

Organizational Influences on Quality in the Non-Degree Credential Marketplace

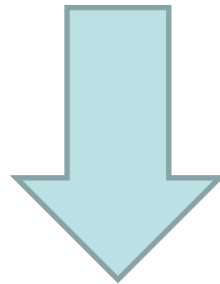
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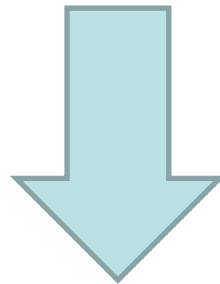
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The Rise of Non-Degree Credentials

Rapidly changing labor market



Increased need for lifelong learning, just in time training



Proliferation of different types of NDCs and providers

The Challenge of Quality

- So much variation across NDCs (e.g. certificates, certifications, licensure, apprenticeship, badges, etc.); also, industry, occupation, labor market, organization
- No single system, set of standards or mechanism to help workers, employers, policymakers, and educational institutions define or measure quality
- Need to understand the organizational actors in the NDC marketplace, and how they influence quality

Definitions of Quality

- Distinction between quality and value
- Distinction between design and outcomes
- Multiple definitions:
 - Lumina Quality Credentials Task Force
 - National Skills Coalition
 - Education Strategy Group
 - Gates Postsecondary Value Commission
 - Rutgers EERC NDC Quality Framework
- We refer to “quality credential design” and “outcomes of value”

Influences on Quality and Value

- Transparency Efforts - based on premise of rational choice
- Institutional Mechanisms – based on premise of social structures and trust-based relationships
 - Regulation – via funding requirements or restrictions on occupations
 - Norm Setting – via endorsements often by professional/industry associations
 - Mimicry – adoption of practices based on what other similar organizations do

Organizations that Award Different Types of NDCs

- Educational Institutions
 - Community colleges – noncredit and credit programs
 - 4-year colleges/universities – noncredit and credit programs
- Private training providers, boot camps, online, and emerging providers
- Private companies
- Professional and industry associations
- Joint training funds
- State occupational licensing departments

Organizations that Influence NDC Quality and Value

- Organizations Promoting Transparency
- Government Entities
- Professional Associations
- Quality Assurance Bodies
- Higher Education Accreditors
- Other Quality Assurance Entities
- Individual Employers and Colleges

Organizations Promoting Transparency

- Credential Engine (CE)
- State Departments of Labor, Eligible Training Provider Lists (ETPL)
- The Council on Integrity in Result Reporting
- Education Quality Outcomes Standards Board (EQOS)
- Badging Standards and Platforms

Government Entities

- State Departments of Education, Noncredit Funding Oversight
- State Departments of Labor, WIOA Funding Oversight
- Various State Agencies, Proprietary School Oversight Agencies
- State Occupational Licensing Departments, Oversight of Licensure Processes and Standards
- US Department of Labor, Apprenticeship Oversight

Quality Assurance Bodies

- ANSI National Accreditation Board (ANAB)
- Institute for Credentialing Excellence (ICE)
- National Commission for Certifying Agencies (NCCA)
- ISO/IEC 17024
- Assessment-Based Certificate Accreditation Programs (ACAP)

Higher Education Accreditors

- Council of Higher Education Accreditation (CHEA).
- Accrediting Commission for Community and Junior Colleges
- Commission on Accreditation of Allied Health Education Programs (CAAHEP)
- EFMD Quality Improvement System (EQUIS)
- Accrediting Commission of Career Schools and Colleges (ACCSC)
- The Middle States Association Commission on Elementary and Secondary Schools (MSA-CESS)
- Former Regional Higher Education Accreditation Agencies.

Other Quality Assurance Entities

- American Council of Education (ACE)
- Quality Matters (QM)
- QA Commons

Professional Associations

- Industry and occupational associations

Individual Employers and Colleges

Implications for an NDC Oversight System

- Challenge of bringing together disparate actors and influences
- Conversations and coordination in transparency efforts
- Funding as a lever to create and promote standards
- Quality assurance organizations can expand efforts and reach in coordination with states and other actors
- States have the potential be a locus of coordination for these conversations and efforts

For More Information...

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