# Idaho SkillStack®

Heather Luchte, Chief Performance and Accountability Officer

TSA and WRA, who takes it?

- TSA = Technical Skills Assessment*
  - Capstone students, grades 9 – 12
  - 90% of capstones are grades 11 – 12

- WRA = Workplace Readiness Assessment*
  - Capstone students, grades 9 – 12 <u>OR</u>
  - Grade 12 enrolled in their 2nd CTE course
    - Can be courses from different areas (ex. Teen Living and Accounting).
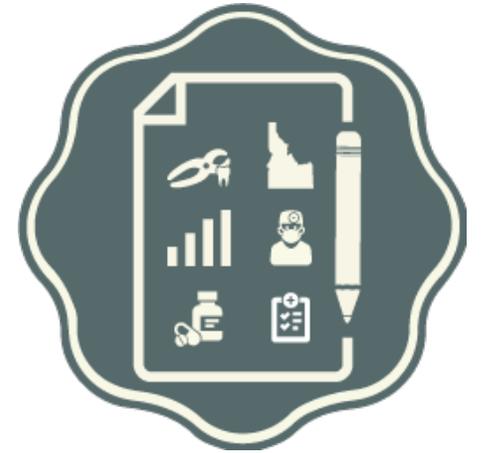
*Only if part of an approved CTE program

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Why do students take the TSA/WRA?

Technical Skills Assessment (TSA)

- End of program assessment, competencies
- Perkins requirement
- Measure of program quality

Workplace Readiness Assessment (WRA)

- Career readiness, expectations
- Measure of program quality

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RYG: Standards Results

2024-2025
Technical Skills Assessment
Digital Communications

Results by Standard

Legend (%)		
0-50%	51-75%	76-100%

Assessment: Digital Communications Number tested: 73	% Correct 21-22	% Correct 22-23	% Correct 23-24	% Correct 24-25
CONTENT STANDARD 1.0: ELEMENTS AND PRINCIPLES OF DESIGN AND VISUAL	67.97%	64.94%	68.97%	73.08%
Performance Standard 1.1: Elements of Design	48.75%	54.88%	51.72%	60.26%
1.1.1 Identify, analyze, and implement the application of color, line, shape, texture, size, and value in design.	48.75%	54.88%	51.72%	60.26%
Performance Standard 1.2: Principles of Design	82.50%	70.73%	81.03%	78.21%
1.2.1 Analyze and incorporate the principles of design (i.e. balance, contrast, alignment, rhythm, repetition, proximity, movement, harmony, emphasis, unity, etc.) in graphic works.	82.50%	70.73%	81.03%	78.21%

RYG: Red Yellow Green

Pre-Test
Post-Test

TSA Pretest and TSA Pass Rate

Bar chart showing TSA Pretest pass rate at 45% and TSA pass rate at 79% for 2024-2025.

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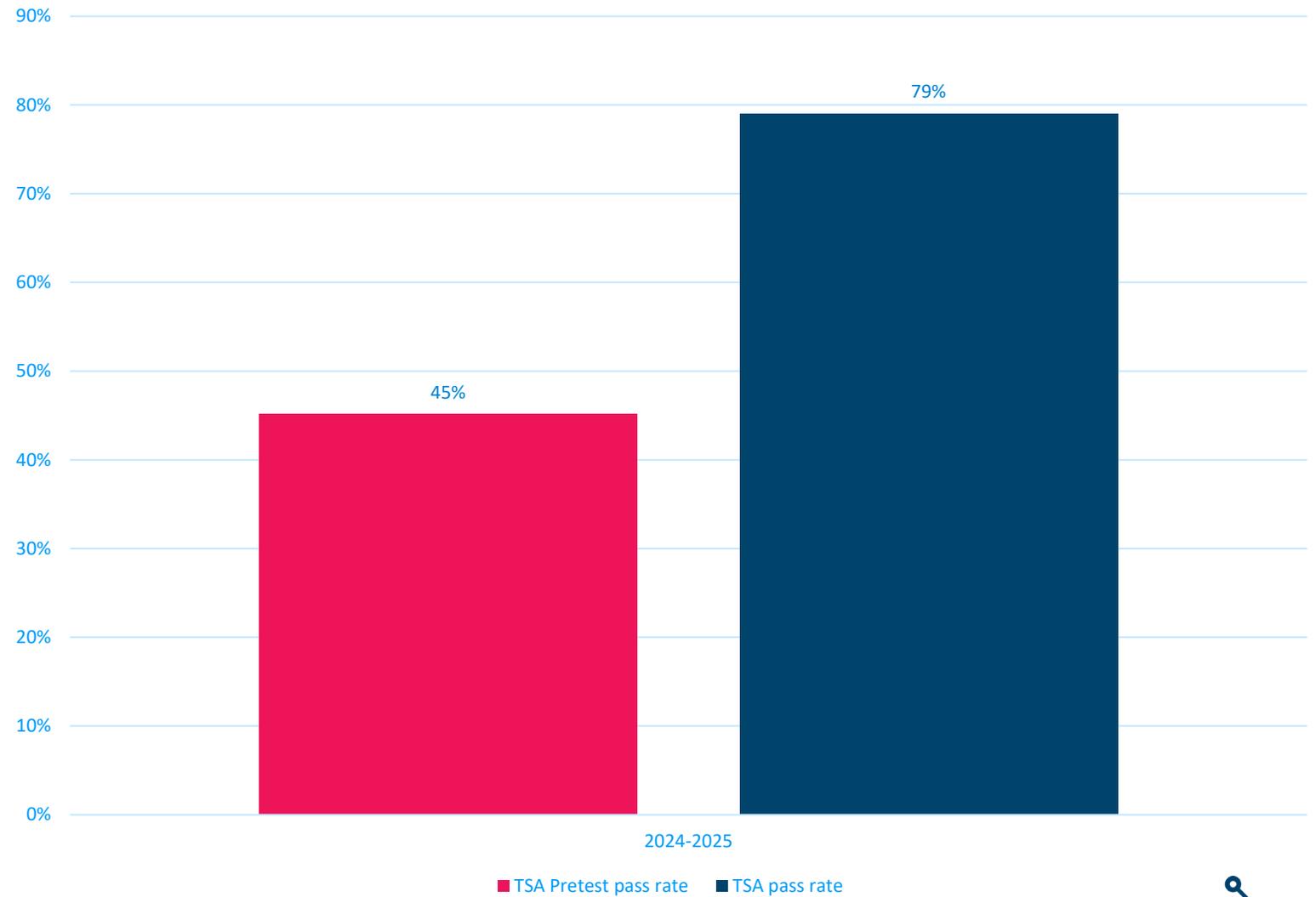
Board Policy: microcredentials

Which board policies apply to microcredentials?

Policies

III.E. – Certificates and Degrees

III.G. – Postsecondary Program Review and Approval

III.L. – Prior Learning

III.Y – Advanced Opportunities

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What's the difference?

Microcredential (Microcertification)

Non-credit bearing credentials awarded for mastery of defined skills or concepts, including career technical, academic, and/or industry-relevant skills. Shorter than traditional degrees/certificates. Measures skills not "seat time".

Digital Badge

A visual representation of a microcredential or stacked microcredential.

Digital badges are artifacts, much like a diploma, of the skill mastered.

Stacked Microcredential

A set of organized microcredentials after learners meet specific outcomes.

Completing stacked microcredentials may result in credit through institutions prior learning assessment policies.
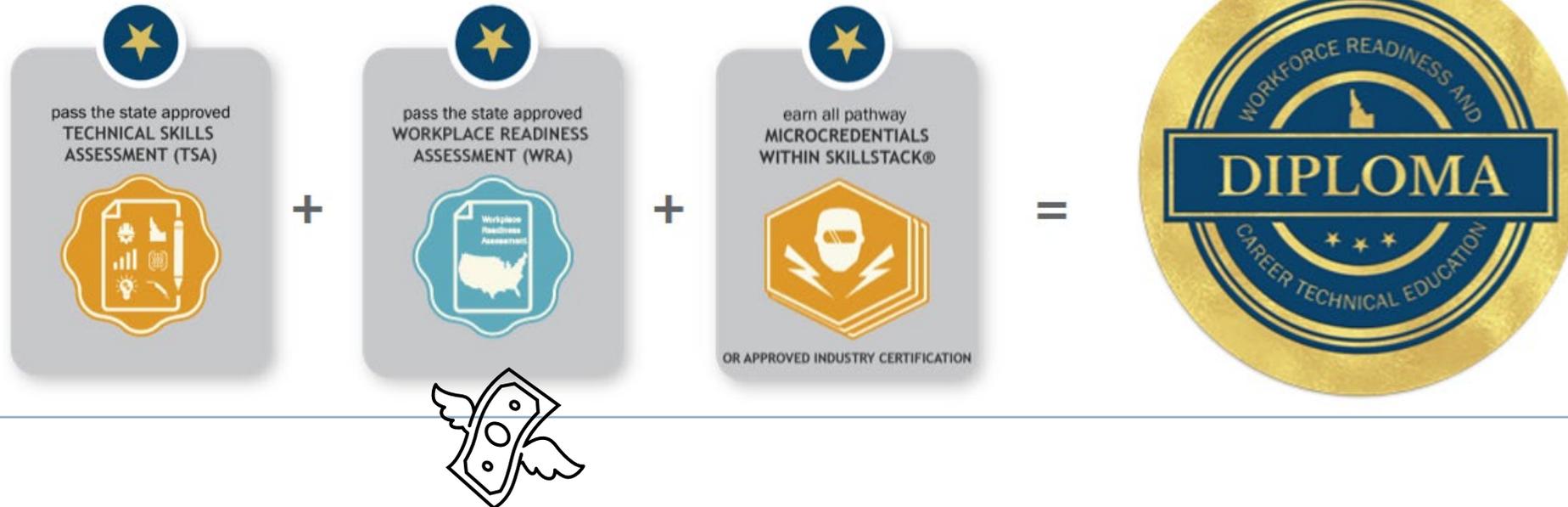
Data within a digital badge

Alignment	Framework a badge has been assessed against
Badge Criteria	Skills completed to earn the badge
Badge Description	Description of the badge
Badge Name	Name of the badge
Evidence URL	Badge earner's unique evidence (optional)
Expiration Date	Whether the badge has expired
Issue Date	When the badge was issued (or revoked)
Issuer	Details about the organization issuing the badge
Recipient	A verifiable reference to the recipient
Tags	Searchable tags

Advanced Wound Care
Issued on 08/23/2021
Issued by North Idaho College

Advanced Wound Care for the Health Professional
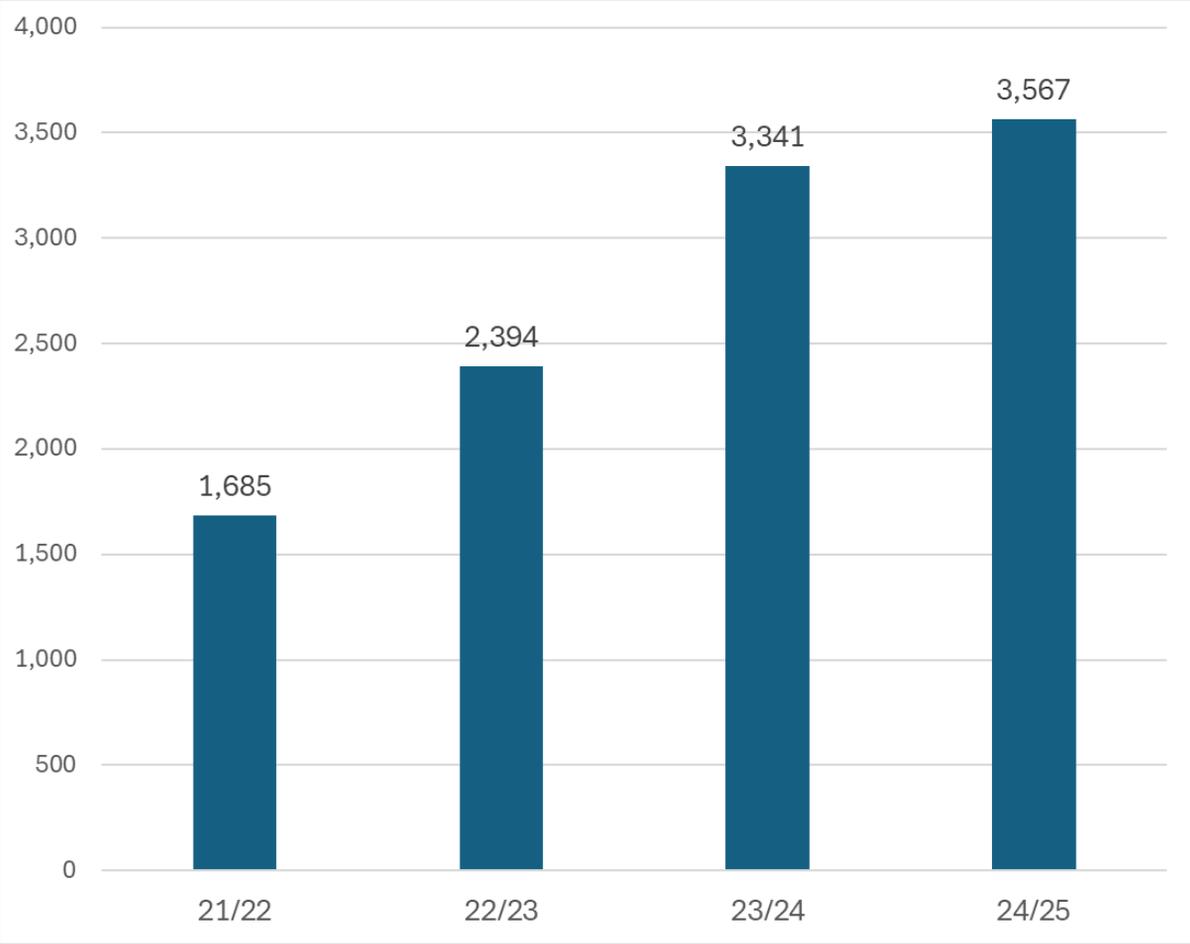
Print Certificate

What is the student benefit?

- SkillStack® badges
  - Prior learning credit
  - Employment and recruitment opportunities
- Workforce readiness and CTE diploma

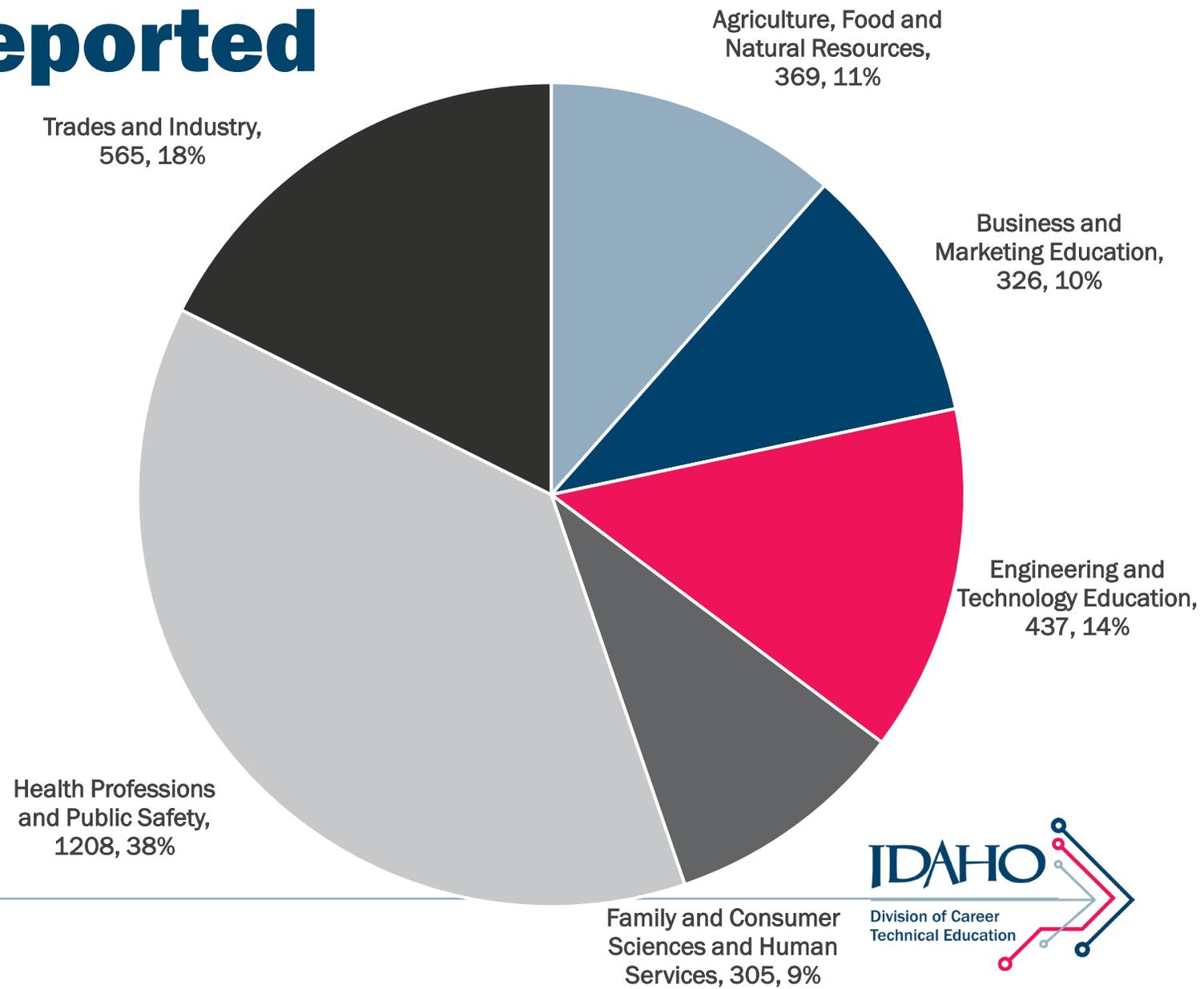# Workforce Readiness and CTE Diploma

pass the state approved
TECHNICAL SKILLS ASSESSMENT (TSA)

+

pass the state approved
WORKPLACE READINESS ASSESSMENT (WRA)

+

earn all pathway
MICROCREDENTIALS WITHIN SKILLSTACK®

OR APPROVED INDUSTRY CERTIFICATION

Nearly 11,000 students have earned this new diploma.

Year	Count
21/22	1,685
22/23	2,394
23/24	3,341
24/25	3,567

24/25 Diplomas reported
By program area

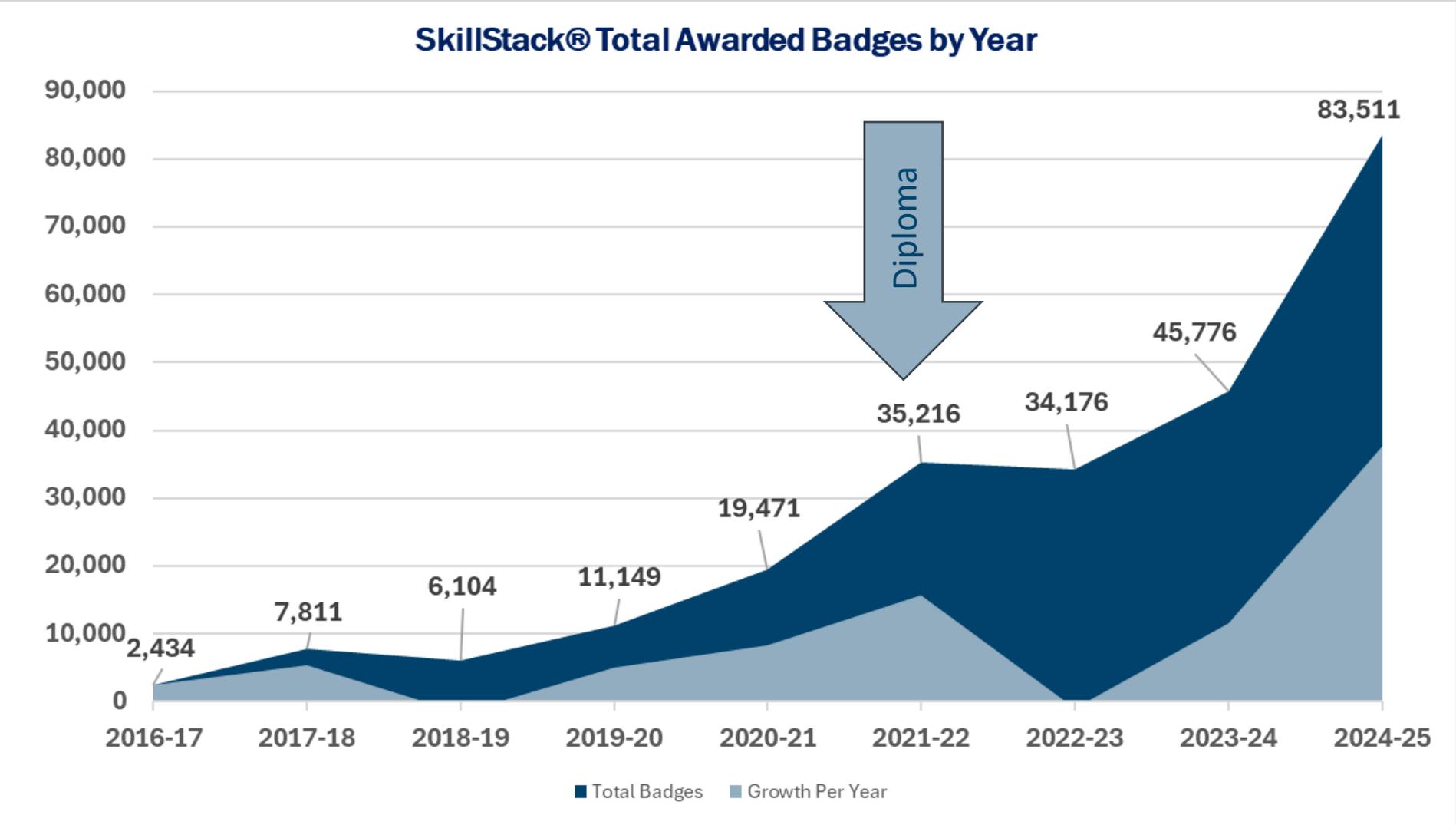3,567 Workforce Readiness and CTE Diplomas issued to 2,494 unique individuals

Agriculture, Food and Natural Resources, 369, 11%

Business and Marketing Education, 326, 10%

Engineering and Technology Education, 437, 14%

Family and Consumer Sciences and Human Services, 305, 9%

Health Professions and Public Safety, 1208, 38%

Trades and Industry, 565, 18%

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Ideas from schools

Boise Schools
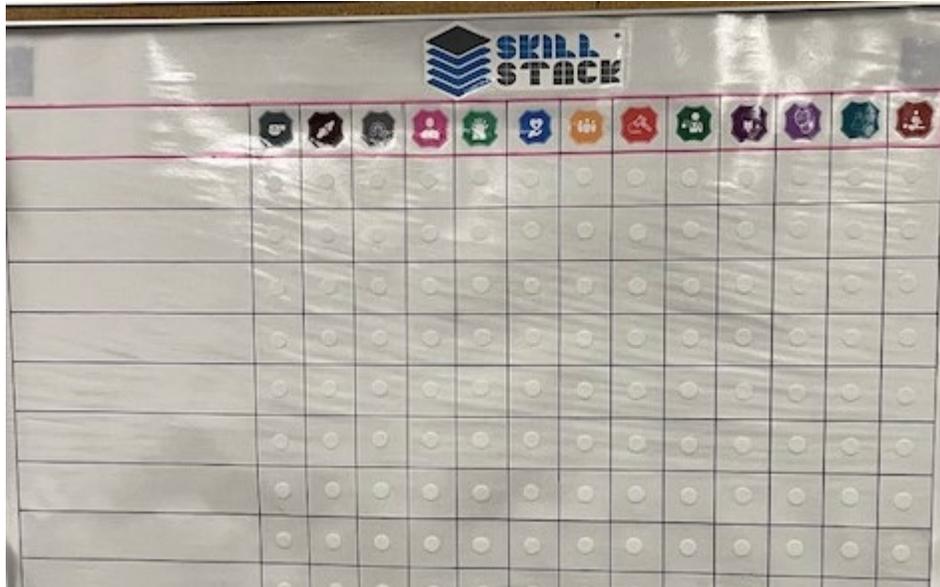
West Ada

SkillStack® badges issued (n=253,380)

SkillStack® Total Awarded Badges by Year

Data points:
- 2016-17: 2,434
- 2017-18: 7,811
- 2018-19: 6,104
- 2019-20: 11,149
- 2020-21: 19,471
- 2021-22: 35,216 (Diploma)
- 2022-23: 34,176
- 2023-24: 45,776
- 2024-25: 83,511

Legend: ■ Total Badges ■ Growth Per Year
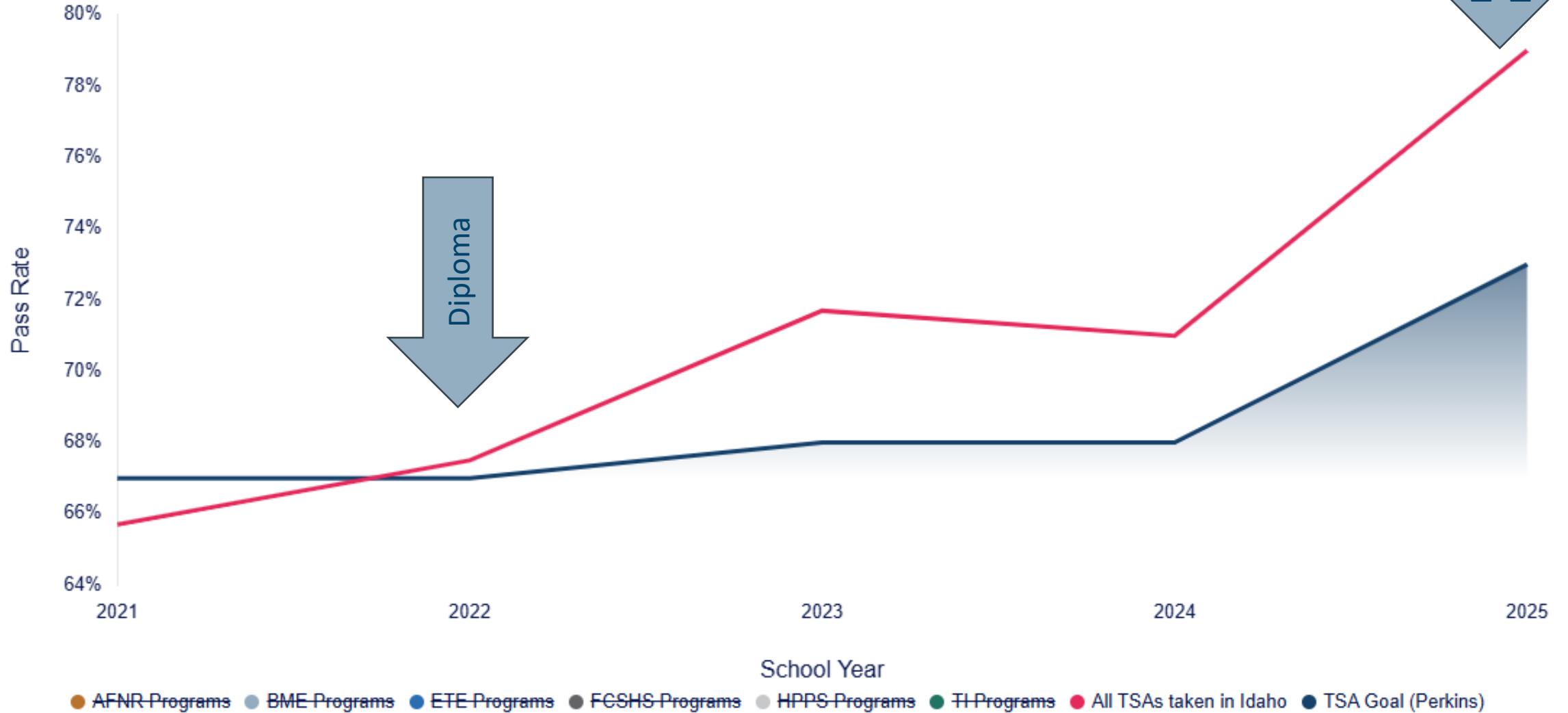
>52,000 unique learners have been awarded at least one digital badge!

TSA Annual Pass Rates

WRA Annual Pass Rates

*Please note: Beginning in 2021-2022, updated WRA standards were approved by the Idaho State Board of Education.

# Question: How are employers and industry using SkillStack®?

- 65+ employers currently in SkillStack®

- Why no promotion to Industry earlier?
  - No student emails so employers would find candidates but no responses to recruitment emails
  - Teachers not actively awarding badges.
  - Some high school programs weren't added yet (started with 9 up to 50+) = small candidate pool

- Chicken or egg.
  - Build candidate pool or build employer list... now 52K unique earners in SkillStack®.

#ISTE2016   #badgepathways

THOUGHT: NOAH GEISEL

I vs
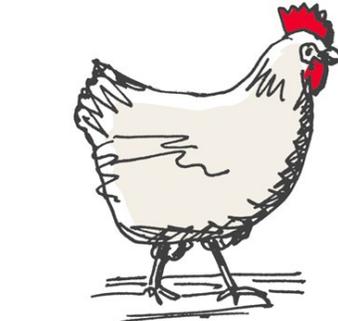
EMPLOYERS WILL CARE ABOUT BADGES WHEN THEY SEE THEM
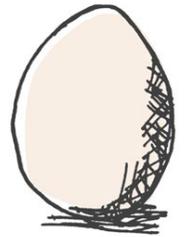
APPLICANTS WILL CARE WHEN EMPLOYERS START ASKING...

@BryanMMathers

Idaho Microcredential Advisory Council (IMAC)

Purpose: to inform best practices for SkillStack® and other microcredentials in Idaho

Focus Areas:

1. Expanding secondary badge access (i.e. noncapstone teachers),
2. Postsecondary badging – nationwide panel on governance, posted on YouTube channel
3. IDOC badging – having meetings w/stakeholders
4. **Employer engagement**

Technical Advisory Committees and Reporting

- TAC meets at least twice per year

- TAC reports due to IDCTE by June 15.

- Include the following:
  - TAC Members-Primarily Industry Partners
  - The Annual Program of Work/5-year plan
  - Meeting Minutes

- **New IDCTE TAC Tracking Tool**

SKILL STACK **EMPLOYERS**

Your search for qualified candidates is over.

SkillStack® Recruit is a free, robust database that allows employers like you to find employees with specific skills aligned with the jobs you're trying to fill. Once you've found qualified candidates, invite them to apply or learn more about your company— right from SkillStack®.
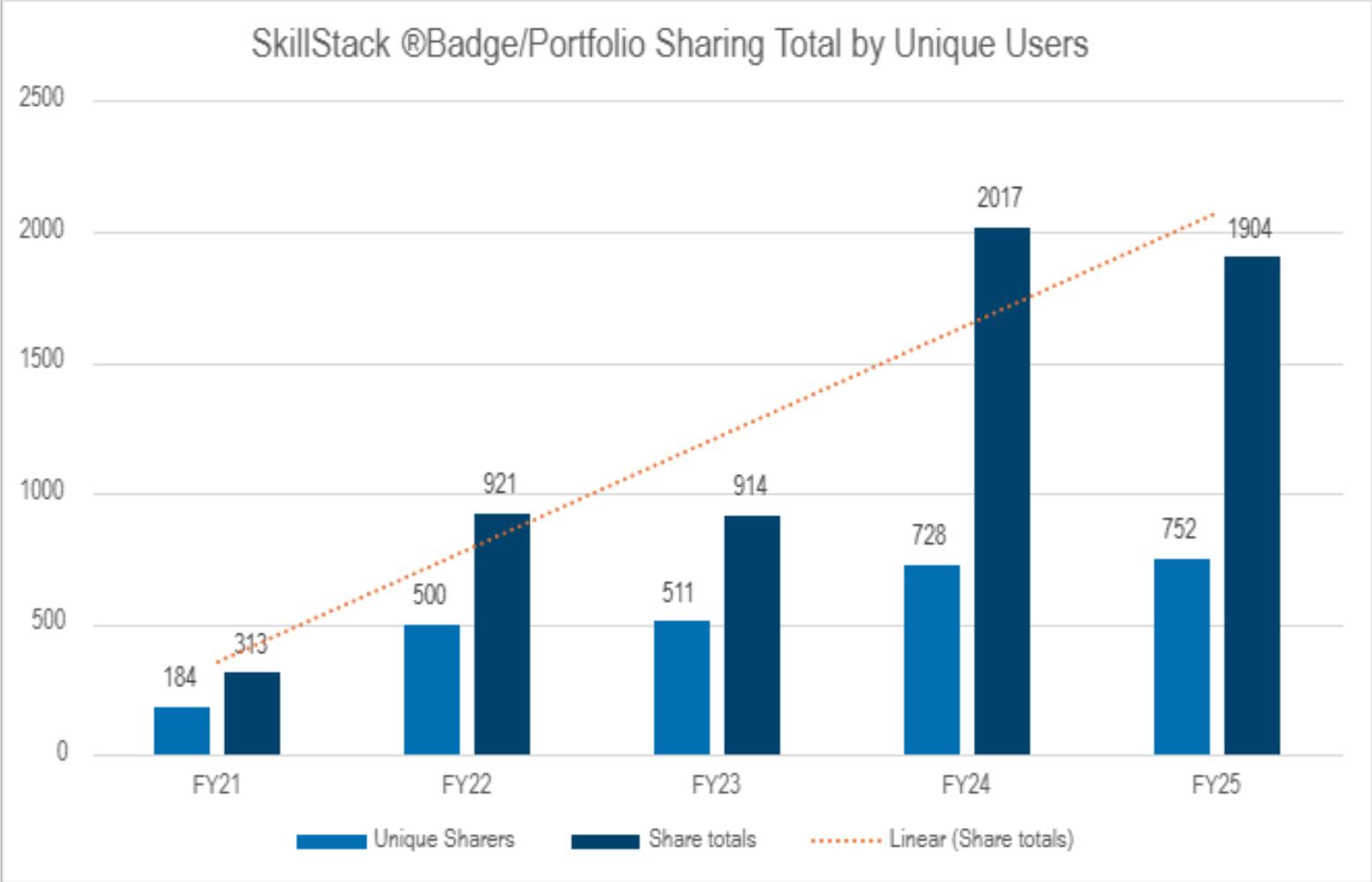
Here's how to get started:

Secondary and Postsecondary Technical Advisory Committee TAC Guidebook
Cost: Free
Provider: CTE
Home Portal: Idaho Division of Career Technical Education

Sharing badges: learner activity

SkillStack ®Badge/Portfolio Sharing Total by Unique Users

	FY21	FY22	FY23	FY24	FY25
Unique Sharers	184	500	511	728	752
Share totals	313	921	914	2017	1904

Legend: Unique Sharers · Share totals · Linear (Share totals)

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LISA SIMPSON

P (208) 123-4567 E LisaSimpson@Smail.Com A Springfield, USA W Linkedin.com/in/lsimpson

OBJECTIVE

Motivated and intellectually curious individual seeking a challenging position that leverages strong analytical, communication, and problem-solving skills. Eager to contribute to a forward-thinking organization that values integrity, innovation, and social responsibility.

EXPERIENCE

Student Tech Support Intern
Lincoln High School IT Department – Springfield, USA
September 2024 – May 2025
- Provided basic technical support to students and teachers, including troubleshooting.
- Helped maintain inventory of school tech equipment and updated software as needed
- Created simple user guides for common tech issues to improve efficiency
- Gained hands-on experience with hardware and software in an educational setting

Community Center Assistant
Springfield Community Center – Springfield, USA
June 2024 – August 2024
- Helped organize and run summer youth programs for children ages 6–12
- Assisted with setup and cleanup of events, games, and educational activities
- Provided support to staff by managing sign-in sheets and distributing materials
- Developed strong communication and leadership skills through daily interactions with children and parents

LEADERSHIP

As Chapter Officer for HOSA, organized meetings, gave presentations, and provided leadership. Raised $5,000 for the *You DO Make Friends with Salad* fund.

REFERENCES

Available upon request

EDUCATION

High School Diploma
Springfield High School
Springfield, USA
4.0 GPA

MICROCREDENTIALS

Workforce Readiness Diploma

CTSO Chapter Officer: Teamwork

Medical Assisting

DIGITAL BADGE PORTFOLIO

https://skillstack.idaho.gov/0eb8babc-a847-4ca5-8791-27d74c41ec45

Resume Example

Showcases ways to display badges on traditional resume.

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Standards Workflow (one year)