



## Credential As You Go



Credential As You Go is rethinking the credentialing model in the United States by examining how learners could gain quality credentials as they move through higher education rather than the current four-tiered degree system.

The postsecondary credentialing system in the U.S. is in crisis. The centuries-old, traditional four-tiered system (associate, bachelor's, master's and doctorate) can be insurmountable for many and punitive to those who do not complete any given tier. This system no longer serves our country's social and economic needs.

To transform the U.S. legacy degree system to a nationally recognized incremental credentialing system, Credential As You Go focuses on nine bodies of work:

### Incremental Credentialing

Increase the availability of incremental credentials for learners

### National Campaign

Increase awareness of and value for incremental credentials

### Research

Inform implementation and outcomes through research

### Professional Development

Assistance to provide expert advising, tools, and resources



### Equity + Inclusion

Ensure equity of incremental credentials

### Policy Change

Develop policy and practice reforms to support incremental credentialing

### Technology

Guidance on infrastructure to support incremental credentials

### Trust

Ensure trust, quality, and integrity of incremental credentials

### Building Connections

Connect this work with related initiatives across learn and work ecosystem

# Incremental Credentialing Framework

The incremental credentialing process formally credentials learning that individuals acquire along the way so that they can be recognized for employment and further education.

The Framework was developed through 18-month planning, research, and testing project supported in 2019-2021 through a Lumina Foundation grant, and was developed from the results of the environmental scan, prototyping, and feedback from national leaders which took place during the Phase One initiative. The Framework provides six strategies of credentialing that can be used to design incremental credentials.

Further work on the Framework during Phase Two will include strategies, tools, and resources to develop incremental credentials across all sectors. The Framework also includes auto-awarding of credentials to reduce the additional steps students typically go through to “apply” for a credential or graduation. The six approaches below provide ways to develop and implement incremental credentials:

