



UpskillOK

**2022 OACRAO Conference**

**Brittany Blake | Tracey Romano**

**Oklahoma State Regents for Higher Education**

[badges@osrhe.edu](mailto:badges@osrhe.edu)



**Which skills have you needed to develop since you completed college with your degree?**

Discuss and Share

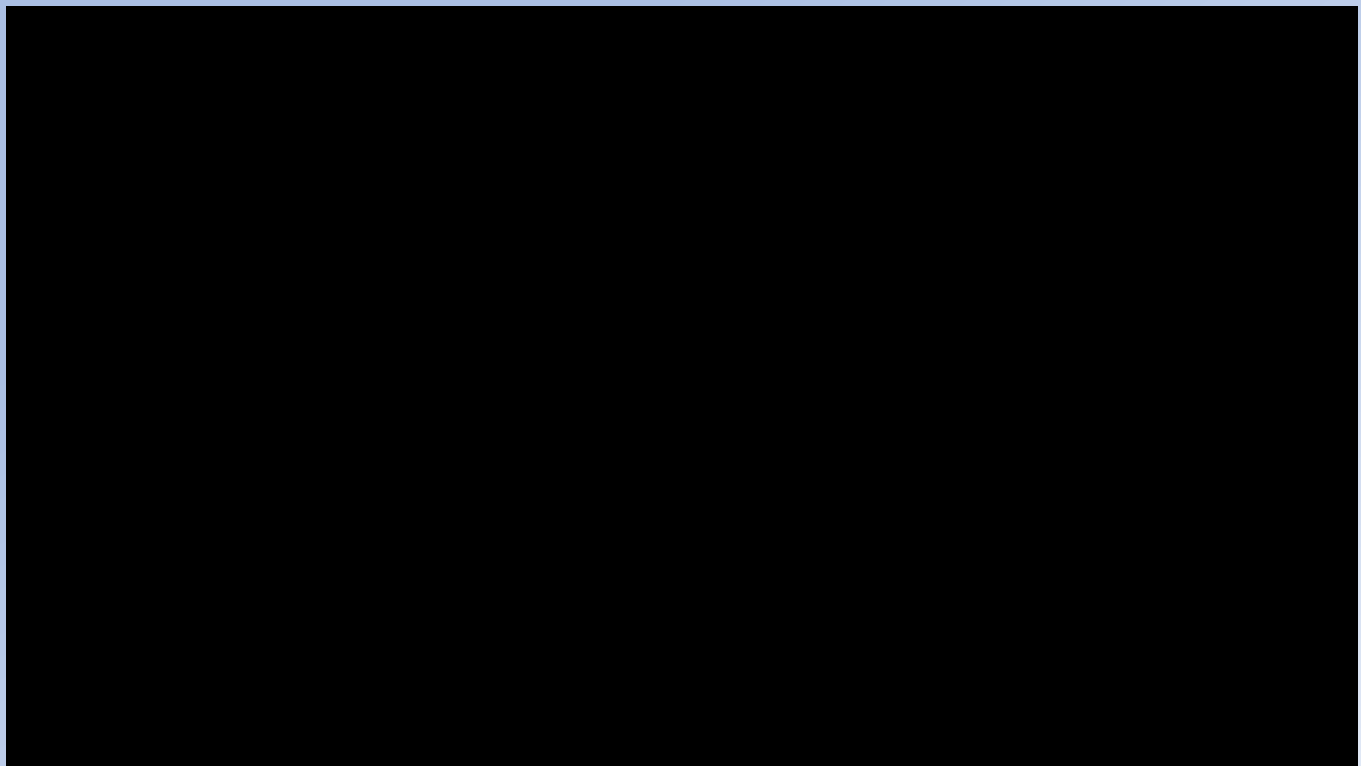
**Oklahoma's public  
colleges and  
universities  
are ready to  
partner with you ...**



# Employers are invited!

Forge new partnerships with Oklahoma's public colleges and universities through *micro-credential programs*.





# Learners are invited!

Discover new opportunities to upskill at Oklahoma's public colleges and universities through *micro-credential programs*.



# What does this mean for talent acquisition and development?

More programs for Oklahoma's critical occupation areas

Innovative recognition of resume-worthy achievements

Identification of skills and outcomes employers care about

Opportunities for lifelong development, professional development, and training for emerging technologies

Integrated credentialing and professional development pathways



# What is a micro-credential program?

Micro-credentials are short-term learning programs comprised of a coherent set of measurable **non-credit** bearing activities or projects and/or up to **9 hours** of **credit** bearing courses that provide...

**specific career critical skills, competencies and knowledge that can be readily transferred to the workplace.**

# Micro-credential Building Blocks

- Application
- Assessment
- Badge/Certificate
- Course
  - **For-credit**
  - Non-credit
- Credential
- Education Experience
- Member
- Payment
- Portfolio
- Presenter
- Project
- Professional Experience
- Schedule / Registration
- Volunteer
- Other
- Participant - *must be accompanied by assessment or measured learning*



# Powered by Digital Badging

Public  
Badge  
View

**Computer Support**  
Issued by [Oklahoma State Regents for Higher Education \(OSRHE\)](#)

Completers of the Computer System Support micro-credential are prepared to take the CompTIA ITF+ (Exam FC0-U61) and A+ certification exams (Core 1 (220-1001) and Core 2 (220-1002)) as well as provide technical support for computer hardware and software, operating systems and more.

**Skills**

- Cloud Computing
- Computer Systems
- Critical Thinking
- Hardware Support
- Hardware Troubleshooting
- Networking Basics
- Operating Systems
- Social Computing
- Technical Support
- Troubleshooting (Problem Solving)

**Earning Criteria**

- Successful completion of CS 1153 Introduction to Computing Technologies
- Successful completion of CS 1353 Computer Operating Systems
- Successful completion of CS 1413 Computer Hardware

Searchable  
Talent  
Directory

**Oklahoma State Regents for Higher Education (OSRHE)**

The Oklahoma State Regents for Higher Education (OSRHE) serves as the coordinating board for all 25 public colleges and universities within Oklahoma. OSRHE seeks to promote micro-credentials across Oklahoma with a goal of helping students digitally showcase their knowledge and skills, opening doors to employment opportunities, leveraging key community partnerships unique to individual institutions, and connecting industry partners to our students before and after graduation.

Badges Collections Directory

Search directory

Skill: Critical Thinking x Skill: Presentation And Report Writing x Skill: Research x [Remove all filters](#)

222 earners Sort by: Recent Activity

**Alexandra Medcalf**

Critical Thinking Presentation And Report Writing Research

Scholarly Communication Undergraduate Research

1 badge issued by Oklahoma State Regents for Higher Education (OSRHE)  
Last earned [Undergraduate Research](#) on 3 May 2022

**Niccole Miller**

Critical Thinking Presentation And Report Writing Research

Innovation Learning Experience Design ...

2 badges issued by Oklahoma State Regents for Higher Education (OSRHE)  
Last earned [OKLUS Presenter 2022](#) on 2 May 2022

**Kimberly Merritt**

Critical Thinking Presentation And Report Writing Research

Scholarly Communication Undergraduate Research

1 badge issued by Oklahoma State Regents for Higher Education (OSRHE)

**R. J. Trent**

Critical Thinking Presentation And Report Writing Research

Scholarly Communication Undergraduate Research

2 badges issued by Oklahoma State Regents for Higher Education (OSRHE)

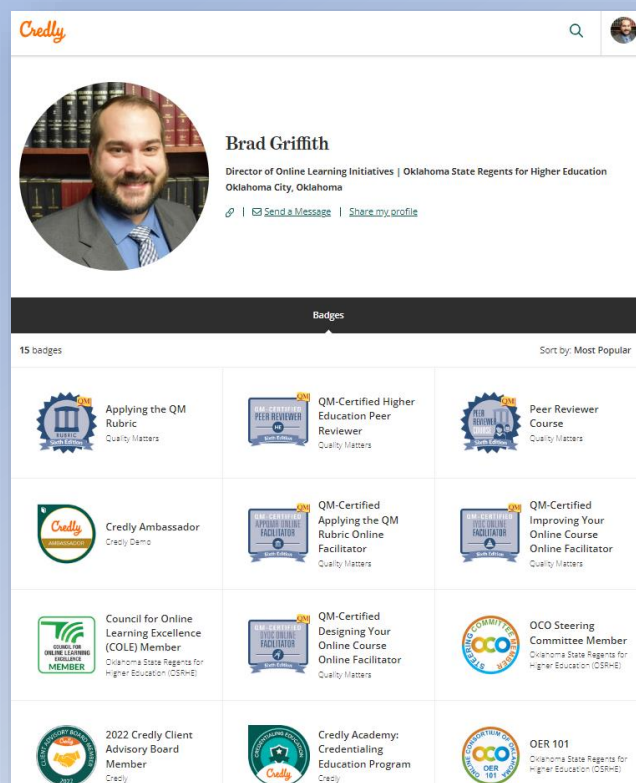


# Badge Earner Experience

Scan or visit  
<https://bit.ly/3DXkaW4> to  
view my earned badge!



## Earner Profile















**Credly**

**Brad Griffith**  
Director of Online Learning Initiatives | Oklahoma State Regents for Higher Education  
Oklahoma City, Oklahoma

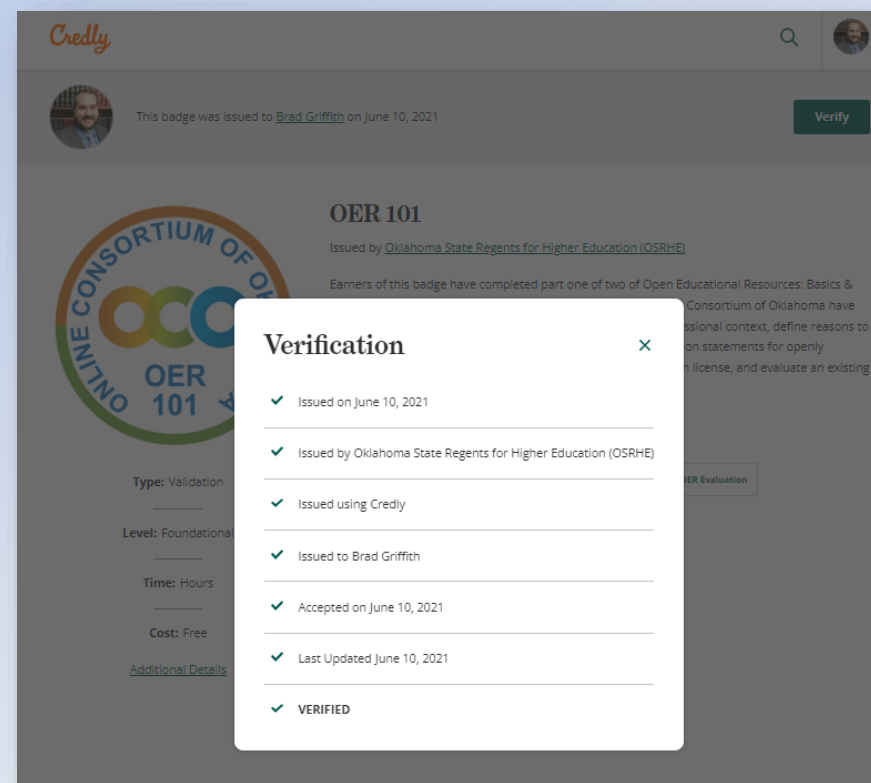
Send a Message | Share my profile

**Badges**

15 badges Sort by: Most Popular

 Applying the QM Rubric Quality Matters	 QM-Certified Higher Education Peer Reviewer Quality Matters	 Peer Reviewer Course Quality Matters
 Credly Ambassador Credly Demo	 QM-Certified Applying the QM Rubric Online Facilitator Quality Matters	 QM-Certified Improving Your Online Course Online Facilitator Quality Matters
 Council for Online Learning Excellence (COLE) Member Oklahoma State Regents for Higher Education (OSRHE)	 QM-Certified Designing Your Online Course Online Facilitator Quality Matters	 OCO Steering Committee Member Oklahoma State Regents for Higher Education (OSRHE)
 2022 Credly Client Advisory Board Member Credly	 Credly Academy: Credentialing Education Program Credly	 OER 101 Oklahoma State Regents for Higher Education (OSRHE)

## Authenticity Verified



**Credly**

This badge was issued to [Brad Griffith](#) on June 10, 2021

**OER 101**  
Issued by [Oklahoma State Regents for Higher Education \(OSRHE\)](#)

Earners of this badge have completed part one of two of Open Educational Resources: Basics & ... Consortium of Oklahoma have ... on statements for openly ... license, and evaluate an existing ...

**Verification**

- ✓ Issued on June 10, 2021
- ✓ Issued by Oklahoma State Regents for Higher Education (OSRHE)
- ✓ Issued using Credly
- ✓ Issued to Brad Griffith
- ✓ Accepted on June 10, 2021
- ✓ Last Updated June 10, 2021
- ✓ VERIFIED

Type: Validation  
Level: Foundational  
Time: Hours  
Cost: Free


[Additional Details](#)

# Sharing Maximizes Value

← Back

## Share your badge

Broadcast your achievement to friends and colleagues to get the recognition you deserve.



OER 101  
Issued by [Oklahoma State Regents for Higher Education \(OSRHE\)](#)

**Promote**  
Share your achievement on social media.

[in LinkedIn](#) [Twitter](#)

[f Facebook](#)

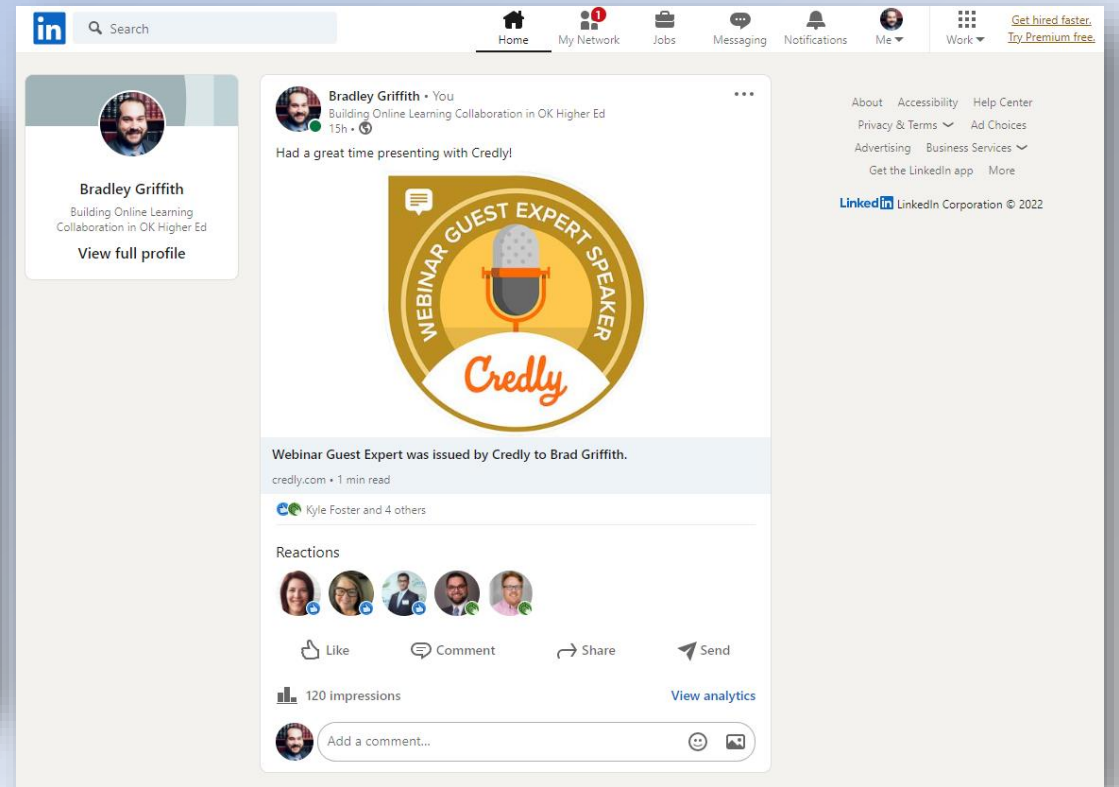
**Publish**  
Send your badge or take it offline.

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**Bradley Griffith** • You  
Building Online Learning Collaboration in OK Higher Ed  
15h • [🌐](#)

Had a great time presenting with Credly!



Webinar Guest Expert was issued by Credly to Brad Griffith.  
credly.com • 1 min read

[🌐 Kyle Foster and 4 others](#)

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# Pilot Project Fast Facts

- Pilot launched January 2022; funded again for FY23
- Funding distributed to 19 institutions for FY23
- One statewide marketing campaign down; one planned for fall



# 79 OSRHE-Approved Micro-credential Programs

## 309 Badges Issued (as of 11/07/2022)

- Carl Albert State College
  - Computer Networking\*
  - Computer Programming\*
  - Volunteer & Youth Coaching
- Northwestern Oklahoma State University
  - Classroom Management\*
  - Pedagogy\*
  - Reading/Literacy\*
- Oklahoma City Community College
  - Computer-Aided Design\*
  - CAD-Mechanical Design\*
  - CAD-Digital Fabrication\*
  - CAD-Architectural Design\*
  - CAD and Fabrication Tech for Instructors\*
- Set Construction
- IT Fundamentals for Instructors\*
- Automotive Sales and Service Specialist
- Computer Support\*
- Geographic Information System (GIS)
- Small Business Management for Entrepreneurs\*
- Rose State College
  - sUAS Mapping
- Cameron University
  - Beef Cattle Artificial Insemination
  - Classroom Management\*
  - Curriculum Development\*
  - Employment Law\*
  - Essentials of Cost and Managerial Accounting\*
- Essentials of Financial Accounting\*
- Law for Entrepreneurs
- Literacy\*
- Social Media Law and Ethics for Entrepreneurs
- Differentiated Instruction\*
- Fundamentals of Accounting\*
- Managing Human Resources\*
- Personal Finance
- Strategies for Asset Protection \*
- Teaching Struggling Readers\*
- Small Enterprise Management\*
- Calculator Fundamentals
- Tulsa Community College
  - Supervisory Skills\*



\*aligns with one or more of Oklahoma's 100 Critical Occupations

# 79 OSRHE-Approved Micro-credential Programs

## 309 Badges Issued (as of 11/07/2022)

- University of Science and Arts of Oklahoma
  - Alternative Certification for Teachers\*
  - Academic Advising
  - Career Success
  - Mental Health and Wellness\*
- Rogers State University
  - Information Security Practitioner\*
  - Information Technology Help Desk Technician\*
  - Microsoft Office Practitioner
  - Programming Technician\*
  - Website Technician\*
  - Drone Pilot
- Oklahoma Panhandle State University
  - Secondary Management & Assessment – Alt Cert\*
  - Exceptional Child – Alt Cert\*
  - Educational Psychology – Alt Cert\*
- Methods & Materials of Secondary Teaching – Alt Cert\*
- Connors State College
  - Business Communication
  - Civic Engagement
  - College Prep
  - Emergency Preparedness Communication\*
  - Mental Health in Policying\*
  - Social Media Marketing\*
  - STEM Foundations
  - The Legal System
  - Healthcare Leadership (Advanced)\*
  - Police Writing – Foundational
  - Police Writing – Intermediate
  - Police Writing – Advanced
  - Diversity, Inclusion, and Belonging – Foundational
  - Diversity, Inclusion, and Belonging – Intermediate
  - Diversity, Inclusion, and Belonging – Advanced
- Seminole State College
  - Microsoft 365 Fundamentals
  - Google Project Management\*
  - TOEFL Prep Basics
  - Google UX Design
  - Business Leadership Basics
  - Google Data Analytics\*
  - Conflict Management
  - Workplace Communications
  - Six Sigma Yellow (Beginner)\*
  - Six Sigma Green (Intermediate)\*
  - Six Sigma Black (Advanced)\*
  - Microsoft Excel Fundamentals
  - Microsoft Word Fundamentals
  - Microsoft PowerPoint Fundamentals



# Program Benchmarks for Success

- 1. Sector Strategies for Employer Engagement**
- 2. Enhanced Career Pathway Programs and Accelerated Learning Strategies with Open Educational Resources (OER)**
- 3. Strategic Alignment with the Workforce Development Assets in the Local Community**
- 4. Strategic Student Supports and Coaching for Success**
- 5. Strategic Communication to Students and Employers on Workforce Micro-credentials**

# Rapid Program Approval Process



## Step 1

Submit  
Program  
Request Form



## Step 2

OSRHE Staff  
Review  
Request



## Step 3

Program  
Approved  
Pending  
Ratification at  
next State  
Regents  
Meeting



## Step 4

OSRHE Staff  
Create Badge  
and/or Add  
Program to  
UpskillOK.org



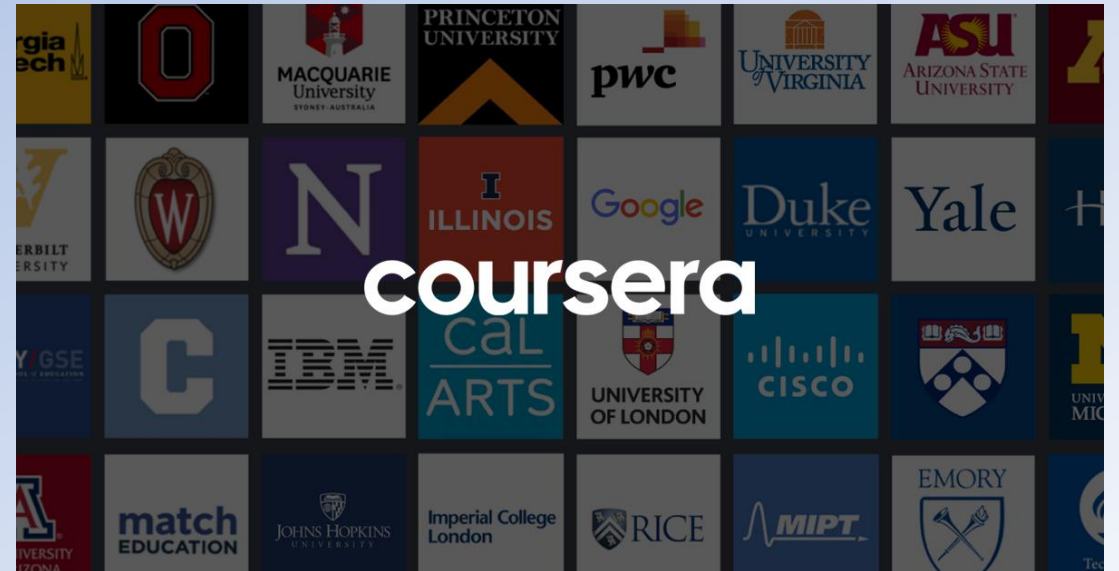
## Step 5

New Program  
Approval  
Ratified at  
State Regents  
meeting

**As little as *two weeks* from submission to approval (pending ratification)!**

# Custom Programs Available through Coursera Partner Institutions

1. Carl Albert State College
2. Connors State College
3. Cameron University
4. Eastern Oklahoma State College
5. Langston University
6. Northeastern Oklahoma A&M College
7. University of Oklahoma
8. Redlands Community College
9. Rose State College
10. Seminole State College
11. Tulsa Community College
12. University of Science and Arts of Oklahoma



5,000+ courses available from leading universities and companies



# Program Highlight: [WorkSooner.OU.edu](https://worksooner.ou.edu)

- Multiple Coursera-hosted program specializations, including:
  - Electric Vehicles and Mobility
  - Systems Security Certified Practitioner
  - A Guide to Healthcare Innovation
- No admission to OU or enrollment in student information system (SIS)
- No transcription of completed coursework
- Custom training opportunities available
- Group enrollment rates available for employers

Browse all of WorkSooner Courses and Specializations

Explore your program details, including prerequisites, required courses, career benefits, and more.

Find a Course

Search

Filter Results

Choose all that apply

Offering Type Topics

SEARCH CLEAR

CATEGORIES

- > Business (23)
- > Cybersecurity (7)
- > Education / Teaching (14)
- > Energy / Wind / Solar / Electric Vehicle (15)
- > Essential Skills / College Prep (10)
- > Financial Services / Portfolio Mgt (9)
- > Healthcare (26)
- > I.T. / Programming / Technology (29)
- > Leadership (9)

**COURSE**

**Electric Vehicles and Mobility**

Evaluate, analyze and implement the diffusion of electric vehicles where their use is relevant.

**Time To Complete:**  
Approximately 1 month

**SPECIALIZATION**

**(ISC)<sup>2</sup> Systems Security Certified Practitioner (SSCP)**

The SSCP Professional Training Certificate shows employers you have the IT security foundation to defend against cyber attacks and puts you on a clear path to earning SSCP certification.

**Time To Complete:**  
Approximately 10 months

**COURSE**

**A Guide to Healthcare Innovation: Principles and Practice**

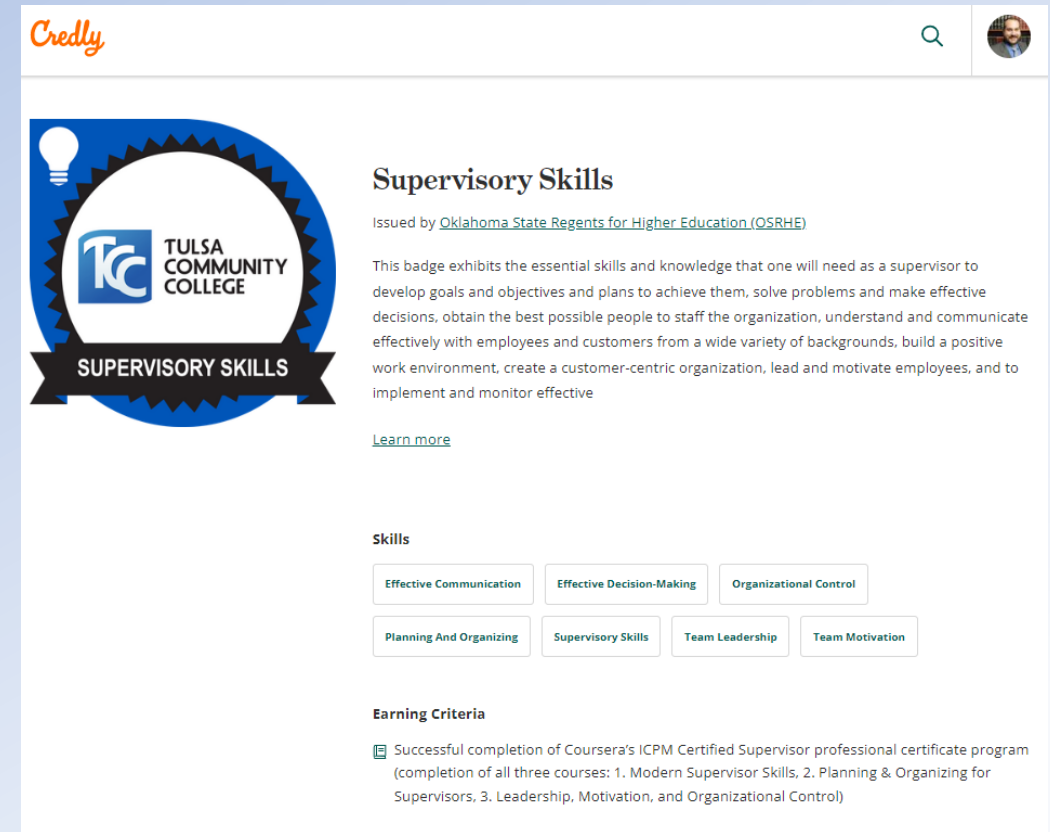
This course will review the basic features and principles of healthcare innovation.

**Time To Complete:**  
Approximately 1 month



# Program Partnership Highlight: Supervisory Skills Micro-credential

- Partnership program between Macy's Fulfillment Center and Tulsa Community College
- Coursera-facilitated curriculum
- Industry certification-driven standards
- Badge issued through Credly



The screenshot displays the Credly platform interface for the Supervisory Skills micro-credential. On the left is a circular badge with a blue border and a white center. The center features the Tulsa Community College logo (TC) and the text 'TULSA COMMUNITY COLLEGE'. Below the logo is a black banner with the text 'SUPERVISORY SKILLS'. To the right of the badge, the title 'Supervisory Skills' is displayed. Below the title, it states 'Issued by Oklahoma State Regents for Higher Education (OSRHE)'. A paragraph describes the badge's purpose: 'This badge exhibits the essential skills and knowledge that one will need as a supervisor to develop goals and objectives and plans to achieve them, solve problems and make effective decisions, obtain the best possible people to staff the organization, understand and communicate effectively with employees and customers from a wide variety of backgrounds, build a positive work environment, create a customer-centric organization, lead and motivate employees, and to implement and monitor effective'. A 'Learn more' link is provided. Below this, a 'Skills' section lists several competencies in button format: Effective Communication, Effective Decision-Making, Organizational Control, Planning And Organizing, Supervisory Skills, Team Leadership, and Team Motivation. The 'Earning Criteria' section states: 'Successful completion of Coursera's ICPM Certified Supervisor professional certificate program (completion of all three courses: 1. Modern Supervisor Skills, 2. Planning & Organizing for Supervisors, 3. Leadership, Motivation, and Organizational Control)'. The Credly logo is in the top left corner, and a search icon and user profile picture are in the top right.

# UpskillOK.org - New Website!

**UpskillOK**  
CAREER-FOCUSED CREDENTIALS

Home Employers Students & Employees Institutions Contact [Micro-Credentials](#)

**CAMERON UNIVERSITY**  
**Beef Cattle Artificial Insemination**  
Earners of the Artificial Insemination certification will be able to demonstrate competency in artificial insemination of beef cattle and embryo transplanting.

#CATTLEBREEDING [View All Available Programs](#)

**BEEF CATTLE ARTIFICIAL INSEMINATION**  
Cameron University Certification  
Live Workshop Training

**COMPUTER NETWORKING**  
Carl Albert State College  
Two-course, Stackable Credential

**CLASSROOM MANAGEMENT**  
Northwestern Oklahoma State University  
Credential for All-Cert Teachers

**For Employers**  
Rethink employee training and development by partnering with academic partners to develop

**For Students & Employees**  
Earn career critical skills, competencies and knowledge

**For Institutions**  
Develop micro-credentials and badges for in-demand career skills to meet growing industries!

## Feature: Searchable Program Database

**Search for Programs**

Use the filter and sorting menu below or type any keyword in the search bar to find the programs most relevant to you. To find out more about each program, click Details: "View All" or export a custom report of your search results. Check back here frequently for new offerings!

Program:  Campus:  Delivery:  [Clear filters](#)

[Excel](#) [CSV](#) [Copy](#) [PDF](#)

Show  entries Search:

Badge	Program	Campus	Launch Date	Time to Completion	Delivery	Details
	Supervisory Skills	Tulsa Community College	05/17/2022	Weeks	Online	<a href="#">View All</a>
	Automotive Sales and Service Specialist	Oklahoma City Community College	07/25/2022	Months	Classroom	<a href="#">View All</a>
	Info Tech Fundamentals for Instructors	Oklahoma City Community College	07/25/2022	Weeks	Classroom	<a href="#">View All</a>

**Program Details**

**Badge:**

**Program:** Small Enterprise Management  
**Campus:** Cameron University  
**Launch Date:** 07/25/2022  
**Program Type:** Micro-credential  
**Description:** Earners of the Small Enterprise Management certification will demonstrate competency in recognizing and minimizing the risks associated with small business operations. Additionally, learners will be able to apply skills necessary for creating small business plans, marketing small businesses, properly documenting the accounting and finances of small businesses, and managing business operations while maintaining high ethical standards.

**Time to Completion:** Months  
**Discipline/Category:** Business-Management  
**Open Enrollment:** Yes  
**For-Credit Courses:** For-credit  
**Delivery:** Blended/Hybrid  
**Stackable:** Yes  
**Stackable to:**  
**Featured Partners:**  
**Relevant Occupation Area:**  
**Discover Credential:** <https://www.cameron.edu/business/beyond-the-classroom>  
**Digital Badge:** [View Badge](#)

**Program Details**

**Badge:**

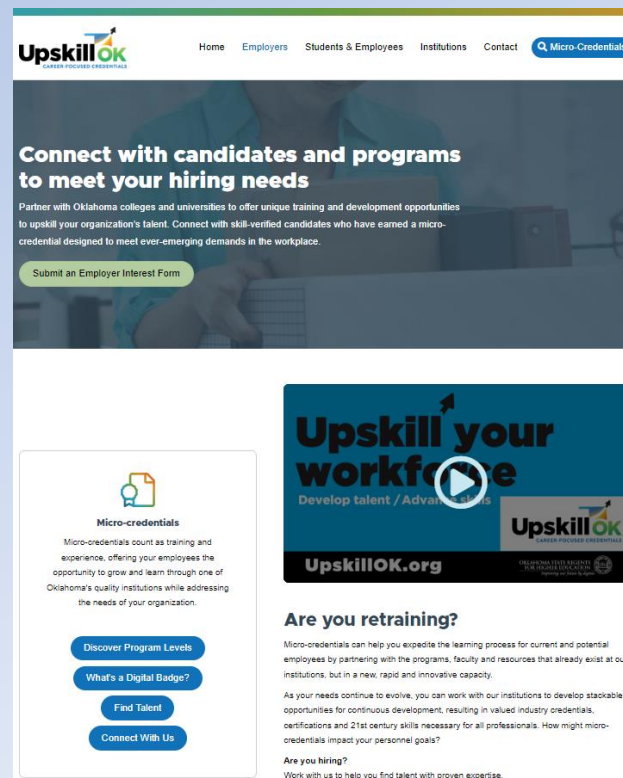
**Program:** Computer Support  
**Campus:** Oklahoma City Community College  
**Launch Date:** 05/23/2022  
**Program Type:** Micro-credential  
**Description:** Completers of the Computer System Support micro-credential are prepared to take the CompTIA (IT+) (Exam FC0-U61) and A+ certification exams (Core 1 (220-1101) and Core 2 (220-1102) as well as provide technical support for computer hardware and software, operating systems and more.

**Time to Completion:** Months  
**Discipline/Category:** Information Technology  
**Open Enrollment:** Yes  
**For-Credit Courses:** For-credit  
**Delivery:** Classroom  
**Stackable:** Yes  
**Stackable to:** Computer System Support (AAS) or Certificate  
**Featured Partners:** n/a  
**Relevant Occupation Area:** Computer User Support Specialists  
**Discover Credential:** <https://www.okcc.edu/allmicro-credentials/>  
**Digital Badge:** [View Badge](#)

# Tool Highlight: Employer Interest Form

- Tell us about your organization's needs
- Connect with one or more institutions
- Share opportunities and job postings

Visit our Employers Webpage!



The screenshot shows the UpskillOK website homepage. At the top, there is a navigation bar with links for Home, Employers, Students & Employees, Institutions, Contact, and a search bar for Micro-Credentials. The main header features the UpskillOK logo and a navigation bar. Below the header, there is a large banner with the text: "Connect with candidates and programs to meet your hiring needs". Underneath the banner, there is a sub-header: "Partner with Oklahoma colleges and universities to offer unique training and development opportunities to upskill your organization's talent. Connect with skill-verified candidates who have earned a micro-credential designed to meet ever-emerging demands in the workplace." A green button labeled "Submit an Employer Interest Form" is positioned below the sub-header. To the right of the banner, there is a QR code. Below the banner, there is a section titled "Micro-credentials" with a sub-header: "Micro-credentials count as training and experience, offering your employees the opportunity to grow and learn through one of Oklahoma's quality institutions while addressing the needs of your organization." This section includes four buttons: "Discover Program Levels", "What's a Digital Badge?", "Find Talent", and "Connect With Us". To the right of this section, there is a video player with the text "Upskill your workforce" and "Develop talent / Advance skills". Below the video player, there is a section titled "Are you retraining?" with a sub-header: "Micro-credentials can help you expedite the learning process for current and potential employees by partnering with the programs, faculty and resources that already exist at our institutions, but in a new, rapid and innovative capacity." This section includes a paragraph of text and a sub-header "Are you hiring?" with a sub-sub-header "Work with us to help you find talent with proven expertise."





# New OSRHE Digital Toolkit for Employers



- Tools for your workforce
  - Handshake
  - ShowWhatYouKnowOK.org
  - ReachHigherOK.org
  - UpskillOK.org
  - Oklahoma's Promise
  - OK College Start
  - Many others...
- Services for your business

The screenshot displays the Oklahoma State Regents for Higher Education website. The header includes the organization's name and logo, along with navigation links for Students, Parents, Higher Ed Admin/Faculty/Staff, K-12 Teachers/Staff, and Media. A search bar is also present. The main content area is titled "OSRHE SERVICES FOR YOUR BUSINESS" and features several key sections:

- Post a Job Opening With a College or University:** Promotes Handshake as a platform for connecting with college students and alumni.
- Join the Roster: Businesses Offering Employer Tuition Assistance for Higher Education:** Encourages businesses to provide tuition assistance benefits to employees.
- OK Higher Ed Connect:** Offers an online searchable database of business resources available from Oklahoma's public colleges and universities.

The right sidebar contains "HIGHLIGHTED PROGRAMS" such as the Digital Toolkit for Employers, Employer Tuition Assistance for Higher Education, and OK Higher Ed Connect. It also lists "ECONOMIC AND WORKFORCE DEVELOPMENT" resources like Oklahoma's Critical Occupations (2018-28) and Statewide Employment Outcomes. A "DATA" section at the bottom right includes the 2019 Economic Impact Study.



# Tool Highlight: Handshake

- Recruit students directly from Oklahoma's public colleges and universities
- Create an Employer Profile to showcase your job postings
- Join virtual and on-campus events hosted by our campuses

Join Handshake!



 **Handshake**

# Frequently Asked Questions

- Do students seeking a micro-credential need to be admitted to the institution?
  - For-credit coursework included? Yes, as degree-seeking or non-degree-seeking (if 9 hours or less)
  - Non-credit coursework only? No; program follows continuing education policies.
- What if a non-degree-seeking student wants to take more than 9 hours of micro-credential coursework?
  - The institution's president can grant an exception for continued enrollment.
- Do micro-credentials/badges appear on a student's transcript?
  - For-credit coursework does appear on the academic transcript (at this time).
  - Non-credit coursework does not appear on the academic transcript.
- Are micro-credentials eligible for financial aid?
  - If embedded and student is degree-seeking, possibly.
  - Non-credit programs are not eligible for FA, but some scholarship funding has been provided by OSRHE.

# Questions?

Please contact us at [badges@osrhe.edu](mailto:badges@osrhe.edu) or visit [UpskillOK.org](https://UpskillOK.org)!

