



# Roadmap to Credential Transparency

In the wake of unprecedented labor market uncertainty, state policymakers are searching for ways to help learners find the most efficient and cost-effective pathways to secure the right skills, competencies, and credentials that lead to good jobs. But with [nearly 1,000,000 unique credentials](#) in the U.S., too often learners don't know which credentials lead to desired outcomes, employers are unable to understand what skills workers actually bring to a job, and educators are rushing to keep up with changing requirements in the workplace.

Much like finding and purchasing a car, mapping a route to a store, or browsing for music - all of which are possible through the shared use of common, open data systems on the web - stakeholders are seeking clear alignment between education and work and states play a vital role in uncovering those connections.

Supporting credential transparency efforts is key to building an education and workforce marketplace ready to take on the challenges of the 21<sup>st</sup> century economy. Policymakers and leaders can take these steps to advance this work:

## **Understand the Value**

1. Learn how credential transparency benefits students, workers, employers, educators, policymakers, and others.

## **Make the Case**

2. Communicate clear use cases to benefit students, workers, employers, educators, programs, and key policy goals.
3. Commit to using a common language and identify what data about credentials and competencies are necessary to be transparent and publicly available.

## **Align with Existing Education and Workforce Data Commitments**

4. Ensure this work is integrated with, complements, and strengthens ongoing P-20-W, attainment, equity, access, and affordability, and other data efforts to ensure continuity and impact.

## **Catalog and Publish the Credentials Offered and Sought at Local, State, and Federal Scale**

5. Inventory all credentials in your jurisdiction.
6. Publish all credentials and their competencies to the Credential Registry and the Open Web in CTDL and CTDL-ASN.

## **Turn these Data into Actionable Information**

7. Link and align credential data with other essential data.
8. Support the creation of user-end tools, services, and systems with robust navigation and guidance capabilities.

## **Build Enduring Commitment**

9. Ensure sustainability of credential transparency through legislative, agency, and institution policies that continuously improve credential transparency for the benefits of its citizens and markets.
10. Establish the necessary infrastructure for enduring data transparency.

