



Maine IT Micro- credentials

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Claire Sullivan, University of Maine System;
Gail Senese and Megan Dichter, Maine
Department of Education Adult Education



Things to think about

Potential employees like Brit
<https://www.youtube.com/watch?v=KJ9ozXTefA4>

How might your company react to hiring candidates with micro-credentials?

What can we add to the Computer Support Specialist micro-credential to increase its value?

What do you want to see in IT micro-credentials so they are of value?

What might be the next IT micro-credential(s) to establish?

Objectives

- Broader picture- Micro-credentials and UMS
- Project goals
- Overview of Creation/Implementation Process
- Computer Support Specialist Micro-credential
- Questions



Lumina Foundation Partnership

- Lumina Foundation - Increase recognition of validated non-institutional learning towards credentials that occur outside traditional post-secondary degree programs
- UMS Proposal – Development of microcredentials for adult learners
- Pilot Sub-populations:
 - Low income
 - Native American
 - Corrections
 - Immigrants
- Statewide Micro-Credential Ecosystem

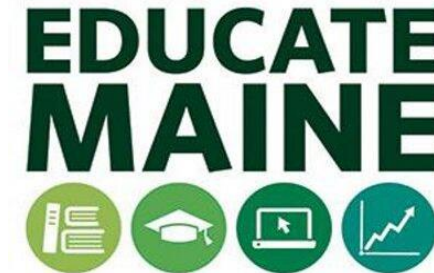
ALC Grant Partners



Adult Education ^{MAINE}
Learning for Work and Life



Wabanaki Center





Adult Education Partnership

BEYOND THE GRANT

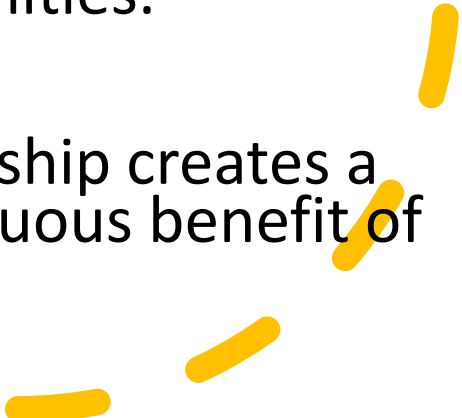
Adult learner barriers and challenges:

Healthcare issues, childcare needs, unreliable transportation, lack self-confidence and knowledge of navigating systems, likely to be challenged by technology

MDOE's Adult Education knows adult learners!

Adult education programs offer the support, guidance, and programs that help learners succeed and build a bridge further education and opportunities.

Building on our strengths, this partnership creates a more unified ecosystem for the continuous benefit of Maine learners.



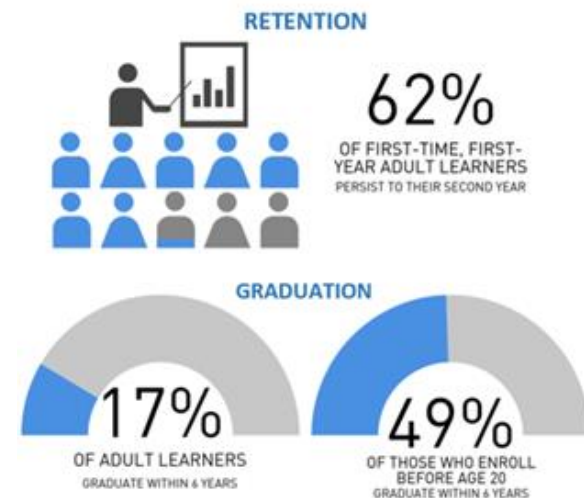
What's the need?

- Only **50.5%** of Mainers hold education and workforce credentials that position Maine and its families for success
- **200,000** adults in Maine have some college but no degree – flexibility of training and access across the state is critical
- Maine needs **158,000 more workers** credentialed by 2025 to insure a strong economy for all

- **Need to train adult learners:** Retirements and current skills gap; declining traditional age/HS demographic
- Need for affordable, accessible, high-quality, stackable micro-credentials

60%
by 2025

MaineSpark.me



Introduction to Micro- Credentials



Provide a pathway to personalizing and recognizing learning regardless of where and how it is obtained



Narrowly focused and allow access to those traditionally excluded through shorter and/or more flexible timeframes



Verify specific skills as badges that lead to a microcredential



Competency-based



Result in portable, alternative credentials in digital form



Endorsed by institutions and employers



Building an IT Micro- credential

- Developed based on labor market information and best practices learned through TechHire
- Addresses a need for Computer Support Specialist in ME
- Built of individual badges, including industry recognized badges, along the pathway
- Based on IT Industry competencies at each level

Framework for Micro-credentials in ME

3 Buckets

1. Level 1 Foundational – Digital literacy, employability, and other competencies relevant to microcredential
2. Level 2 Skills Content – The academic or training courses
3. Level 3 Work-based experience -

Adult Education Training/Industry-Recognized Credentials: Partnership

Level 1



Level 2



Level 3



CSS Micro-Credential Visual – Level 1

Micro-Credential	DESCRIPTION	EMBEDDED CREDENTIALS & BADGES
<p><u>Competencies</u> Interpersonal skills and Teamwork Integrity Professionalism Adaptability and Flexibility Dependability and Reliability Initiative Lifelong Learning Communication Critical and Analytical Thinking Fundamental IT User Skills</p>	<p>Level 1: FOUNDATION</p> <p>Workplace/Employability</p> <p>Digital Literacy</p>	<p>Required Workplace/Employability Credential- can be fulfilled with EDL 21st C badges (15-20 hrs per badge-), WorkReady credential (60 hrs,) Occupational Ready badge</p> <p>Required Digital Literacy Credential- IC3 Digital Literacy Badges (approximately 32 hrs)</p> <p>EARN 3 academic credits</p>

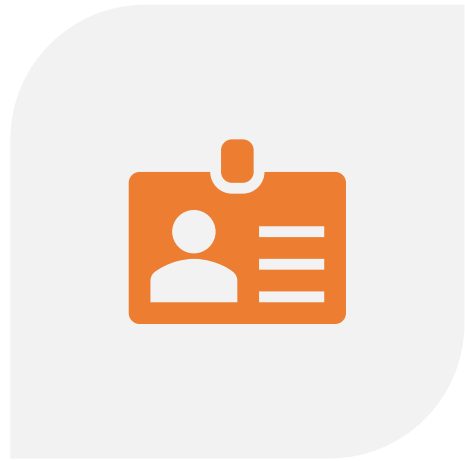
CSS Micro- Credential Visual- Level 2

<p><u>Competencies</u> Critical and Analytical Thinking Planning and Organizing Innovative thinking Problem Solving and Decision Making Principles of Information Technology Databases and Applications Networks, Telecommunication, Wireless, and Mobility User and Customer Support</p>	<p>Level 2: TRAINING</p> <p>Complete designated training programs through MDOE-Ad Ed and other sites</p> <p>Supports available for your success!</p>	<p>CompTIA A+ Badge (approximately 80 hrs)</p> <p>EARN 3-6 Academic credits</p>
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CSS Micro-credential Visual Level 3

<p><u>Competencies</u> Teamwork Working with Tools and Technology Principles of Information Technology Databases and Applications Networks, Telecommunication, Wireless, and Mobility User and Customer Support:</p>	<p>Level 3: WORK-BASED EXPERIENCE</p> <p>Apply your training.</p> <p>Earn valuable work-experience. Receive performance feedback.</p> <p>Stack all earned credentials into one Micro-credential .</p> <p>Share on LinkedIn and be found by employers!</p>	<p>Apprenticeship Internship Test Out- PC Pro Exam + 1 year of experience. Other On-the-Job Training, Work-based learning opportunity</p> <p>Variable credits: 0-6 depending on your work-experience</p>
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How does it work?



A BADGE IS AN IMAGE WITH A RANGE OF 'BUILT-IN' INFORMATION OR METADATA. THIS METADATA IS ADDED TO A BADGE BY THE ISSUING SYSTEM, AND INCLUDES DETAILS SUCH A DESCRIPTION OF THE BADGE, THE ISSUER AND RECIPIENT OF THE BADGE, THE CRITERIA FOR EARNING THE BADGE, WHETHER THE BADGE EXPIRES ETC.



A BADGE IS LINKED TO AN INDIVIDUAL'S EMAIL ADDRESS, SO IT IS PERSONALIZED AND USUALLY EXPORTABLE TO AN EXTERNAL BACKPACK SERVICE. A BACKPACK IS A SYSTEM FOR STORING, MANAGING AND SHARING BADGES. VIA A BACKPACK, BADGES CAN BE SHARED INDIVIDUALLY, OR SEVERAL CAN BE SHARED AS A COLLECTION (MICRO-CREDENTIAL).

Micro-
Credential
Pathway

Level 1



Prepare

Level 2



Train

Level 3



Apply





Badgr

<https://ums.badgr.com/public/issuers/ArAvadq0TXWQX0GJZccfRQ/badges>

Next steps

- Adult Completion website – keep an eye out
- Examples of ways to be involved:
 - Let us know your current skill needs and valued industry credentials
 - Provide input and offer suggestions for future micro-badges and micro-credential pathways
 - Provide Level 3 work-based experiences and network opportunities
 - Hire learners with micro-credentials
 - Talk through micro-credentials to aid your current employees
 - Register to upskill; Support your employees to register
 - Offer your expertise and teach an AE course
 - Reach out to join a Micro-Credential Employer Advisory group -- We'd love your insights!





Questions/Discussion

Contact us to learn more and get involved!

- Gail Senese gail.senese@maine.gov
- Megan Dichter megan.dichter@maine.gov
- Claire Sullivan claires@maine.edu