Making Opportunities for Learning Beyond High School

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Goal 2025

To increase the proportion of Americans with high-quality degrees, certificates and other credentials to 60 percent by 2025.

High-Quality = leads to further education and employment
A steady climb

Lumina tracks the post-high school educational attainment of Americans ages 25-64. Since 2008, that figure has increased by 9 percentage points. That’s progress, but it’s not enough to reach 60 percent by 2025. Dramatic action is needed to meet the nation’s need for talent.

We need a comprehensive system for learning beyond high school – one built on the expectation that every American will earn a credential. It must be a system in which all learning is recognized, however it is obtained; a system that is designed specifically to meet students’ needs.
Road Map to Goal 2025

Increase attainment by 5.9 million above current rates

- 500,000 more degrees and certificates to traditional-aged students
- 2 million more degrees and certificates to returning adults with some postsecondary education but no credential
- 3.4 million more certificates and certifications to adults with no recognized postsecondary education
Traditional Competency Development

- Education
- Work
- Service
- Life Management
Learner Centered Mindset: Contributing Partners

- Education
- Work
- Service
- Life Management

Competency Development
Creating a More Equitable, Effective, and Connected Postsecondary Learning System

- Recognize all of these opportunities as a part of one system of learning beyond high school that contributes to competency development.
- Increase the ability for learning from any context that meets defined credential competencies to count towards high quality credentials.
Changing Nature of Credentialing

• Growing demand for credentials from employers and learners.
• Awareness that competencies can be the currency in the learning system.
• Demand for transparency and accountability.
• Using open competency frameworks to experiment with bundling of competencies to create new credentials.
• Using open competency frameworks to redesign existing credentials.
• Experimentation with stackable credentials with learning from multiple providers.
Future of Talent Development

Remaining in silos is insufficient to produce the number of high-quality credentials the nation needs.

All learning aligned to credential outcomes should count.
Data and Technology Enabled Credentialing

- Transparency of credentials by using open competency frameworks, taxonomies and ontologies.
- Portability of learner records supported by interoperability through open technical standards and protocols.
- Self-sovereign identity and data management that allows learners to access and manage their identity.
- Open collaboration in the creation of the talent technology ecosystem will enable credentialing along multiple points in a person’s learning lifecycle.
Competency as Currency

Competencies + Frameworks = Exchange of Learning
# Moving from Pilots to Prototype

<table>
<thead>
<tr>
<th><strong>Pilot Project</strong></th>
<th><strong>Prototype Cycle</strong></th>
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<tbody>
<tr>
<td>Can be a &quot;one and done&quot; process</td>
<td>Intentionally involves multiple iterations</td>
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<tr>
<td>After a trial, you decide whether or not you'll repeat the project again</td>
<td>After a trial, you decide what changes you'll make before you try it again</td>
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<tr>
<td>Focuses on the value of the project</td>
<td>Focuses on the value of the design cycle</td>
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<tr>
<td>Feedback is more summative (i.e. judgement on how it went)</td>
<td>Feedback is more formative (i.e. informs the next cycle in the process)</td>
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<td>&quot;I hope this goes well&quot;</td>
<td>&quot;I expect to fail forward&quot;</td>
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Lumina Supported Initiatives Under Way to Connect Learning

- AACRAO and NASPA project to scale Comprehensive Learner Records
- American Council on Education supports digital credentials for employer provided education and training
- Air Force, Army and Navy exploring digital credentials
- Goodwill Excel Centers and Service Year issuing digital credentials
- Credential Engine creates CTDL and registry
- Job Registry creates JDL and registry
- T3 Innovation Network focused on data standards and exploring use of advanced technologies
- Growth of platforms that centrally store and allow learners to share credentials
What *additional* steps can you take to support?

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