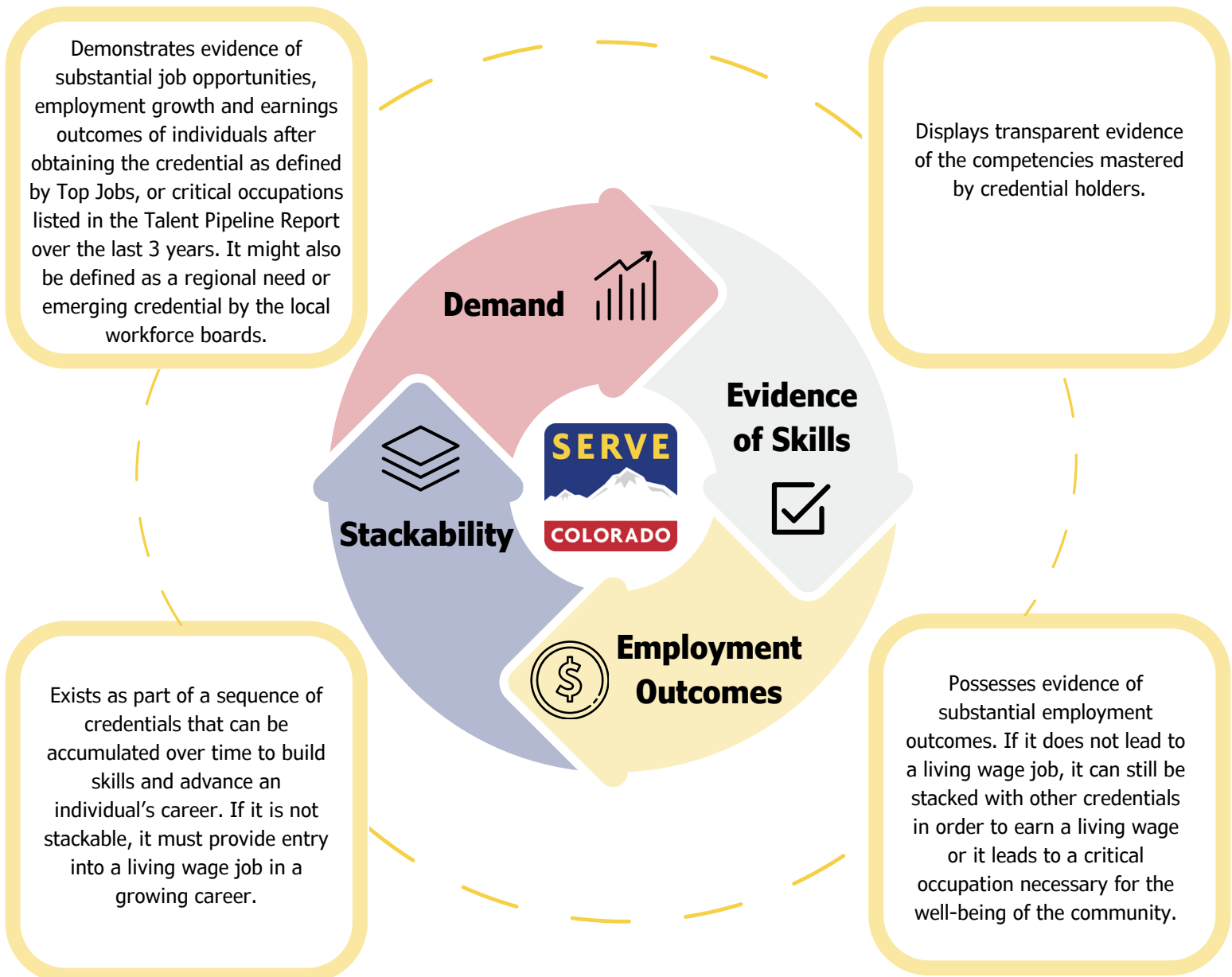


# Quality, In-Demand, Non-Degree Credentials Rubric



The Colorado Workforce Development Council (CWDC), in partnership with the Colorado Department of Higher Education (CDHE) and Colorado Succeeds, defines a credential as “certifications, licenses, apprenticeship certificates, micro-credentials including badges, and sub-baccalaureate for-credit certificates.” They also state that “demand, evidence of skills learned, employment outcomes, and stackability are important components of non-degree credential pathways to the workforce.”

To be considered a quality, in-demand, non-degree credential, the credential must meet:



To be considered a quality, in-demand, non-degree credential, a credential must meet one of the following

options:

## Option 1

must meet all 4 of the below criteria



### Demand

- Connects to a Top Job or critical occupation listed in the Talent Pipeline Report over the last three years.
- Defined as a regional need or emerging credential by the local Workforce Development Board or Approving Agency.
- Accredited or recognized by a statewide or national industry-recognized accredited body.



### Evidence of Skills

- Provides clearly identified information on what skills and competencies are demonstrated by earning the credential.



### Employment Outcomes

- Directly leads to a job paying a living wage (as defined by the MIT living wage calculator for each county).
- Develops the essential skills and competencies needed for jobs that pay a living wage.
- Can be stacked with other credentials to earn a living wage in an in-demand occupation or career pathway.



### Stackability

- Exists as part of a stackable sequence of aligned credentials allowing for skill development, career progression, and increased earnings over time.
- Is a prerequisite to a credential required by industry to obtain a job. Leads to living wage in a growing occupation on its own.

## Option 2

A credential may also be considered quality, in-demand, and non-degree if one of the following is true:

- The credential is required by law (i.e. Department of Regulatory Agencies or other regulatory/certifying agency) or is a prerequisite to a credential required by law.
- The credential is part of (or a prerequisite to) a Registered Apprenticeship Program.
- The credential leads to a critical occupation identified by the CWDC's Career Pathways Team, as evidenced by being directly related to an occupation or pathway in Careers in Colorado in My Colorado Journey.