EQUITABLE CREDENTIAL ATTAINMENT

A ROADMAP TO SUCCESS

The purpose of this roadmap is to provide a resource to help communities get started with undertaking their own equitable credentialing work. While the roadmap is presented as a linear process, we know that this type of work is never linear. We encourage you to use this visual as a guiding document rather than a checklist.

STEP ONE
Preparing for the Work

Making credentialing more equitable requires research. In this phase, partners will spend time collecting data on their community and other potential partners. They will seek to understand in-demand jobs in their region and the target populations of underserved students and workers. Teams will also spend time creating using this data to create preliminary goals and craft compelling messages that will encourage buy-in across the community.

STEP TWO
Convening Partners and Identifying Goals

Strong, structured partnerships are essential to achieving equitable outcomes for students. Pilot programs can help determine what works well and what adjustments are needed. In this phase of the work, teams will build trust and identify specific roles and responsibilities for core team members. They will also spend time coming to consensus on the goal(s) for increasing credential and degree attainment for BIPOC workers in their community.

STEP THREE
Executing the Plan

In this phase, teams will begin to implement their plans and determine how to remain collaborative while individual partners leverage their expertise. This includes everything from making updates to credential/degree programs based on employer business needs to implementing the method for tracking student enrollments and completions. Throughout this phase, teams should continue to evaluate their objectives and working relationship.

STEP FOUR
Sustaining the Work

In this phase, teams will begin to implement their plans and determine how to remain collaborative while individual partners leverage their expertise. This includes everything from making updates to credential/degree programs based on employer business needs to implementing the method for tracking student enrollments and completions. Throughout this phase, teams should continue to evaluate their objectives and working relationship.