Where people learn beyond high school

- Higher Education System
- Workforce System
- Military
- Employer
- Community-Based Organizations
Who do we need to serve?

96M people

>40M employed without postsecondary credential or experience

21M unemployed or out of the labor force without postsecondary credential or experience

Median income ~$30K/year

34.5M with some postsecondary experience

1.4M active-duty military

Among Hispanic/Latinx adults, there are more than 3 million fewer credential-holders than those without a high school diploma.

African-Americans represent more than 12 percent of the population, but only 9 percent of credentialed adults.

Sources: US Census Bureau, ACS 5-year estimates, Tables: B23006; B20004; B15002a-i
Question: What are non-degree credentials?

• Any credential signifying mastery of learning outcomes
  • Certifications
    • Typically occupation/industry-oriented; shorter-term; often awarded by non-institutional actors
  • Certificates
    • Typically occupation/industry oriented; less than 2 years; often awarded by colleges/universities
  • Apprenticeships
    • Industry-driven, structured learning plan blending work experience, formal education and, often, a credential
  • Micro-credentials
    • Short, often competency-based recognition of a discrete skill/knowledge area or set

967,734 unique credentials in the US marketplace (in 2020)
A Better Question: What are *high-quality* non-degree credentials?

- Any credential signifying mastery of learning outcomes with:
  - Evidence of substantial job opportunities associate with the credential
  - Evidence of competencies mastered by credential holders
  - Evidence of employment and earnings outcomes
  - Stackability/connection to additional education or training
Policy Issues

• **Data** – Longitudinal, multi-system, student-level

• **Credit Transfer** – Transparent, flexible, support student mobility

• **Learning Recognition** – Supported by statewide crosswalks, maximize standard practice, minimize re-validation of learning by students

• **Transparent Pathways** – Emphasize stackability, building toward next credential

• **Policy Infrastructure** – Create financial incentives, facilitate collaboration, recognition and engagement of non-institutional providers

More at [www.alcpolicytoolkit.com](http://www.alcpolicytoolkit.com)
Tips for Libraries

• Innovative Partner
  • Build partnership with postsecondary institutions, meeting students where they are.
  • Facilitate connections between adult learners and education providers.
  • Be a trusted place where career, academic, and social counseling can happen.

• Workforce Programming
  • Support workforce programming, partnering with employers, workforce training providers and labor organizations for space, training, tech and other needs.

• Training Provider
  • Consider which credentials you could offer – can the library become an education facilitator and provider?