# 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

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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.

NATIONAL AVERAGE

46.9%

2016

37.9

2008

38.1

38.3

38.7

39.4

40.0

45.3*

45.8
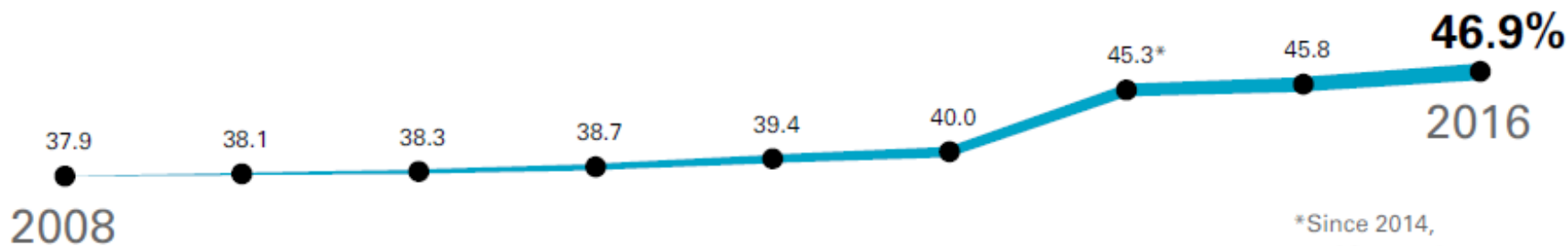
*Since 2014, workforce-relevant certificates have been included in the total of postsecondary credentials.

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 <u>5.9 million</u> 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

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Today's Students

38% OLDER THAN 25

58% WORK WHILE IN COLLEGE

26% PARENTING

47% FINANCIALLY INDEPENDENT

42% AT OR BELOW FEDERAL POVERTY LINE

https://www.luminafoundation.org/todays-student-citations

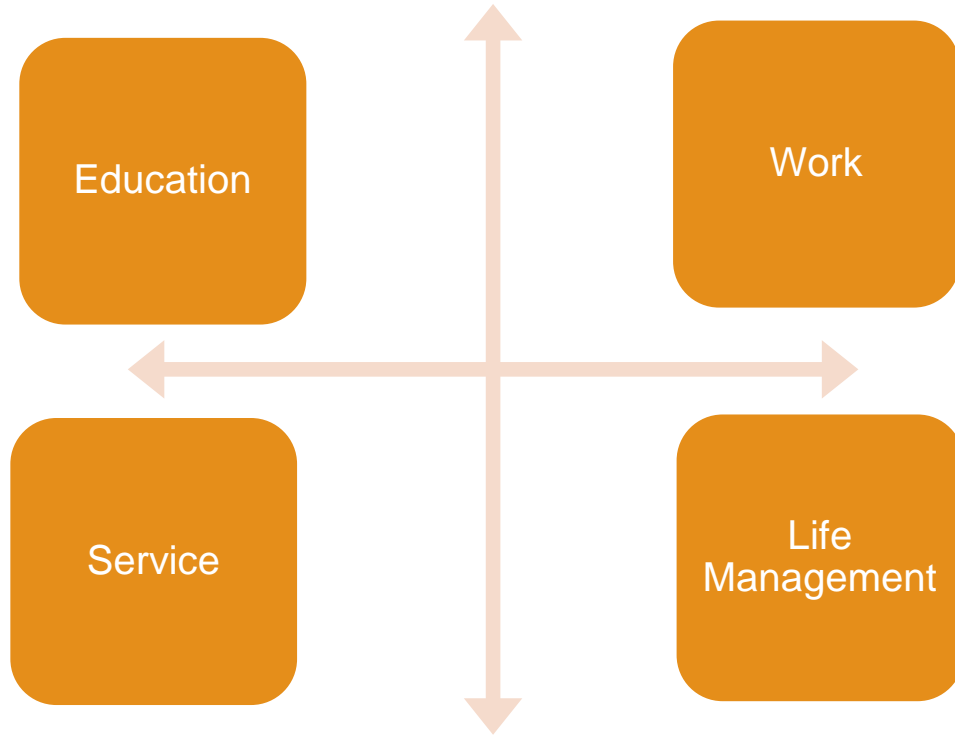Lumina FOUNDATION
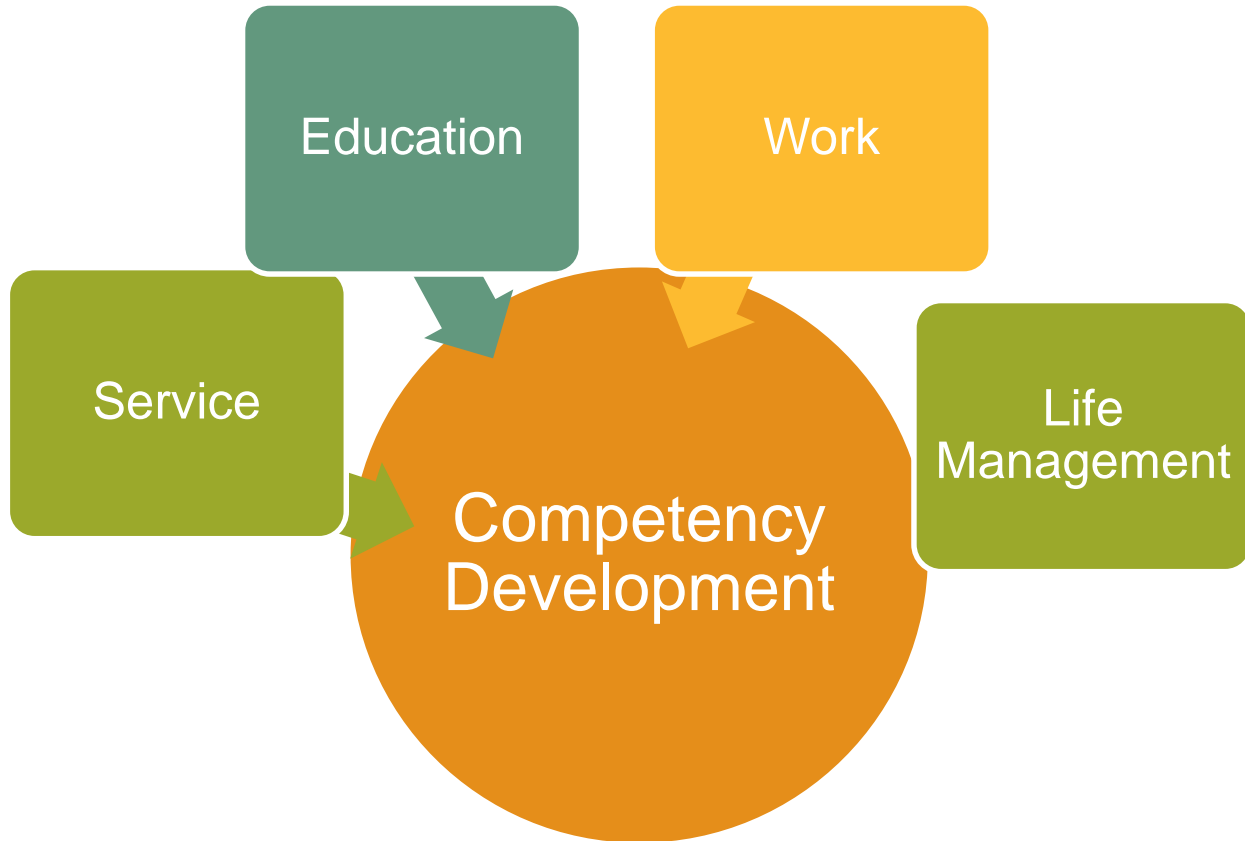
Traditional Competency Development

Learner Centered Mindset: Contributing Partners

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.

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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.

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Competency as Currency

Competencies   +   Frameworks =
Exchange of Learning

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Moving from Pilots to Prototype

Pilot Project		Prototype Cycle
Can be a "one and done" process		Intentionally involves multiple iterations
After a trial, you decide whether or not you'll repeat the project again		After a trial, you decide what changes you'll make before you try it again
Focuses on the value of the project		Focuses on the value of the design cycle
Feedback is more summative (i.e. judgement on how it went)		Feedback is more formative (i.e. informs the next cycle in the process)
"I hope this goes well"		"I expect to fail forward"

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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?

- Transparency of credentials by using open competency frameworks, taxonomies and ontologies.

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