

Microcredentialing at FTCC

An Interdisciplinary Success Story

**From Zero to 1,014 Badges in Under
Two Years**

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The Starting Point: August 2023



- End of a 3-year grant cycle
- Zero badges developed
- Zero badges issued
- Infrastructure existed, but no credentials

A Scalable, Replicable Approach

- 1 Identify programs and skills eligible for credentialing
- 2 Use AI to determine specific skill competencies
- 3 Design assessment options with AI assistance
- 4 Create evaluation rubrics (single-point recommended)
- 5 Establish mastery criteria and issue via Credly

A teal circular logo with the white text "AI" inside.

AI

From Zero to 1,014 Badges

August 2023

0 badges
End of grant

Spring 2024

First badges
issued

February 2026

Today

1,014

badges issued

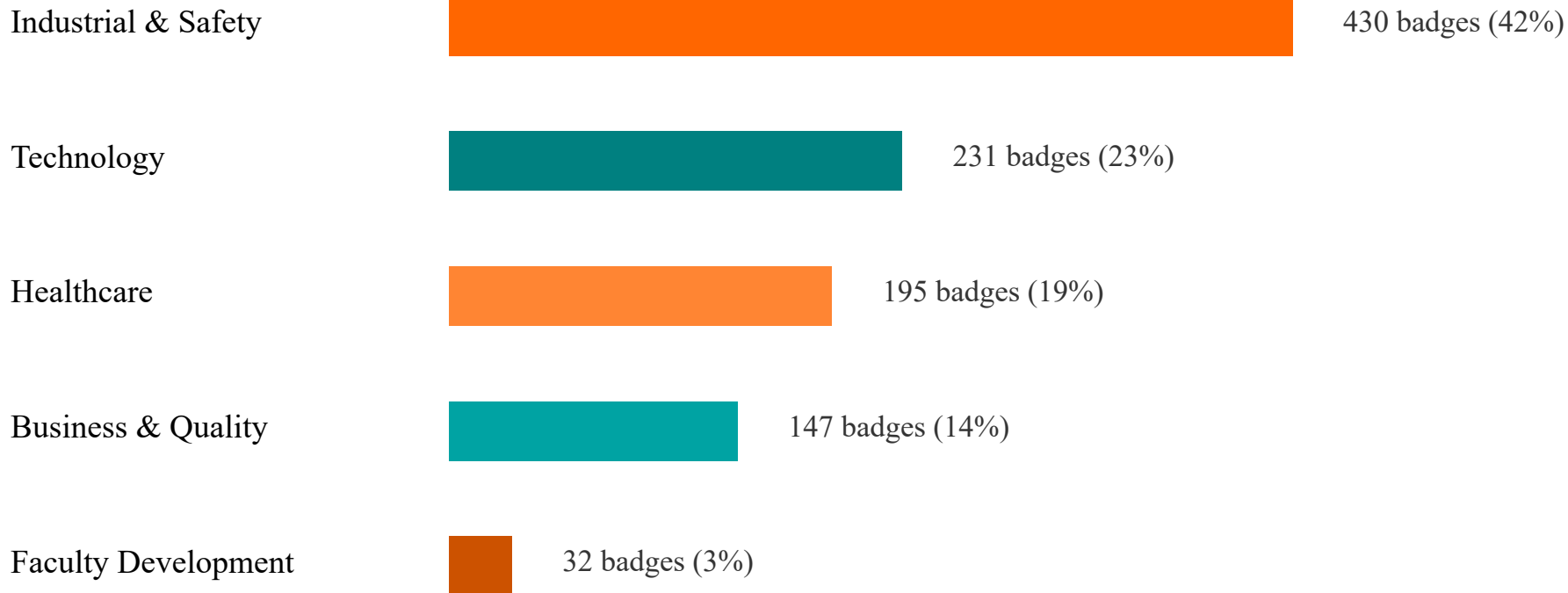
17

badge types

68%

acceptance rate

5 Disciplines, 17 Badge Types, 1 Framework



Same methodology spans all disciplines — scalable and adaptable

Workforce-Ready Safety Certifications

I&S

Industrial & Safety

Verified Forklift Operator

206

OSHA 30-Hour General Industry

152

OSHA 10-Hour Construction

66

OSHA 30-Hour Construction

6

430

Total Badges

42% of all credentials

Cybersecurity: Our #1 Performing Badge



Cybersecurity Fundamentals

Systems Security & Analysis

231

badges issued

#1 Badge

35% projected job growth in information security through 2031

— Bureau of Labor Statistics

Supporting Nursing, MLT, and Allied Health

HC

Healthcare

Basic Spanish for Healthcare Professional

50

CPR Certified

37

Diagnostic Microbiology

30

Diagnostic Hematology

29

Diagnostic Clinical Chemistry

29

195

Total Badges

19% of all credentials

Process Improvement Skills Valued Across Industries

Lean Six Sigma Green Belt

95

badges issued

Lean Six Sigma Yellow Belt

52

badges issued

Total: 147 badges (14% of all credentials)

Transferable credentials valued in healthcare, manufacturing, logistics, finance, and government

Recognizing Instructional Excellence

FD

Faculty Development

FTCC Certified High-Quality Course Badge

(1 course)

21

FTCC Certified High-Quality Course Badge

(2-6 courses)

11

32

Total Badges
for faculty

Employers Are Demanding Skills-Based Credentials

96%

of employers believe
microcredentials strengthen
job applications

90%

willing to offer higher starting
salaries to credential holders

97%

are using or considering
skills-based hiring practices

72%

more likely to hire candidates
with professional certificates

Sources: Lumina Foundation 2025, AACSB Insights 2024, Google/Coursera Employer Survey

Institutions Are Responding

50+

states have institutions offering microcredentials

51%

of higher ed leaders have already integrated microcredentials

82%

plan to offer microcredentials for academic credit within 5 years

16

states have established credential value frameworks

FTCC is a "Credential As You Go" participant — ahead of the curve

Credential As You Go: Building Toward Degrees

Micro-Credential 5-20 hours, single skill

Macro-Credential 40-100 hours, skill cluster

Certificate 1 semester, industry-aligned

Associate Degree 2 years, comprehensive

FTCC Example: Industrial Systems Pathway

OSHA-10 + Industrial Hazards → Industrial Safety Macro → Certificate → AAS Degree

Where Microcredentials Meet Your Mission



Communication

written, oral, professional



Critical Thinking

problem-solving



Teamwork

collaboration



Digital Literacy

technology skills



Financial Literacy

money management



Workplace Ethics

professional conduct

Same methodology, applied to soft skills — truly interdisciplinary credentialing

Embedding Transformational Skills Across Disciplines

Example: Communication Badge

English Composition	→	Written communication rubric
Speech	→	Oral presentation rubric
Business	→	Professional email and memo rubric
Any Capstone	→	Comprehensive communication portfolio

One badge, multiple pathways to earn it

Why This Scales: AI-Assisted Development



What AI Provides

- Skill identification from course outcomes
- Assessment option generation
- Rubric creation (single-point recommended)
- Sample student work for calibration
- Feedback language for evaluations



What Humans Provide

- Disciplinary expertise and judgment
- Final approval of all criteria
- Actual assessment of student work
- Badge issuance decisions

AI proposes; faculty dispose — 80% faster development without sacrificing quality

Supporting Transformational Skills Badges

- 1 Task Force identification of priority skills
- 2 Faculty champions in each discipline
- 3 Rubric development (AI-assisted, faculty-approved)
- 4 Pilot courses for initial implementation
- 5 Assessment and iteration cycle
- 6 Credly badge design and metadata

Timeline: First badges could launch within one semester

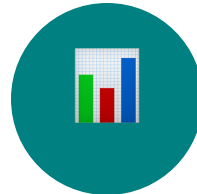
How We Measure Impact

Current Metrics

Badges issued	1,014
Badge types	17
Acceptance rate	68%
Disciplines served	5

Future Metrics to Track

- Student employment outcomes
- Employer recognition/requests
- Badge views and shares on LinkedIn
- Student satisfaction surveys
- Faculty adoption rates



Explore the Microcredential Integration Hub

<https://amlw05.github.io/microcreds/>



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Dashboard Features:

- Real-time statistics and growth data
- Interdisciplinary breakdown with badge counts
- Course integration analyzer
- Stackable pathway visualizations
- AI methodology documentation
- Transformational skills opportunity section

How Can We Collaborate?

Questions for the Task Force:

- Which transformational skills are highest priority?
- Which programs or courses might pilot first?
- What concerns or barriers should we address?
- How can microcredentials support your existing initiatives?

Resources:

Dashboard: <https://amlw05.github.io/microcreds/>

FTCC Credly: <https://www.credly.com/organizations/fayetteville-technical-community-college/badges>

Contact

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Thank You!