

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



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

Industrial & Safety



430 badges (42%)

Technology



231 badges (23%)

Healthcare



195 badges (19%)

Business & Quality



147 badges (14%)

Faculty Development



32 badges (3%)

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



#1 Badge

Cybersecurity Fundamentals

Systems Security & Analysis

231

badges issued

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



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



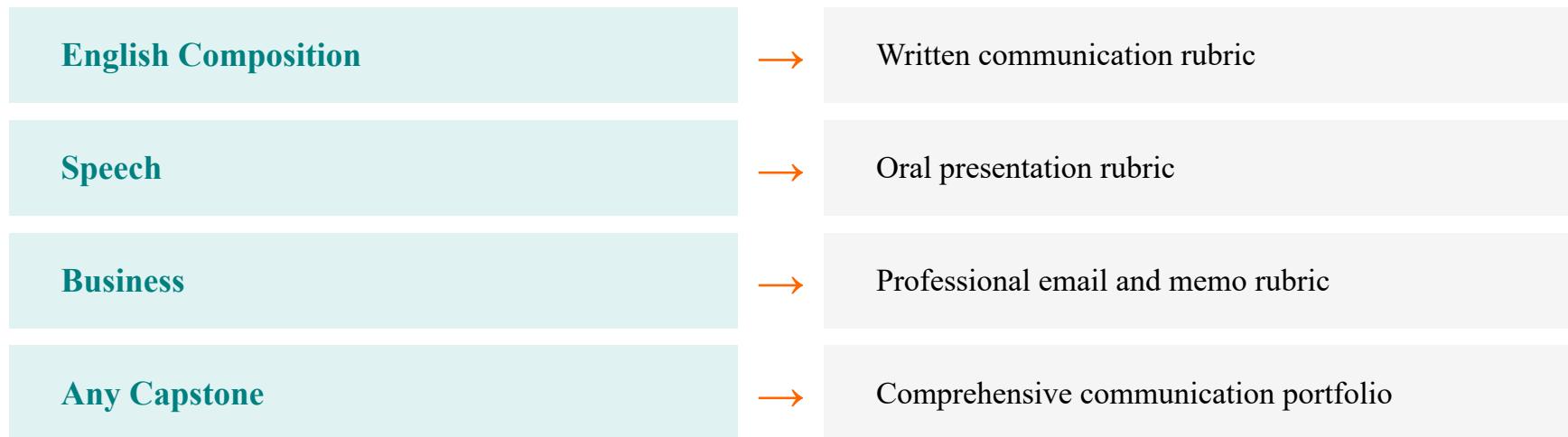
Workplace Ethics

professional conduct

Same methodology, applied to soft skills — truly interdisciplinary credentialing

Embedding Transformational Skills Across Disciplines

Example: Communication Badge



One badge, multiple pathways to earn it

Why This Scales: AI-Assisted Development



AI

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

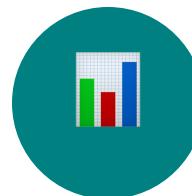
How We Measure Impact

Current Metrics

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

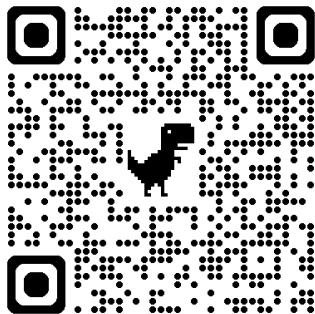
Future Metrics to Track

- 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!