



A wide range of credentials—from certificates, certifications, and licenses, to badges, apprenticeships, and degrees of all types and levels—have value for individuals and employers in the marketplace. Credential Engine estimates that there are [nearly 1,000,000 unique credentials](#) in the United States alone. The number of both traditional and non-degree credentials is exploding, but as programs proliferate, it becomes more difficult to acquire information about the precise skills and abilities they develop, the pathways they support, and their impact on employment and earnings outcomes. The Coronavirus pandemic has resulted in changing demands for skills and credentials, especially those that can be obtained online and are in critical sectors such as healthcare and IT. This has further illuminated the obvious need for and value of a common credential description language and a Credential Registry that is updated in real time to ensure that everyone can make informed decisions about education and career pathways. Credential providers, policymakers, employers, and regulatory agencies all have an important role to play in making this a reality. This document outlines some specific ways that people in targeted roles can take action now, because tackling credential transparency takes everyone working together and contributing their diverse expertise.

Role	Ways to take action now:
Policymakers	<ul style="list-style-type: none"> <li>● Enact policy solutions that champion transparency</li> <li>● Encourage participation in the Credential Registry</li> <li>● Engage in Credential Engine’s policy partnerships</li> </ul>
State Agencies (including Higher Education, Workforce/Labor, and Licensing Agencies)	<ul style="list-style-type: none"> <li>● Identify ways the state can utilize a common data infrastructure for credentials</li> <li>● Plan for and implement strategies to improve credential transparency following the <a href="#">roadmap for states</a></li> </ul>
Business Associations	<ul style="list-style-type: none"> <li>● Encourage stakeholders to publish information on industry credentials</li> <li>● Use open data to strengthen your business community, including signaling in-demand skills and credentials</li> </ul>
Quality Assurance Organizations	<ul style="list-style-type: none"> <li>● Contribute to transparency by publishing your quality standards to the Registry</li> <li>● Encourage your constituents to publish quality-related data to the Registry</li> </ul>
Employers	<ul style="list-style-type: none"> <li>● Use the Registry to answer the following questions:             <ul style="list-style-type: none"> <li>○ What competencies and job skills are associated with a credential?</li> <li>○ What occupations are associated with a credential?</li> <li>○ Which credentials are valuable for employee professional development and career pathways?</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>● Signal requirements or preferences for specific credentials and/or skills</li> <li>● Collaborate with education and training providers and others who are publishing to the Registry</li> </ul>
Students, Jobseekers, Workers	<p>Demand greater credential transparency so you have the information you need to answer the following questions:</p> <ul style="list-style-type: none"> <li>● What credentials and job skills do I need for an occupation or job?</li> <li>● Do I have the competencies that are required to earn these credentials?</li> <li>● Which credentials are valuable for professional development and career pathways?</li> <li>● What programs or institutions can help me get the right knowledge, skills, and abilities to get the job I want?</li> </ul>
Vendors and application developers	<ul style="list-style-type: none"> <li>● Consume data from the Registry and use it to customize your own applications, with the Credential Transparency Description Language (CTDL) as the foundational common language</li> </ul>
Credential and competency providers	<ul style="list-style-type: none"> <li>● Publish credentials, competencies, and related information to the Registry, enabling a common language to describe them</li> <li>● Collaborate with employers who are using the Registry</li> </ul>



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