



## Short Credentials: Practices and Perspectives on Laddering Post-Secondary Programs

### Background

The perspectives that the “shelf life of skills” has been shortening (e.g., Eggers and Hagel, 2012) are more relevant in some disciplines—for example, STEM and trades—than in others. Trades into degrees pathways can “package” trade certification into a baccalaureate degree (e.g., NAIT or Mohawk Colleges Trades to BBA). Laddered credentials (e.g., in BCIT Laddered Computer Systems) offer flexibility of how much time students have to devote to post-secondary training and education. How widespread are post-secondary programs that involve laddered shorter programs in BC? What are students’ experiences in such programs?

### Purpose/ Goal

To overview effective examples of laddering programs below baccalaureate degree level (excluding traditional pathways, such as associate degree to baccalaureate).

### Scope

Canada and beyond with focus on BC

### Objectives

The objectives of the study include:

1. To review literature on laddering of programs below degree level, including pathways from apprenticeships to degrees, and from IAHLA institutions to other BC public post-secondary institutions
2. To overview examples and best practices of laddering and "packaging" of programs below the bachelor's degree level into longer programs at BC Transfer System institutions
3. To explore perceptions of professionals on benefits and issues of laddering programs as well as on student experiences in such programs; and
4. To identify areas for future research and, if appropriate, the development of practices.

### Suggested Methodology

Review of literature and institutional online sources

A survey/ interview of admissions/registrar professionals to explore practices and perspectives on efficacy of laddering

### Timeline

Completion date for this project will be before March 31, 2026.

### Budget

Maximum budget available for this project is \$23,000. This figure is inclusive of all hourly charges, travel and associated costs, and GST.

BCCAT’s [Proposal Template for Research Projects](#) may be used as a guideline for submitting the proposal.



## References

Eggers W.D., & Hagel III, J. (2012). Brawn from brains — Talent, policy and the future of American competitiveness. [https://www2.deloitte.com/content/dam/insights/us/articles/brawn-from-brains-talent-policy-and-the-future-of-american-competitiveness/DUP178\\_TALENT1.pdf](https://www2.deloitte.com/content/dam/insights/us/articles/brawn-from-brains-talent-policy-and-the-future-of-american-competitiveness/DUP178_TALENT1.pdf)