

Non-Credit Mobility Academy (NMA)

Virtual Affinity
Groups

Project Work
Groups

Coaching
Resources

Peer State
Consultancy (TX,
MA, LA, MD, VA)

State Convenings



Non-Credit Workforce
Trainings & Credentials
November 2023
(Missoula)



NMA
January 2024
(Virtual Convening)



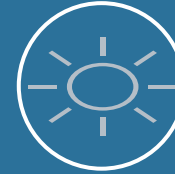
State Affinity Group
Summer 2024
(Helena)



NMA
August 2024
(Austin, TX)



NMA
June 2025
(Baltimore, MD)



Workforce Summit
Summer 2025
(Great Falls)



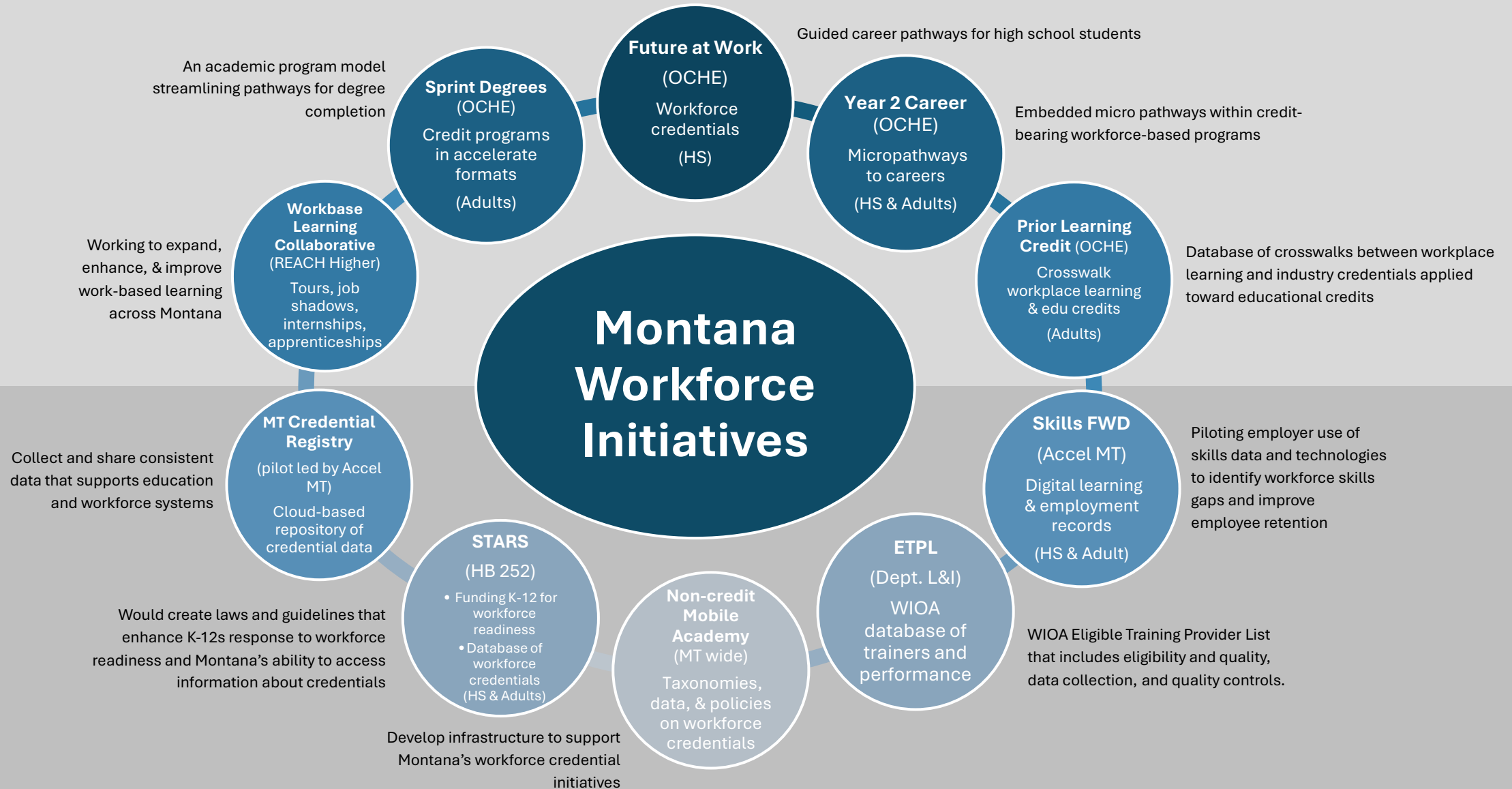
Montana Department of
LABOR & INDUSTRY



MONTANA
UNIVERSITY SYSTEM

ACCELERATE

Skills for Today, Opportunities for Life





CREDENTIALS OF VALUE

A FRAMEWORK FOR MONTANA'S WORKFORCE FUTURE

Montana is positioned to implement a proven framework for credentials addressing skill gaps and workforce shortages that lead to real economic opportunity.

CREDENTIALS OF VALUE are educational achievements— short-term certifications, workforce training programs leading to industry recognized credentials, and other non-degree courses—that provide clear economic returns for learners and meet workforce needs.

Credentials of Value are offered by colleges, through high school dual enrollment, and by independent training providers. What makes these immediately valuable are the credential's **market relevance and verified skill-focused outcomes** – putting learners on track for jobs in in-demand occupations.

CREDENTIALS OF VALUE AT WORK



Caiden D.
Completed Job Site Ready Construction Training from Accelerate Montana while at Sentinel HS, Missoula, 2022
earned High School credit
earned 3 Missoula College credits
earned Pre-apprenticeship hours

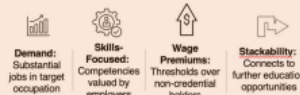
100+
HIGH SCHOOL
JSR COMPLETERS

"We turn away more work than we're bidding. If we had the qualified people across the spectrum, we could grow, we could be doing a lot more work. ... The JSR people are the ones that aren't just the hire and fire. The JSR program gives you that initial training to get you into the field and then that is something that you can build upon."

Bill Fritz, Senior Superintendent, Jackson Contractor Group

NATIONAL MODELS FOR VALUE CRITERIA

Without **clear quality metrics**, students risk investing time and money in credentials that don't deliver economic returns. Effective **national approaches** feature **coordinated efforts** between employers, industry associations, training providers, and agencies governing higher education, labor and public instruction to design metrics that deliver real impact.



Montana University System existing initiatives including **Validated Skills Trainings, Year to Career and Future at Work** align with established national criteria for Credentials of Value.

FLORIDA: Framework of Quality: Reimagining Education and Career Help (REACH) Act

TENNESSEE: Promoted Industry Credentials: SB0833 Tennessee Promise Scholarship

INDIANA: Career Scholarship Account: HEA 1002

COLORADO: Stackable Credential Pathways: SB22-192 Opportunities For Credential Attainment

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MONTANA CREDENTIAL REGISTRY

30TH STATE TO JOIN A NATIONAL MOVEMENT

With nearly one million unique credentials available nationwide, students and workers face overwhelming choices with limited information about which credentials lead to quality employment.

Montana's registry will identify **CREDENTIALS OF VALUE** by transforming basic listings into actionable information with integrated skills and labor market data.

Montana colleges and training providers are starting to publish to a registry that will:

- Make credentials, skills, and career pathways more transparent
- Connect credentials to employment outcomes and wage data
- Align workforce development with economic needs, filling skills gaps
- Include non-degree programs through the Validated Skills Training initiative
- Ensure credentials are standardized and verifiable

CREDENTIALS OF VALUE AT WORK

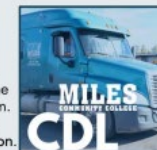
over 70%
of employers in states with credential registries report greater satisfaction with the workforce

Workforce Solutions Group



Great Falls College-MSU and Great Falls Public Schools teamed up to offer a **Certified Nursing Assistant (CNA)** program in both high schools for 1-credit during Spring or Fall semester. Since 2023, 48 students have enrolled and are following a career path. Great Falls-MSU also offers the CNA program every month to the community with options for hybrid-online or in-person class format.

Custer County District High School partnered to offer a **Commercial Driver's License (CDL)** program to seniors (age 18). Students complete some CDL coursework online and join behind-the-wheel driving class every day 7-10am. This schedule earns students 12-15 college credits and their CDL license 3 weeks before high school graduation.



CREDENTIAL REGISTRY BENEFITS



For Students and Workers:

- Clear information about which credentials lead to quality employment
- Understanding of how credentials stack toward advanced opportunities
- Ability to make informed decisions about education investments



For Employers:

- Reliable verification of applicant skills and qualifications
- Better alignment between hiring needs and available talent
- Reduced risk when assessing non-traditional credentials



For Education and Training Providers:

- Data to align program offerings with labor market demands
- Clear framework for demonstrating program value to students and employers
- Opportunities to create stackable credentials that connect to larger pathways



For Policymakers:

- Accountability for public workforce investments
- Data to guide future education and workforce policy
- Measurable outcomes for legislative initiatives

Point of Contact??

Logos?

Montana Credential Registry: <https://www.acceleratemt.com/montana-credential-registry>
Credential Engine States: <https://credentialengine.org/credential-engine-partners/federal-state-and-regional/>
Credentials of Value Criteria: <https://nationalskillscoalition.org/blog/higher-education/defining-quality-non-degree-credentials-is-crucial-to-putting-students-on-a-path-to-success/>

- Adopt the VST definition, taxonomy, and framework statewide
- Build and sustain statewide data infrastructure
- Advance CPL policy and practice to accelerate pathways to degree completion
- Strengthen strategic communication and public awareness
- Establish a statewide VST position at OCHE
- Develop and implement predictable funding model(s) for VST
- Create policies and standards of practice to ensure quality credentials

Accelerate Montana

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City College

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