency

empower learners and workers with data









Skills-Driven State Community Of Practice

Sep. 8, 2022 | **Projects**

The National Governors Association Center for Best Practices (NGA Center), in partnership with Jobs for the Future (JFF), has launched a project to help Governors' offices and other senior state officials better connect skills-based training to skills-based hiring practices and to consider promising design elements of Learning and Employment Record (LER) systems.

Named the Skills-Driven State Community of Practice, this peer learning opportunity will support states in preparing their employers, education and workforce systems, data systems and policies to design and implement digital wallet and LER projects as an equitable economic mobility tool.

States engaged are at varying stages of preparation to execute this work with the intention of moving forward in their efforts build and strengthen state/regional LER systems.

Features

- Community Of Practice Participating States
- National LER Advisory Co
- Leadership Board
- Resources For Skills-Driven States



the region.In addition, LER's will support workers of color, indigenous workers, lowincome workers, rural workers, and workers with disabilities to not just engage in skill

building but also connect to be fully employed and gain agency over their pathways to



% SkillsFWD



Accelerate Montana's Validated Skills

Lead: Accelerate Montan

Description: Pilot statewide adoption of LERs among employers of all sizes in the construction trades and technology industries across urban, rural, and tribal communities.

Alabama Talent Triad



Lead: Competency-Based Education Network (C-BEN)

Description: Leverage Alabama's comprehensive skills-based talent marketplace — which uses the lifecycle of LERs to connect job-seekers to employment and education opportunities — to scale state-wide pathways from entry credentials to middle skills jobs across four industries.

Central Ohio Talent Network



Lead: ASPYR

Description: Power new modes of early career talent and employer matching at scale via LERs that leverages a work-based learning solution powered by School.inks, a market-leading college and career readiness platform.

ColoradoFWD



Lead: The Colorado Workforce Development Council

Description: Address urgent direct care and behavioral healthcare talent shortages by using LERs to efficiently match skills and talent to opportunity, promote economic mobility, and empower learners and earners.

Student Worker Employment for Skills-Based Success



Lead: Arizona State University

Description: Empower students seeking work to gain meaningful student employment through a scalable LER-driven job marketplace while reducing barriers to hiring for employers.

Scaling a Statewide LER Ecosystem in Indiana to Advance Skills-Based Hiring and Economic Mobility for All Hoosiers



Lead: Western Governors University

Description: Determine how to sustain and scale a comprehensive LER ecosystem that provides the human capital needed to drive a robust, forward-learning economy through public-private partnerships.

Pittsburgh Regional Upskilling Alliance's LER Initiative



Description: Create an end-to-end LER solution that connects the learner journey from initial engagement through credential attainment to fulfilling employment and bridges the gap between talent and employers in the region.

13 INNOVATION NETWORK

LER ECOSYSTEM MAP

Driving Opportunity and Equity Through Learning & Employment Records



TT T



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Ecosystem



Each stakeholder has a role to play in



Learners and Earners

developing, Issuing, using and adopting LERs — all white centering equity as an ongoing driver for the work,



Supporting Systems more



Click on each stakeholder to learn more about their roles in the ecosystem



Gover

Corner Navigators

Outa Standards Organizations



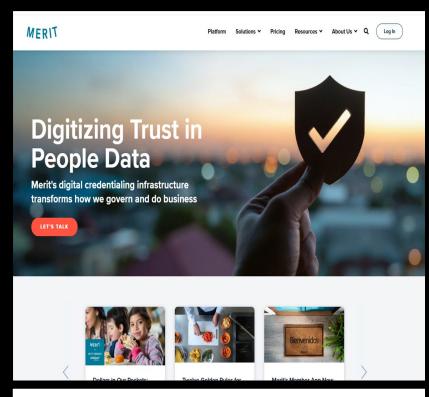
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The Extension Foundation, in partnership with key stakeholders, has selected Merit to help launch a digital marketplace designed to enhance access to Cooperative Extension programs offered by the nation's 112 Land-grant Universities and Colleges. This marketplace, part of the Foundation's national program known as the AgriProspects Workforce Development Network, aims to bridge workforce development gaps by connecting earners, learners, and employers to educational resources and skill-building opportunities that support local and regional workforce ecosystems. This work is supported by a grant between the Extension Foundation and the USDA National Institute of Food and Agriculture (NIFA).



Merit's (LER) solution (video 38:10)





The LER Accelerator initiative seeks to boost the adoption of Learning and Employment Records (LERs) in post-secondary education.

Vision

Our vision is to transform post-secondary education by accelerating the widespread adoption of LERs, empowering learners to seamlessly showcase their skills and achievements while facilitating transparent and efficient pathways to employment.

Key Goals

- Expanding awareness of LERs
- Sharing best practices
- Establishing integrity in LER-credentialed systems
- Promoting interoperability
- · Addressing technical hurdles
- Envisioning long-term changes in the higher education landscape

LER ACCELERATOR COHORT

REQUEST FOR PROPOSALS

Call for Proposals: The LER Accelerator invites applications from postsecondary institutions to participate in a one-year cohort-based initiative on planning and developing Learning and Employment Records (LERs).

Application deadline March 17.

ABOUT THE LER ACCELERATOR

The LER Accelerator is a coalition aimed at advancing the development and adoption of LERs in postsecondary education. The Accelerator's efforts aim to modernize how learning achievements and job skills are documented and recognized, helping to create a more transparent, efficient, and equitable system for both learners and employers. Members of the LER Accelerator Coalition are working collaboratively to address barriers to LER adoption and advance successful models and examples that accelerate the creation and issuance of quality credentials in post-secondary education. Coalition members include:

1EdTech	ACE	EDUCAUSE
AACRAO	AIR	NACE
AACC	C-BEN	NACADA
AAC&U	Digital Credentials Consortium	UPCEA

Purpose: Selected postsecondary institutions will participate in a <u>one-year</u> cohort experience to <u>plan and</u> <u>prepare</u> to develop a new LER initiative or to <u>further</u> an existing LER initiative.

Eligibility: Institutions considering participating in the project may be at any stage of LER implementation from those just beginning to develop LER concepts to those ready to scale existing LER projects across departments/divisions. Two-year and four-year institutions, public and private, regional and flagship, HBCU, HSI, MSI, Tribal and NASNTI are all encouraged to apply.

Funding and Support: Participating institutions will receive a grant of \$10,000-\$15,000 to support their planning, guided support from coaches who are experts in the field, and tailored technical assistance (TA). Institutions will move through a planning process together, learning from and alongside each other.

April 2025 announcement of cohort awardees







Signed and Sealed



Digital Artifact



SPEEDEserver

PESC -SPEEDE



Portal



Wallet



PHYSICAL DOCUMENTS



DIGITIZED



DIGITAL



WEB-HOSTED CREDENTIALS



VERIFIABLE CREDENTIALS

NO MACHINE READABILITY

Paper transcripts Plastic ID cards, etc.

MACHINE READABLE UNSTRUCTURED DATA

PDF transcripts Smart ID cards, etc.

MACHINE READABLE STRUCTURED DATA

Electronic transcripts Badges

MACHINE READABLE STRUCTURED DATA INCREASED DIGITAL AUTHENTICATION

CLR 1.0 Open Badges <>2.0

MACHINE READABLE STRUCTURED DATA TAMPER EVIDENT DIGITALLY SIGNED PRIVACY PRESERVING

W3C Verifiable Credentials CLR 2.0, Open Badges 3.0

DIGITAL CREDENTIALS

INCREASINGLY DETAILED METADATA



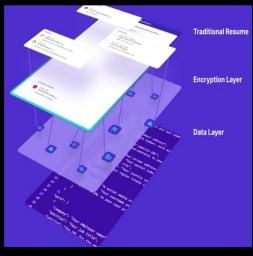


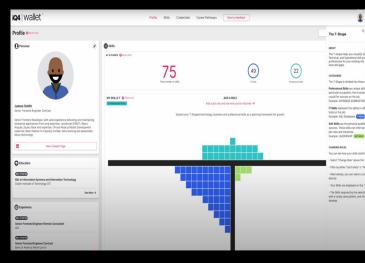
LER Technologies

LER Overview: Organizations, & Technologies

- 1.Digital Credential Issuers: Canvas Credentials, Credly, Accredible (OB3?)
- **2.Digital Resume:** SmartResume (verified credentials w/ Marketplace)
- 3.Digital Achievement Wallets: <u>iQ4 Corp</u>, <u>Merit</u>, <u>Territorium</u>, <u>EBSCO</u>









EWU Tech Adoption Process Continues

LER Overview: Organization, & Technologies

EWU has vetted all of these organizations and more...

- 1.Digital Credential Issuers: Canvas Credentials, Credly, Accredible (OB3?)
- **2.Digital Resume:** SmartResume (verified credentials w/ Marketplace)
- **3.Digital Achievement Wallets:** <u>iQ4 Corp</u>, <u>Merit</u>, <u>Territorium</u>, <u>EBSCO</u>
- 4. Digital Credit Prior Learning Assessment Tool: CAEL Credit Predictor Pro

EWU current LER pilots w/iQ4 Corporation







EWU Therapeutic Recreation Pilot of IQ4 Digital Wallet

What if traditional resumes were a thing of the past, and instead, all of an employee's workplace skills, proficiencies, experiences, education, and credentials were available in one place for you to better match talent to skills-based hiring needs? iQ4's got you covered.

For your reference:

- What is an LER video (1:16 min.)
- iQ4 digital achievement wallet video (5 min.)



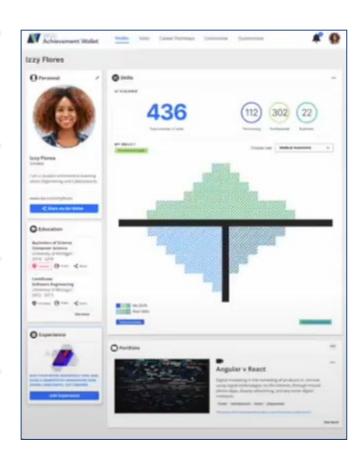
What is a Digital Wallet?

iQ4 Wallet is part of a person's Learning and Employment Record.

It's a lifetime career "Digital Wallet" that enables students and workers to promote workplace skills, proficiencies, experience, education, credentials, and their portfolio of work.

Students can use the Wallet to find career pathways to suitable job roles matched to employers' skills-based hiring needs.

A live job feed can be accessed with a selection of geographic location preferences to work.





Centralizes accomplishments

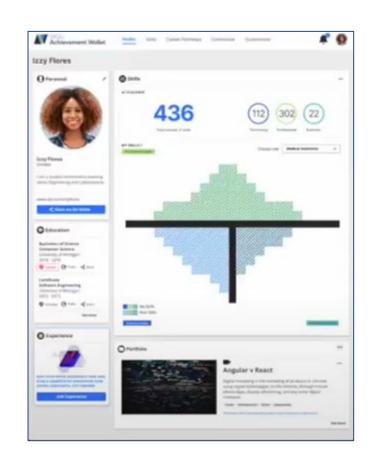
Aligns skills and career goals

Career development - Linkedin

Job Interviews

Competency tracking

Career mapping







Profile

Credentials

Skills

Career Pathways

Send us feedback



Hi Karen, This is your discovery dashboard. Where do you want to go from here?





Skills

Career Pathways









Build out your **Profile** with skills and credentials you can share with employers

Build My Profile

Go to **Credentials** to add and manage all your educational achievements.

Add a Credential
RECOMMENDED

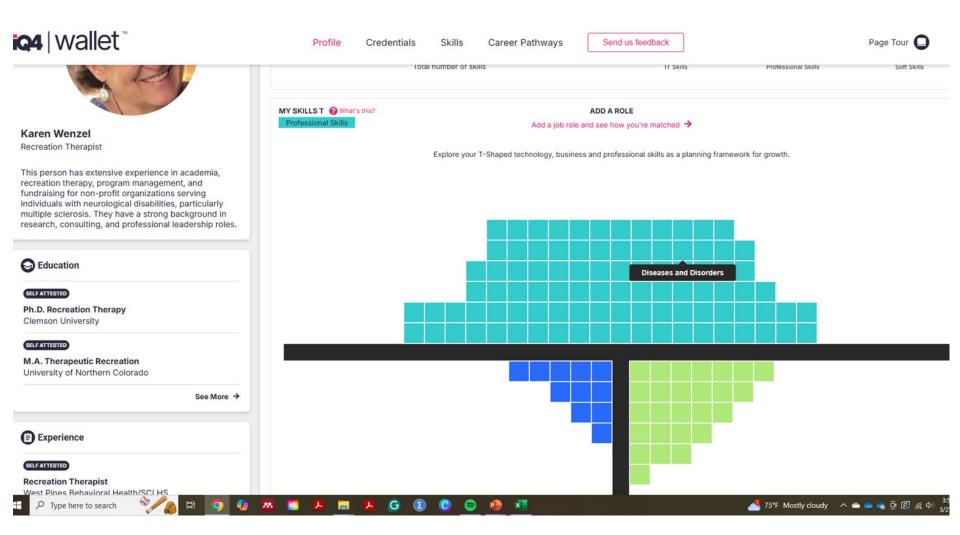
Visit **Skills** to review, edit and add more skills to your Profile.

Manage my skills

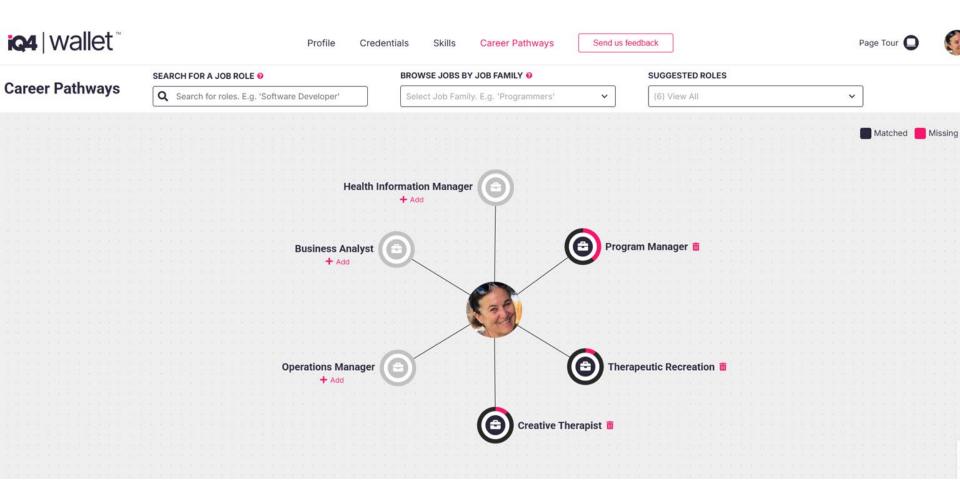
Explore your Career Pathway job options from your current and projected skills and discover what employers you may want to connect with

Explore Career Pathways











Q & A

PCE Webinar Series

EWU Faculty/Staff Session:

- April 4: PCE + EWU Faculty Connections
- July 16: <u>PCE + EWU Support Units</u>

Industry Sessions:

- April 18: K-12 School Districts
- April 29: Healthcare

EWU Faculty/Staff and Industry Combined Session:

- May 13: PCE + Credit Mobility (Registration Link)
- July 29: PCE + EWU Alumni





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