

Date: August 8, 2025



Microcredential Background

A microcredential is a competency-based certification that validates an educator's mastery of a specific skill. These credentials provide a flexible pathway for professional endorsements and serve as a practical alternative to traditional graduate-level courses.

To earn a credential, an educator submits materials for evaluation by a trained expert reviewer. The program currently faces a structural mismatch between revenue and expenses. While reviewers are paid \$20 for every submission they assess, this fee is only collected from the educator for their initial submission. Consequently, the costs for reviewing revised and resubmitted materials are not recovered. This fiscal gap is widening as the number of available microcredentials and resubmissions grows.

To ensure the fiscal sustainability of this program, we propose implementing a \$20 fee for each review submission. This change will allow the Utah State Board of Education (USBE) to collect a fee for every submission, ensuring all reviewer costs are covered.

The Microcredential Program by the Numbers

- There are over **540** operational microcredentials.
- **97** new microcredentials are in development, ranging from initial drafting to beta testing. In June 2025 alone, 37 new credentials were built.
- **169** expert reviewers across the state assess candidate submissions.
- **Beta testers**, who are paid \$200 per test, reviewed 7 new microcredentials in June 2025. While not all new credentials are beta tested, many USBE specialists prefer this step before a statewide launch.

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**Microcredential Review Process and Costs**

Reviewers are categorized as either paid or non-paid:

- **Paid reviewers** are employed at a Local Education Agency (LEA) and conduct reviews outside their normal contract hours.
- **Non-paid reviewers** include USBE specialists and others with specific year-round contracts.

When a microcredential is submitted, a reviewer "claims" it and is expected to complete the assessment within two weeks. Paid reviewers may submit payment requests on a monthly, quarterly, or annual basis by providing a tracking sheet of their completed reviews.

Recent Review Costs

The chart below details the costs for initial reviews over the last three months.

Month	Reviews	Cost at \$20/Review
April 2025	203	\$4,060.00
May 2025	332	\$6,640.00
June 2025	153	\$3,060.00
Total (3 Months)	688	\$13,760.00*

**This total reflects costs for initial reviews only. The cost of subsequent resubmissions, for which a fee is not currently collected, is not included.*

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Endorsements Available via Microcredentials

Utah requires that all educator endorsements offer a competency-based pathway for attainment. Microcredentials are often developed for this purpose, providing an alternative to traditional university courses by allowing educators to demonstrate existing skills. We anticipate the number of these microcredentials will grow as more competency-based endorsement pathways are developed.

Required Microcredentials

- **School Social Workers: 5 required microcredentials.**
- **School Counselors: 3 required stacks (12 microcredentials total)**

Endorsements with Microcredential Pathways

- Adapted PE Endorsement
- Adult Education Endorsement
- APPEL Educator Competencies
- Automotive Collision Repair (CTE)
- Automotive Services (CTE)
- Aviation (CTE)
- Bicycle Repair (CTE)
- Ed Tech Endorsement
- Elementary Mathematics Endorsement
- Elementary Science Endorsement
- Elementary STEM Endorsement
- Family and Consumer Sciences Endorsement: Early Childhood Education
- Family and Consumer Sciences Endorsement: Culinary Arts
- Family and Consumer Sciences Endorsement: Foods
- Family and Consumer Sciences Endorsement: Fashion/Textiles/Apparel
- Family and Consumer Sciences Endorsement: FCS Basic
- Graphic Communication (CTE)
- Health Endorsement

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- Instructional Coaching Endorsement
- PCBL Endorsement
- PE Endorsement (K-12)
- Power Motorsports Repair (CTE)
- Secondary ELA Endorsement
- Secondary Literacy Interventionist Endorsement
- Secondary Math Endorsement
- Secondary Science Endorsement

Endorsements in Progress

- Business, Finance, & Marketing (CTE)
- Commercial Photography (CTE)
- Dual Language Immersion
- Unmanned Aircraft Systems (CTE)

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