Badging Pathways

Understand the learning material required
to obtain your badge

EPN Badging

Badges play a crucial role in the **Ellucian Partner Network (EPN)** by recognizing, rewarding, and monitoring achievements. They also serve to inform Ellucian and customers about partner capabilities. Badges are directly linked to the EPN tracks **(Build, Sell, Service)**, and are structured in standardized levels, with relevant prerequisites, providing progression and recognition for specific capabilities. The EPN holds three types of badges: an Individual Badge, a Partner Badge, and a Solution Badge.

A **Solution Badge** is granted to Integration Partners within the Build track, and it is awarded individually to each solution rather than to the partner as a whole. This change underscores the importance of solution readiness.

An **Individual Badge** can be earned by an employee within a partner organization by completing specific prerequisite training for a particular capability. This badge is categorized into three levels: Foundation, Proficiency, and Expertise.

A **Partner Badge** can be earned by partner organization and is typically linked to individual achievements and associated capabilities. Qualifying for a specific-tiered Partner Badge usually requires three employees to achieve corresponding Individual Badges, categorized as Foundation, Proficiency, and Expertise.

Track	Individual	Partner	Solution
Sell	✓	✓	
Service	✓	✓	
Build	✓		✓

Level Description
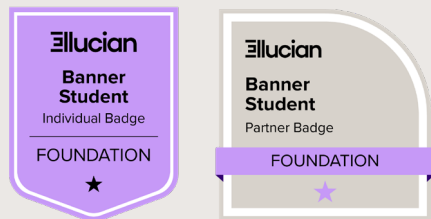
## Foundation Badge

This represents the entry level for the service badge and indicates a fundamental understanding of the associated competency. Individuals or organizations at this badging level have acquired basic knowledge and are starting their learning journey with Ellucian. The Foundation Badge might require shadowing on customer implementations until the required knowledge levels are met.

Proficiency Badge

This badge acknowledges a deeper level of skill and knowledge in the given competency. Individuals or organizations who attain the Proficiency Badge have demonstrated an advanced grasp and application of the subject matter, showcasing their ability to handle more complex tasks. Proficiency Badges often require hands on experience with Ellucian products or methodologies. The Proficiency Badge enables the Partner to implement a specific set of badged services. Achieving this level necessitates hands-on experience through shadowing, co-implementation, and/or engagement with Quality Assurance packages.
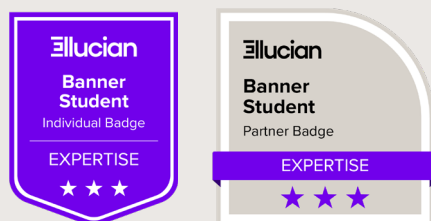
Expertise Badge

At the highest level, the Expertise Badge is a recognition of expertise in the competency area. Recipients have exhibited understanding and a track record of delivering results within their field of expertise. The Expertise Badge indicates the ability of the partner to perform independent implementation of badged services. Ellucian might require the Partner to procure Quality Assurance packages to ensure quality implementations.

Solution Badging Pathways

Build Track Badging

For our Build Partners, the badges offer a clear, structured framework to recognize and validate solutions that meet Ellucian's standards for SaaS-safe integrations aligned to specific user stories. By earning these Badges, partners demonstrate that their solutions have undergone an Ellucian standard review process and meet the technical and functional criteria required to integrate seamlessly and securely with Ellucian's SaaS ecosystem. This recognition not only builds trust with customers but also enhances the visibility and credibility of partner solutions within the Ellucian community.

The Build Track includes three types of badges that recognize partner contributions and competencies:

- Solution Badge "Verified for SaaS" (for SaaS-integrated solutions)
- Partner Badge (for Integration Enabler Partners)
- Individual Badge (for individuals who complete relevant enablement content)

Solution Badge – "Verified for SaaS"

This badge is awarded to partner solutions, not organizations, that meet Ellucian's SaaS integration standards. Solutions that do not meet these standards are simply not badged.

- Designation is called "Verified for SaaS"
- Eligibility is assessed through an annual verification process
- Badging is specific to each ERP system (such as Colleague or Banner)
- "Verified for SaaS" solutions are listed on Ellucian's Partner Catalog

Partner Badge – "Integration Enabler"

This badge is awarded to organizations whose solutions help other partners achieve SaaS integration. It recognizes support of SaaS interoperability across the Ellucian ecosystem.

Individual Badge

This badge is awarded to members of partner organizations who complete specific enablement related to Ellucian products. Qualification may involve meeting criteria in areas such as functional product knowledge and technical expertise.

Sell Badging Pathways

For our Sell Partners, badging pathways provide a clear and structured way to recognize partners who are fully enabled and aligned with Ellucian's go-to-market strategy. By earning a Sell Badge, a partner demonstrates their readiness and capability to effectively position, and support Ellucian solutions. This includes meeting enablement milestones such as completing sales training, understanding Ellucian's value proposition, and aligning with our sales and customer engagement processes.

Individual Badge

These badges are awarded to recognize the efforts and skills of individual sales representatives, account managers, or business development professionals within partner organizations. These badges are achieved following the completion of a set of tailored enablement plans and assessments.

Partner Badge

Partner badges are attributed to entire partner organizations that consistently demonstrate outstanding sales performance, strong customer relationships, and a deep understanding of the Ellucian offerings. These badges are achieved following the completion of a set of tailored enablement plans by a minimum of two badge-holding individuals within the partner organization.

Sell Badge for the classifications

*   **Foundation Badge** - Acquired level of knowledge at the Foundation level or completion of the Foundation Sell Track learning plan
*   **Proficiency Badge** - Acquired level of knowledge at the Proficiency level or completion of the Ellucian Value Selling learning plan to successfully meet sales targets

Service Badging Pathways

For our Service Partners, badging pathways provide a clear and structured way to recognise and celebrate the skills, knowledge, and contributions that drive exceptional service delivery. These pathways are designed to support continuous professional development, offering tailored learning experiences that align with individual roles and career aspirations.

By earning badges, Service Partners can showcase their expertise, build credibility, and unlock new opportunities within our network. Each badge represents a milestone in their journey, reinforcing our shared commitment to excellence, collaboration, and growth.

1 Foundation Badge

Complete product-based training for Foundation individual badges. Partner badge received on a set of individuals that have achieved this badge.

2 Shadowing

Gain hands on experience and knowledge growth by shadowing Ellucian on customer projects.

3 Proficiency Badge

Complete product-based training for Proficiency individual badges. Partner badge received on a set of individuals that have achieved this badge.

4 Co-Implement

Partners delivery a subset of the project delivery, with Elliucian delivering in collaboration and providing advisory services to ensure success implementation.

5 Expertise Badge

Complete product-based training for Expertise individual badges. Partner badge received on a set of individuals that have achieved this badge.

6 Lead

Partner can lead delivery, with Ellucian offering Advisory Services only, to achieve successful implementations.

Understanding the Four Pathways

To support and organize diverse areas of learning, Ellucian has defined four learning pathways. Each pathway contain several badges, and each badge includes the three progressive levels: Foundation, Proficiency, and Expertise. Many partner roles, particularly those involved in end-to-end delivery, will require badges across multiple pathways. Complex projects such as Banner or Colleague SaaS projects often span multiple workstreams and require many levels of learning across various teams and capabilities. To support independent and effective delivery, these complex initiatives typically necessitate multiple badges at at least proficiency level across each pathway. Collectively, this ensures that all critical aspects of the project are covered.

By assigning multiple badges, we enable partners to operate autonomously while maintaining alignment with the Ellucian project delivery standards.

Each pathway represents a domain of capability critical to successful solution delivery and support. The four pathways are:

- **Functional** - product knowledge and configuration
- **Technical** - platform, integration, and extensibility
- **Data and Analytics** - reporting, insights, and strategy
- **Project Management** - delivery methodology and SaaS implementation

Our training resources and learning plans are organized into four progressive levels (P1–P4). The following provides a description of each level.

P1 (Path 1) Partner Entry	P2 (Path 2) Partner Foundation	P3 (Path 3) Partner Proficiency	P4 (Path 4) Partner Expert
Level 1 Learning	**Level 1 & 2 Learning**	**Level 1, 2, & 3 Learning**	**Level 1, 2, 3, & 4 Learning**
Brand new Ellucian employee/partner/COE resource that went through employee onboarding, overview trainings, etc. (or existing resource but new to this product/solution); Building from zero	Building off P1 Level, progressive demonstrable outcomes/engagements are presented that are expected knowledge in the role for this product/solution.	Building off P2, progressive demonstrable outcomes/engagements are presented that are expected knowledge in the role for this product/solution.	Building off P3, mastery level with the know-how/ability to advise on how to deliver implementation/migration from kickoff to go-live.
Examples:	**Examples:**	**Examples:**	Highest strategic problem-solving and troubleshooting ability
Can facilitate elevator level pitch of product/solution at hand, baseline terminology, general navigation overviews, Understand basic features of product/solution and features, Understand benefit/value of product/solution and how it fits with other Ellucian tools and solutions, Direct customer to product/solution resources/Customer Center.	Shadowing and may handle and assist with basic configurations	Can go through scenario-based situations and troubleshooting (resolve themselves without assistance)	Much of the enablement content will be live, interactive learning with subject matter experts that achieved mastery in the topic.
		Much of the enablement content will be live, interactive learning with subject matter experts that achieved mastery in the topic.	**Examples:**
			A lead Able to develop/configure Mentor/train new hires and colleagues

Functional

Banner Student	Foundation	Banner Student Foundations for Partners OR Complete ALL P1 and P2 for Banner Student Learning Plans
	Proficiency	Completion of P3 of Banner Student Learning Plans AND 1 Customer Project shadowing activity*
	Expertise	Completion of P4 of Banner Student Learning Plans AND 1 Customer Project co-delivery activity*

Banner Finance	Foundation	Complete ALL P1 and P2 for Banner Finance Learning Plans
	Proficiency	Completion of P3 of Banner Finance Learning Plans AND 1 Customer Project shadowing activity*
	Expertise	Completion of P4 of Banner Finance Learning Plans AND 1 CustomerProject co-delivery activity*

Banner HR	Foundation	Complete ALL P1 and P2 for Banner HR Learning Plans
	Proficiency	Completion of P3 of Banner HR Learning Plans AND 1 Customer Project shadowing activity*
	Expertise	Completion of P4 of Banner HR Learning Plans AND 1 Customer Project co-delivery activity*

Banner Financial Aid	Foundation	Complete ALL P1 and P2 for Banner Financial Aid Learning Plans
	Proficiency	Completion of P3 of Banner Financial Aid Learning Plans AND 1 Customer Project shadowing activity*
	Expertise	Completion of P4 of Banner Financial Aid Learning Plans AND 1 Customer Project co-delivery activity*

Banner Accounts Receivable	Foundation	Complete ALL P1 and P2 for Banner AR Learning Plans
	Proficiency	Completion of P3 of Banner AR Learning Plans AND 1 Customer Project shadowing activity*
	Expertise	Completion of P4 of Banner AR Learning Plans AND 1 Customer Projectco-delivery activity*

Functional

Colleague Student	Foundation	Complete ALL P1 and P2 for Colleague Student Learning Plans
	Proficiency	Completion of P3 of Colleague Student Learning Plans AND 1 Customer Project shadowing activity*
	Expertise	Completion of P4 of Colleague Student Learning Plans AND 1 Customer Project co-delivery activity*

Colleague HR	Foundation	Complete ALL P1 and P2 for Colleague HR Learning Plans
	Proficiency	Completion of P3 of Colleague HR Learning Plans AND 1 CustomerProject shadowing activity*
	Expertise	Completion of P4 of Colleague HR Learning Plans AND 1 Customer Project co-delivery activity*

Colleague Finance	Foundation	P1 and P2 learning plan of Colleague Finance Learning Plan
	Proficiency	P3 learning plan of Colleague Finance Learning Plan
	Expertise	P4 learning plan of Colleague Finance Learning Plan

Colleague Financial Aid	Foundation	Complete ALL P1 and P2 for Colleague Financial Aid Learning Plans
	Proficiency	Completion of P3 of Banner Colleague Aid Learning Plans AND 1 Customer Project shadowing activity*
	Expertise	Completion of P4 of Colleague Financial Aid Learning Plans AND 1 Customer Project co-delivery activity*

CRM Recruit	Foundation	CRM Recruit Consultant Enablement Plan
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

Functional

CRM Advise	Foundation	CRM Advise Consultant Enablement Plan
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

CRM Advance	Foundation	CRM Advance Consultant Enablement Plan
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

Degree Works	Foundation	Acquired level of knowledge at Foundation level
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

Quercus	Foundation	Acquired level of knowledge at Foundation level
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

Technical

Smart Plans and Awards	Foundation	Acquired level of knowledge at Foundation level
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

Journey	Foundation	Acquired level of knowledge at Foundation level
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

Data Connect	Foundation	P1 and P2 learning plan of Data Connect Learning Plan
	Proficiency	P3 learning plan of Data Connect
	Expertise	P4 learning plan of Data Connect Learning Plan

Extensibility	Foundation	P1 and P2 learning plan of Ellucian Experience Learning Plan, Ethos Integration, Data Connect Learning Plan
	Proficiency	P3 learning plan of Ellucian Experience Learning Plan, Ethos Integration, Data Connect Learning Plan
	Expertise	P4 learning plan of Ellucian Experience Learning Plan, Ethos Integration, Data Connect Learning Plan

Ethos	Foundation	P1 and P2 learning plan of Ethos Learning Plan
	Proficiency	P3 learning plan of Ethos Learning Plan
	Expertise	P4 learning plan of Ethos Learning Plan

Technical

Experience		
	Foundation	P1 and P2 learning plan of Experience Learning Plan
	Proficiency	P3 learning plan of Experience Learning Plan
	Expertise	P4 learning plan of Experience Learning Plan

Data and Analytics

Ellucian Intelligent Processes		
	Foundation	Acquired level of knowledge at Foundation level
	Proficiency	Acquired level of knowledge at Proficiency level
	Expertise	Acquired level of knowledge at Expertise level

Insights		
	Foundation	P1 and P2 learning plan of Ellucian Insights
	Proficiency	P3 learning plan of Ellucian Insights
	Expertise	P4 learning plan for Ellucian Insights

Delivery Methodology

SaaS Delivery		
	Foundation	Partner Banner and Colleague SaaS Delivery Readiness Learning Plan
	Proficiency	Attend SaaS Delivery Training Cohort
	Expertise	Acquired level of knowledge at Expertise level

BADGING PATHWAYS

This list is current as of July 2025 and is subject to potential revisions or modifications in the future.

The badge allocation process is managed through two key mechanisms: (1) the skills assessment/challenge exams or (2) the completion of enablement plans and implementation on Ellucian's products. Badging allocation is a multi-faceted process that combines assessment, personalized enablement, and practical application to ensure that partners are not only recognized but are also empowered to provide the highest level of service and solutions to Ellucian customers within the framework of the Ellucian Partner Network. This approach benefits Ellucian partners in their professional growth and ensures that Ellucian customers receive the best possible support and expertise consistently around the globe. 6 1. Skills Assessment: The skills assessment serves as a comprehensive evaluation of a partner's capabilities, knowledge, and expertise across various dimensions relevant to a specific badging level defined in the Ellucian Partner Network.. This assessment is a structured approach to measure and qualify the partner's proficiency and identify areas where improvement or further development may be required. Based on the results of this assessment, Partners are directed toward specific enablement resources and training that will align with their individual needs and goals. This, in turn, informs subsequent badging, ensuring that badges are awarded in a manner that reflects a partner's current skills and competencies. 2. Enablement Plans and Implementation Delivery: Enablement plans are tailored pathways designed to guide partners through a series of strategic training modules, courses, and enablement materials. Enablement Plans offer partners a clear and structured path to enhance their capabilities and achieve the requisite knowledge and skills needed to attain badges at various levels within the Ellucian Partner Network. Partners are encouraged to follow these plans diligently, ensuring that they are equipped with the expertise required to excel in their respective roles. On completion of the enablement material, partners will need to participate in actual implementations and in the actual delivery of solutions and services. This allows partners to be evaluated not only on their theoretical knowledge but also on their practical application of that knowledge in real-world scenarios. Successful project deliveries, client satisfaction, and the ability to effectively apply what has been learned in training contribute significantly to the partner's eligibility for badges. Implementation delivery acts as a real-world validation of the partner's capabilities and reinforces their status within the Ellucian Partner Network.

In instances where a required enablement plan is unavailable, or where an individual has already acquired a relevant level of knowledge through prior experience, an alternative path such as a challenge exam or a skills assessment process may be offered to assess their competencies. This allows individuals to demonstrate their proficiency and potentially bypass certain educational requirements. If you wish to pursue this option, requests should be submitted through your partner manager, who will provide further guidance and facilitate the necessary arrangements.

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