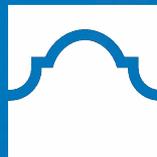


ENGAGING FACULTY AND EMPLOYERS to Scale Micro-credentials and Micro-pathways

Office of the Vice Chancellor for Academic Success
Dr. George Railey

Dr. Eryn Berger
Online Learning Coordinator
Skills Lab



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THE ALAMO COLLEGES DISTRICT: Empowering Our Diverse Communities for Success



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STUDENT PROFILE

64% Hispanic

9% African-American

22% White

3% Asian

4% Other

60% Female

40% Male

32% Full-Time

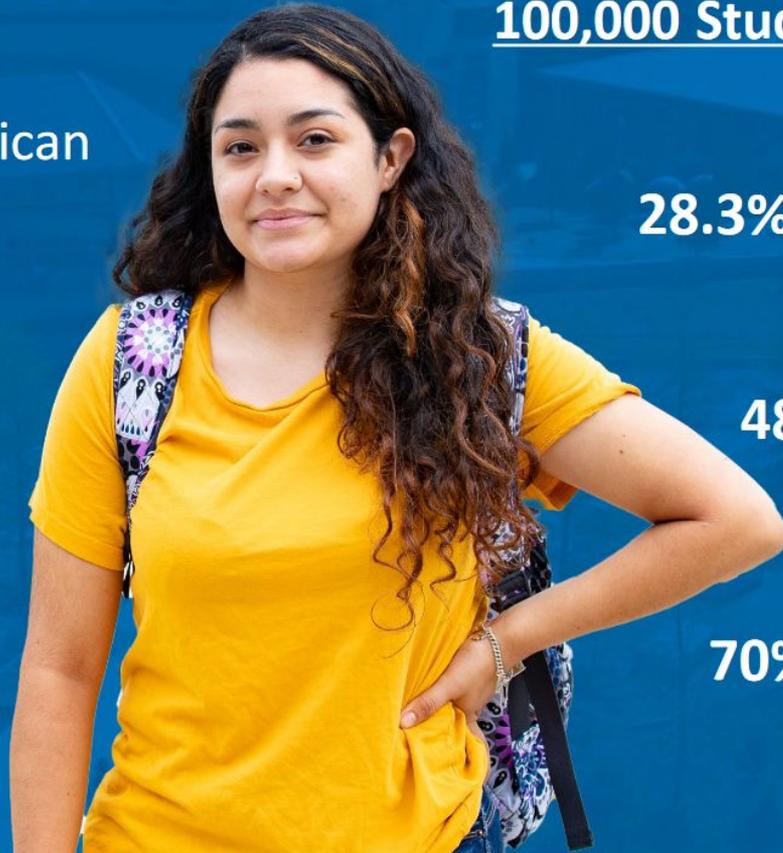
68% Part-Time

100,000 Students Served Annually

28.3% Under-Resourced
Students

48.7% Economically
Disadvantaged

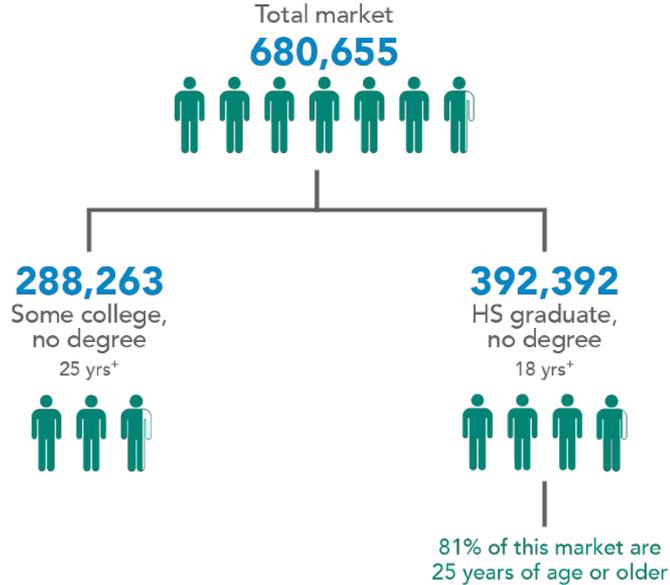
70% Rely on
Financial Aid &
Scholarships



**Updated May 2021*

Who We Serve

In-District Potential Online Learners



 Per 100,000

Source: U.S. Census Bureau, American Community Survey Data | 2020: 5-Year Estimates | Educational Attainment | Extracted County Data

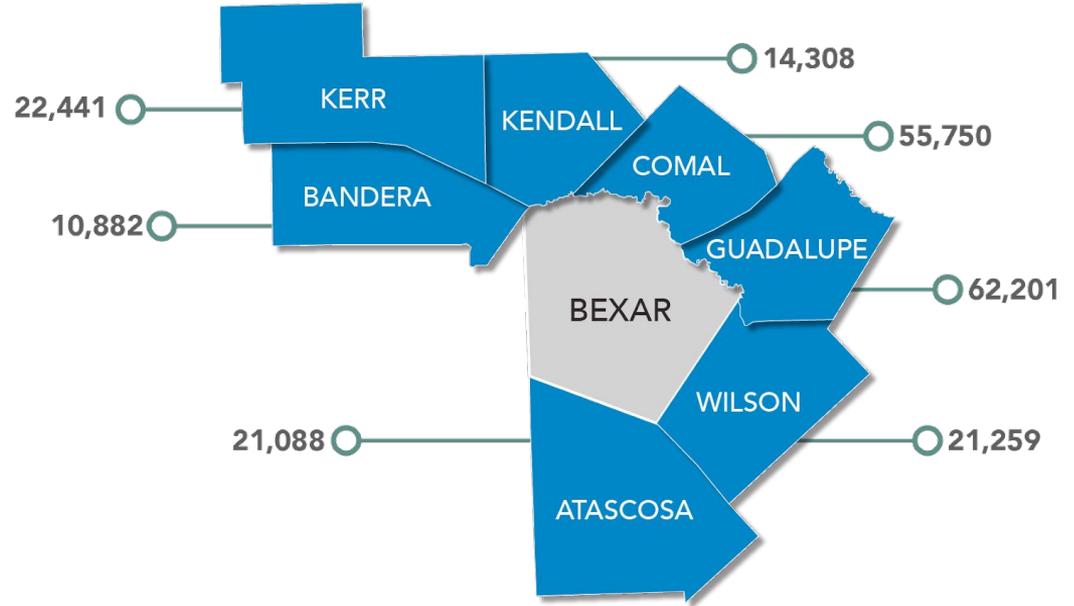
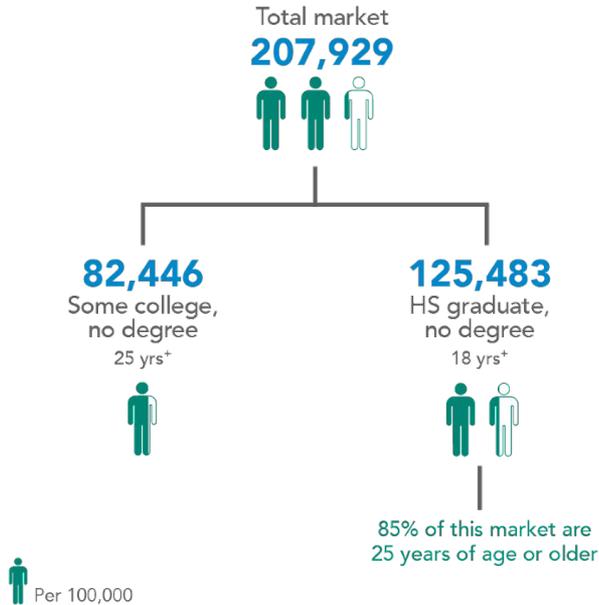


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Who We Impact

Service Area of Potential Online Learners



Source: U.S. Census Bureau, American Community Survey Data | 2020: 5-Year Estimates | Educational Attainment | Extracted County Data



THE SKILLS MARKET: Bridging Skills Gaps for our Local Community



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The “Uniquely Human” Skills Gap

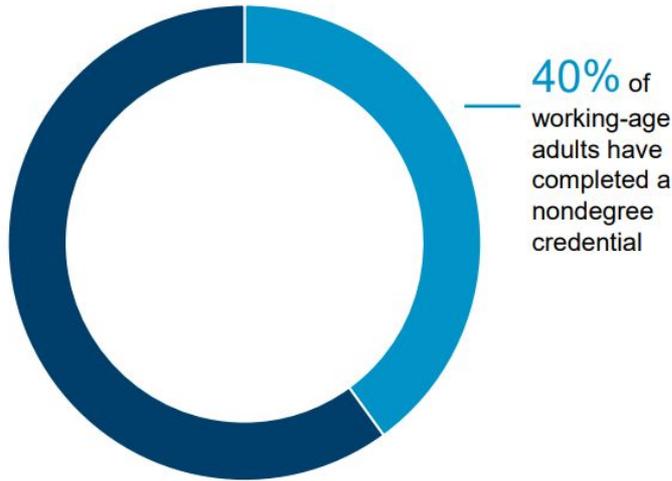
Uniquely Human Skills - Critical Thinking, Communication, Empathy, Teamwork, Resilience, etc.

- 65% of Schoolchildren Will Work in Jobs That Have Yet to be Invented
- 75% of Employers Can't Find New Graduates with “Soft Skills”
- 92% of Surveyed Executives Say “Soft Skills” are Equally or More Important than Technical Skills

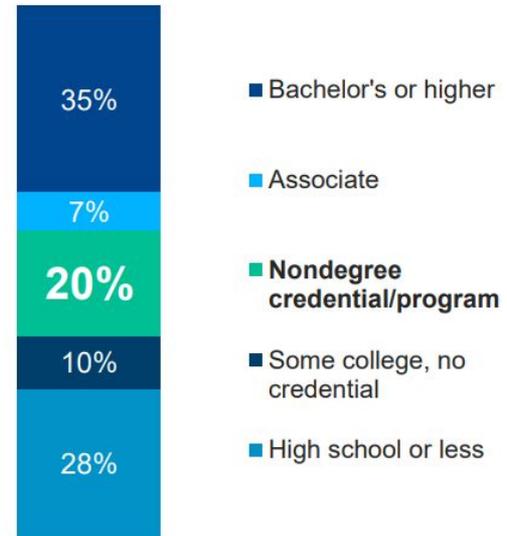


2 in 5 working-age adults have completed a nondegree credential; 1 in 5 report it as their highest level of education

Nondegree credential attainment



Highest level of education

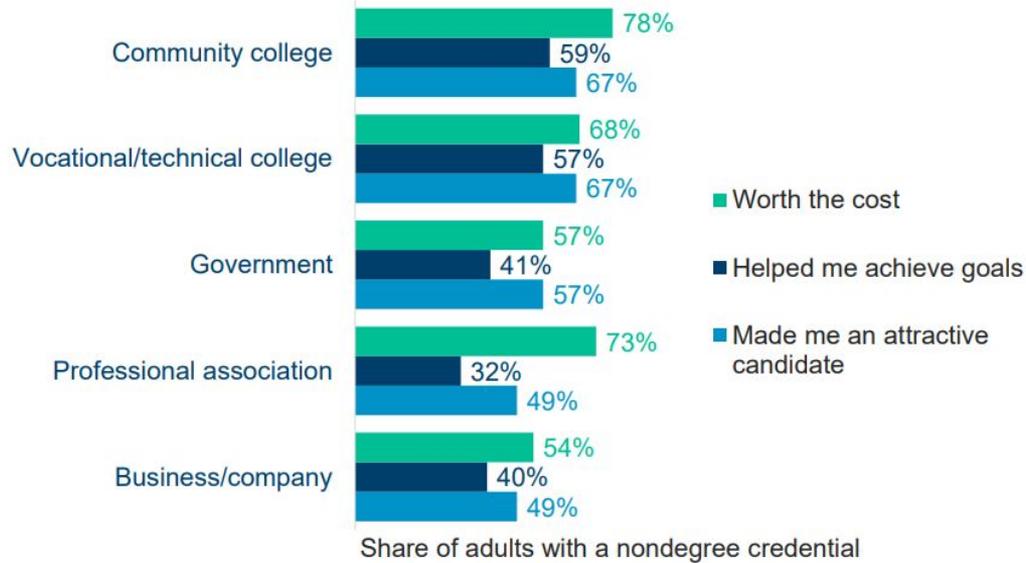


BASE: 25- to 64-year-olds (n=12,023)



Nondegree credentials issued by community colleges have the highest alumni ratings, while those issued by individual businesses and companies have the lowest

Alumni ratings (strongly agree/agree) by provider type



BASE: 25- to 64-year-olds with an educational certificate who report a nondegree credential as their highest level of educational attainment (n=5,492)



Why Micro-credentials and Why should you care? It is a matter of diversity and equity by creating visibility!



THE SKILLS LAB: Supporting Skills Development & Providing Training Solutions



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The Skills Lab

Promoting social mobility and equity in our local community by supporting each College's capacity to deliver credentials of value around in-demand skills

Our Values

- Learner-Centered
- Accessible
- Employer-Validated
- Quality
- Data-Informed
- Scalable



The Skills Lab

What We Do

- Train faculty/staff to embed skills badges in credit-bearing courses
- Train faculty/staff to facilitate micro-credential learning experiences
- Design and deliver employability skills training that result in micro-credentials
- Collaborate with the Colleges and local employers to design new micro-credentials
- Support the development of micro-pathways at the Colleges



The Why

- Empower students for success by **awarding verified micro-credentials (including digital badges)** that **articulate in-demand marketable and technical skills** to employers
- Increase **social mobility** and position students for greater **competitiveness** in the job market

Guiding Principles

- Represent in-demand skills
- Require skill assessments
- Assessed by credentialed faculty or staff



ENGAGING FACULTY: The Course+ Badge Initiative



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Engaging Faculty

Course+ Badge Purpose

To **build students' marketable skills** by incorporating **digital badges into academic courses** that are offered in an upcoming semester

Description

- 10-week online training that guides faculty through the badge integration process which includes:
 - Creation of digital badge activities
 - Some minor to significant course redesign
- Completers receive a **Badge Specialist Digital Badge**

Format

- Asynchronous—weekly assignments in Canvas
- Synchronous (via Zoom) faculty discussions and instructional design consultations



Marketable Skills Badges

- Collaboration
- Creative Problem-Solving
- Critical Thinking
- Empathy
- Initiative
- Intercultural Fluency
- Oral Communication
- Resilience



These Marketable Skills Badges utilize the **Education Design Lab's 21st Century Skills and Competencies.**



Fall 2020 – Summer 2022

- 6 Faculty Cohorts
- 139 Badge Specialists 🙌
- 83% Completers are **Very Confident** in replicating Badges into other courses

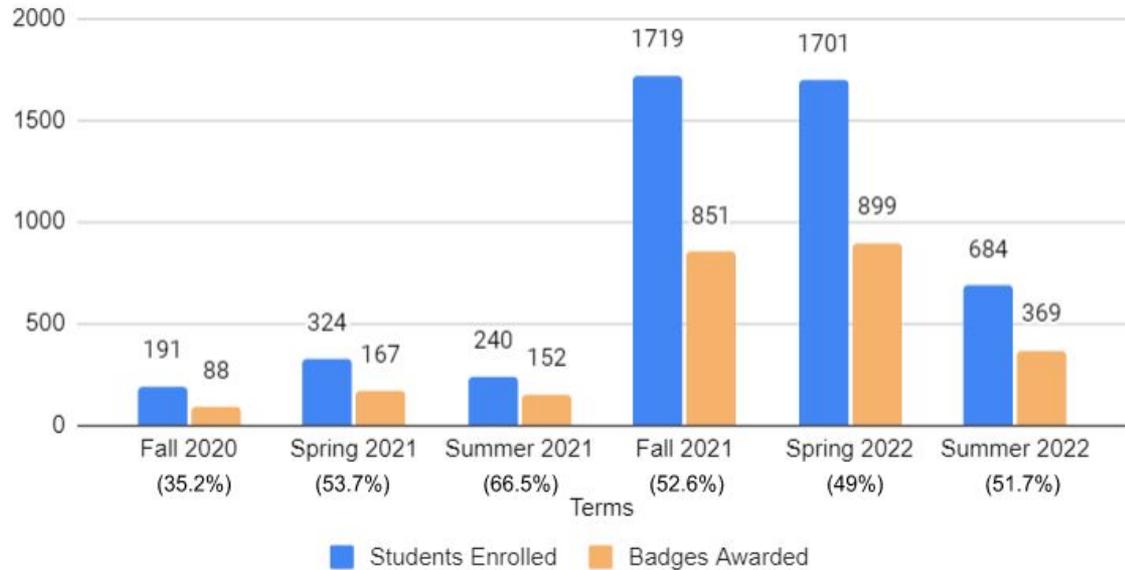
“Going through this course helped with my knowledge of Badges, but also made me reflect on my curriculum for the course.”
- Faculty Badge Specialist



Fall 2020 – Summer 2022 Totals

- **4,859** students enrolled
- **2,526** Total Marketable Skills Badges Awarded
- **51%** earner rate

Course+ Badge FA20 - SU22



ENGAGING FACULTY: Creating a Community of Practice



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Engaging Faculty

Purpose

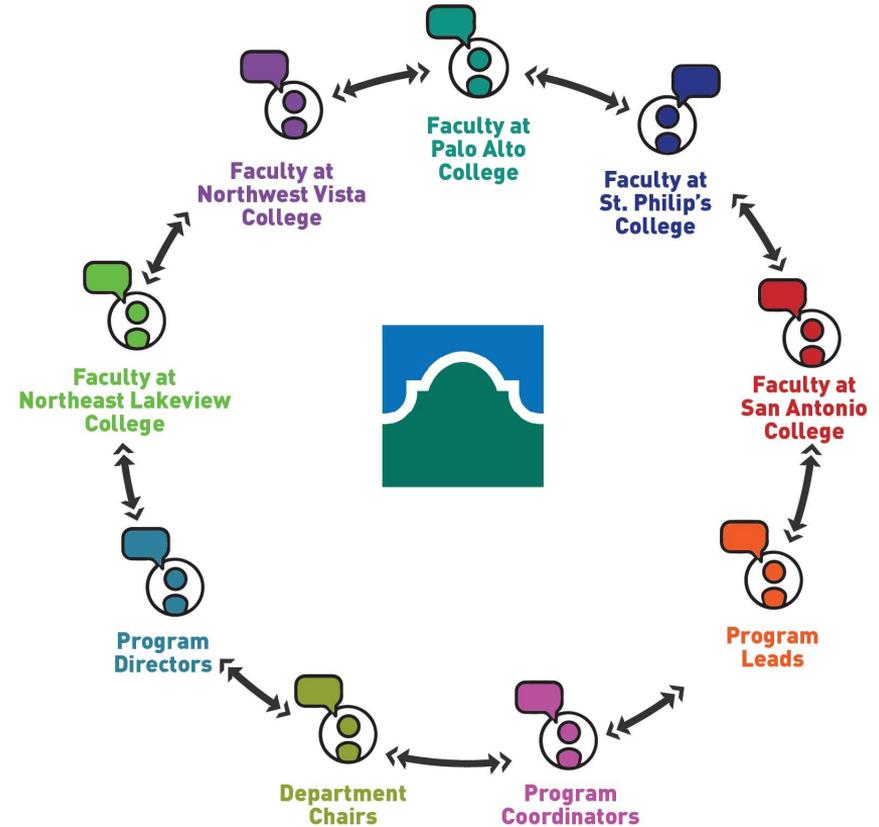
To **BE** a thought leadership and a practitioner support group for those professionals who are **awarding verified digital badges** that **articulate in-demand marketable skills** to employers.

How

Sharing ideas, mining best practices, informing decisions

Who

Faculty or staff who are Badge Coaches or Badge Specialists



Participant Expectations

- Participate in two synchronous events per semester
- Participate in discussion forums
- Give constructive feedback to proposed frameworks and initiatives
- Be an ambassador for marketable skills



ENGAGING EMPLOYER PARTNERS: Collaborating on Micro-courses and Micro-pathways

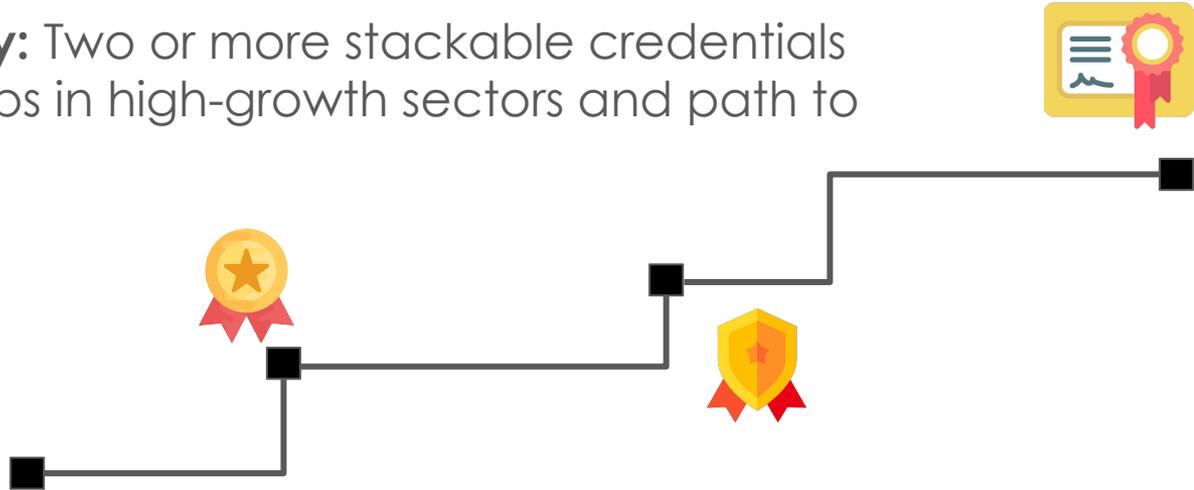


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Micro-courses and Micro-pathways

- **Micro-course:** A short (10-15 hrs), non-credit learning experience that focuses on a single in-demand skill and results in micro-credential.
- **Micro-pathway:** Two or more stackable credentials that lead to jobs in high-growth sectors and path to a degree.



Healthcare Micro-pathways

Late Fall 2019, we received two large state grants to **design micro-pathways** and **develop micro-credentials**. We engaged local healthcare employers in the following ways:

- **Feedback Sessions:** Met with local healthcare employers individually, in team meetings, and at a workforce conference.
- **Curriculum Development:** Recruited Subject Matter Experts from local healthcare employers.
- **Pilot Participation:** Invited local healthcare employers to pilot new micro-credentials.
- **Badge-to-Hire:** Worked with a local healthcare employer to guarantee job interviews for digital badge micro-course completers.



Healthcare Micro-pathways

- **15 New Micro-courses** leading to employer-validated digital badges
 - *Included technical and marketable skills
- **4 New CE Micro-credential Programs** leading to certifications
- **6 New Micro-pathways** to make career progressions accessible and visible



Engaging Employers

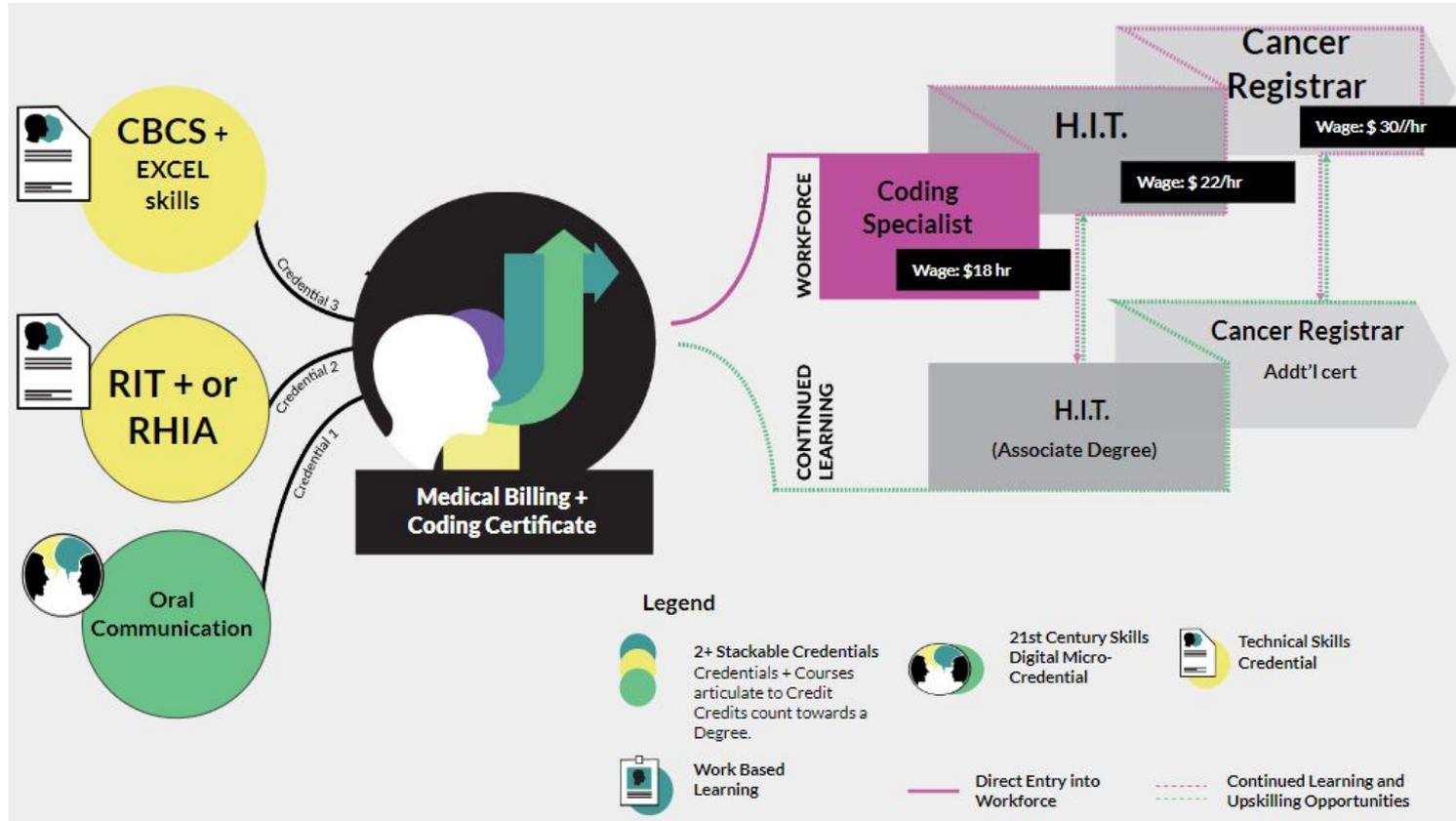


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Achieving LEADER
the Dream COLLEGE
OF DISTINCTION

Engaging Employers



Pathway Designed in Collaboration with the **Education Design Lab**



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Questions?

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BONUS MATERIAL: Learner Feedback



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79%

of surveyed learners in Alamo Colleges
non-credit badge courses* responded
that they believe they are
**more employable having
earned a badge.**

*as of 11.2.2022



Qualitative Comments

*"I took this course while applying for new jobs. Believe it or not, the exercises forced me to really think about my previous experiences. **I had an interview a few days ago and I was so relaxed and confident because of the exercises - the interviewers loved me and I start my new position on Monday!!**"*

- Learner, **Resilience** Micro-course



Learner Experience

“I feel that I have most definitely honed skills that I was just mediocre at. And with this experience I honestly feel more confident and more capable in different situations that can come up on a daily basis at work... **I am already looking into starting the summer session at Northeast Lakeview College.**”

- **Goodwill San Antonio Employee**
and Badge-earner



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