**Credential As You Go: Colorado**

**Colorado State University Global: Retro Award of “Strategic Decision Making & Communication Certificate”**

***Summary:*** Under the *Retro As You Go* portion of the framework, the focus on creating a prototype for identifying potential candidates, developing credentials that recognize learning and can enhance an adult’s employability, and then awarding the credential. The first phase included identifying around 100 students who have stopped out of college since 2018, with 90+ accumulated hours. Through qualitative analysis of transcripts, looking for patterns and clusters of completed experiences that represent foundational and milestone accomplishments for a degree. The first credential has been identified as a Certificate titled "*Strategic Decision Making and Communications*." It is comprised of five competency clusters of courses, 15 credit hours total.  
***Project Lead:*** Dr. Audra Spicer, Provost CSU Global [audra.spicer@csuglobal.edu](mailto:audra.spicer@csuglobal.edu)

**Colorado State University Pueblo: Retro Award of Certificates**

***Summary:*** Under the *Retro As You Go*, Construction Management and Homeland Security have been identified as the first areas of focus, after analysis of programs with students who have stopped out with 90+ accumulated hours but no degree. Six credit bearing Certificates has been created and awarded to students:

* + *Construction Project Manager Certificate*
  + *Construction Safety, Law and Management Certificate*
  + *Construction Procurement Certificate*
  + *Estimate and Planning Construction Costs Certificate*
  + *Construction Surveying and Modeling Certificate*
  + *Homeland Security Certificate*

***Project Lead:*** Dr. Helen Caprioglio, Associate Provost, CSU Pueblo, [helen.caprioglio@csupueblo.edu](mailto:helen.caprioglio@csupueblo.edu)

**Colorado State University Fort Collins: Certificate in Design Thinking**

***Summary:*** Using various parts of the Credential As You Go Framework: Learn As You Go, Add On As You Go, Stack As You go and Retro-award As You Go, the*Certificate in Design Thinking* has been reworked to be offered online. Totaling 12 credit hours, where students can select courses and build their own certificate, among 22 courses from “Digital Interaction and Game Design” to “Design Thinking Toolbox Creating Things that Think to Design Thinking in Social Entrepreneurship.” Open to all undergraduate students, the *Certificate in Design Thinking* will improve not only the way students learn and find solutions to problems in their current coursework but will also help make students more employable with sought-after marketable skills. Students will gain an awareness of the impact of design thinking and its application – regardless of discipline. Working with industry leaders to explore the possibility of providing stand-alone credentials related to Design Thinking and targeting new audiences of learners, such as for our high school dual-enrollment students, first generation and limited income status students. Future goals include offering sub-baccalaureate certificates in this area, that would be stackable into the degree and offering retroactive credentials of various certificates and minor.

***Project Lead:*** Dr. Laura Malinin, Colorado State University Fort Collins, Director Nancy Richardson Design Center, Associate Professor of Interior Architecture + Design, [laura.malinin@colostate.edu](mailto:laura.malinin@colostate.edu)

**Red Rocks Community College: Stackable Early Education Certificates in Apprenticeship Program**

The Child Care Development Specialist Apprenticeship Program, a well-established and national model of learning, is seeking to connect their apprenticeship program with current RRCC Early Childhood Certificate options, that would include degree credit towards the AAS in Early Childhood Education and AA in Early Childhood Teacher Education. Through the vast partnership of childcare centers and workforce partners, this apprenticeship would marry the mentorship model the program provides and use PLA in a portfolio model to offer credit for students towards Certificates and Early Childhood Education AAS and Early Childhood Teacher Education AA Degree Coursework. Under the CAYG Framework of Learn As You Go, Add On As You Go, Stack As You Go and Partner As You Go, six Certificates are offered and are stackable into the AAS in Early Childhood Degree:

* + *Early Childhood Entry Certificate*
  + *Paraprofessional Educator Certificate*
  + *Early Childhood Preschool Teacher Certificate*
  + *Early Childhood Preschool Teacher II Certificate*
  + *Infant/Toddler Early Childhood Teacher Certificate*
  + *Director Early Childhood Education Certificate*

***Project Lead:*** Dr. Janiece Kneppe, Red Rocks Community College, Program Chair Early Childhood Education/Teacher Education, [Janiece.kneppe@rrcc.edu](mailto:Janiece.kneppe@rrcc.edu)

**Colorado Mountain College: Essential Skills Certificate**

***Summary:*** Colorado Mountain College has developed a 15-credit general education credential, a Certificate of Proficiency in Essential Skills. This certificate that can be completed in as little as one semester will increase the number of postsecondary credentials in CMC’s service area and will equip learners with essential skills for workplace readiness including communication, quantitative literacy, problem solving, inquiry and analysis and critical thinking. CMC is currently piloting an IT specific Essential Skills Certificate using a prebuilt ePortfolio template connected to the institutional student learning outcomes, which are also Colorado’s GT competencies. Future projects include pathway themed Gen Ed courses and student demonstration of their Gen Ed Essential Skills and GT Competencies through ePortfolio.

***Project Lead***: Dr. Maureen Stepp, is the project lead for the CMC IT Certificate, she is the Director of the Bachelor of Applied Science, Business Faculty and Assistant Dean of Instruction for Business and IT, [mstepp@coloradomtn.edu](mailto:mstepp@coloradomtn.edu)  
Dr. Abby Crew is the project lead for the essential skills certificate across CMC, she is the Assistant Dean of Academic Planning, Assessment and Improvement, [arcrew@coloradomtn.edu](mailto:arcrew@coloradomtn.edu)

**Metropolitan State University of Denver: Career Launchpad Digital Badges**

**Summary** a robust policy and practice exists at MSU Denver around Badging, Micro-Credentials and Certificates, in both credit and noncredit. The credentials offered are all stackable and connect to many majors at MSU Denver. In the noncredit space, focusing on the Career Launchpad credentials, to study the introductory courses offered in high-demand fields. These courses have opportunities for students to stack and bundle courses together into credit bearing programs. Each course has an outlined career pathway that provides entry points into the workforce and on-ramps for upskilling, into higher level learning and earning potential. The next phase is incorporating a student information system for non-traditional student management that will be a one-stop student information center for all MSU Denver noncredit credentials, reporting, and an ability to automate noncredit student badges and transcripts, ability to connect and talk with Banner systems and any other data warehouses, as well as payment systems. The Career Launchpad Credentials include:

* *Advanced Manufacturing and Workplace Preparation*
* *Aging Services*
* *Foundations of Instructional Design*
* *Fundamentals of Oral Communication*
* *Introduction to Journalism and Mass Media*
* *Fundamentals of Wedding Planning*
* *Health Navigation Fundamentals*
* *Introduction to Addictions Counseling*
* *Introduction to Business*
* *Introduction to Cybersecurity*
* *Principles of Public Health*
* *Introduction to Space Flight Operations*
* *Foundations of Translation & Interpretation*
* *Human Trafficking*
* *How to Change the World*

***Project Lead***: Dr. Terry Bower, MSU Denver, Associate Vice President Innovative and Lifelong Learning, [tbower2@msudenver.edu](mailto:tbower2@msudenver.edu)