## 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:

Demonstrates evidence of substantial job opportunities, employment growth and earnings outcomes of individuals after obtaining the credential as defined by Top Jobs, or critical occupations listed in the Talent Pipeline Report over the last 3 years. It might also be defined as a regional need or emerging credential by the local workforce boards.



Displays transparent evidence of the competencies mastered by credential holders.



**Evidence** of Skills



**Stackability** 



Exists as part of a sequence of credentials that can be accumulated over time to build skills and advance an individual's career. If it is not stackable, it must provide entry into a living wage job in a growing career.



**Employment** Outcomes

Possesses evidence of substantial employment outcomes. If it does not lead to a living wage job, it can still be stacked with other credentials in order to earn a living wage or it leads to a critical occupation necessary for the well-being of the community.

## 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 Connects to a Top Job or critical occupation listed in the Talent Pipeline Report over the last three years. **Demand** 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. Provides clearly identified information on what skills and competencies **Evidence of Skills** are demonstrated by earning the credential. Directly leads to a job paying a living wage (as defined by the MIT living wage calculator for each county). **Employment Outcomes** 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 indemand occupation or career pathway. Exists as part of a stackable sequence of aligned credentials allowing for **Stackability** 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** • 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. A credential may also be The credential is part of (or a prerequisite to) a considered quality, in-demand, Registered Apprenticeship Program. and non-degree if one of the • The credential leads to a critical occupation following is true: 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.