



## Government Credentialing Network

*Hosted by Workcred, an affiliate of the American National Standards Institute*

Wednesday, April 29, 2015

12:00 PM to 5:00 PM ET

### **ANSI Headquarters**

1899 L Street NW, 11<sup>th</sup> Floor

Washington DC 20036

## Summary of Key Points and Meeting Outcomes

On April 29, Workcred hosted the Government Credentialing Network, bringing together representatives from federal agencies and vendors to discuss initiatives relating to the quality and market value of credentials. The Network is intended to provide an effective and efficient forum for federal participants to share valuable information and insights about certifications, as well as related developments in policy, research, and statistics.

Now a formal group under [Workcred's governance structure](#), the Government Credentialing Network recently expanded to include both the participants of the ANSI-hosted Federal Interagency Meetings on Certifications and the Federal Roundtable on Non-Degree Credentials hosted by the National Center for Education Statistics (NCES) in the U.S. Department of Education.

### **Discussion of Government Credentialing Network Objectives**

Following brief introductions, Dr. Cynthia Woodley, chair of the Government Credentialing Network, led an interactive discussion on the Network's guiding purposes, which resulted in the updated [Government Credentialing Network Objectives](#) document. Specific objectives of the Network include:

- Identify where, how, and why the federal government uses credentialing
- Identify the various roles of industry and professional organizations in the creation of workforce credentials and the working relationships between industry and the federal government
- Review the purpose, mission, and legislation mandate of a government agency and its alignment with its credentialing role
- Identify federal credentialing models and share best practices to build more consistency among federal agencies in regard to specific credentials (i.e. terminology, validation)
- Keep abreast of legislation and regulation affecting credentialing, and provide input to ensure consistency in credentialing terminology and concepts
- Identify new credentialing initiatives in the federal government
- Identify trends and practices through the analysis of big data and new statistics from federal surveys including the *Current Population Survey* and the *Adult Training and Education Survey*
- Identify the need for and create workshops/conferences focusing on federal agencies and credentialing
- Communicate findings and information with the broader community
- Identify and share metrics for evaluating program effectiveness

Moving forward, meeting recaps and presentations will be shared with the full list of Network invitees (including those who were unable to attend a meeting) in order to create greater continuity between meetings.

### **Better Buildings Workforce Guidelines Presentation**

Roger Grant, program director at the National Institute of Building Sciences (NIBS) provided an in-depth presentation on the Better Buildings Workforce Guidelines, an initiative led by the U.S. Department of Energy and NIBS, with industry input. The guidelines are intended to help enhance and streamline commercial building workforce training and certification programs. Until now, there have been no national guidelines for energy efficiency-related professional credentials, posing a barrier to the quality, consistency, and scalability of this workforce.

➤ [View Presentation](#)

### **GEMEnA Presentation on New Data**

Sharon Boivin, chair of the Federal Interagency Working Group on Expanded Measures of Enrollment and Attainment (GEMEnA), provided a lively update on GEMEnA's progress in collecting new data on the prevalence and key characteristics of certifications, licenses, and educational certificates. GEMEnA works to develop and validate national measures of the participation in and credentialing of education and training for work, and to build government-wide consensus for the adoption of these measures in key federal data collections. The working group is engaged in a rigorous process of survey item development to validate core items on 1) the attainment of non-degree credentials, including industry-recognized certifications, occupational licenses, and educational certificates, and 2) enrollment in education and training that prepares people for work.

➤ [View Presentation](#)

### **Federal Interagency Workshops Discussion and Next Steps**

Deanna Hudella of Pearson VUE and Roy Swift of Workcred sought input from participants on a [proposal](#) to create Federal Interagency Workshops. As proposed, the workshops would be intended to provide an interactive forum for education and networking of certification professionals working in the federal market; the target audience would include program leads for federal certification programs and federal employees that are involved with managing a certification program.

Possible topics that emerged from the discussion included: Models of Credentialing in the Federal Government, Role of Legislation in Credentialing, Veterans, Badging, Emerging Methods, Developing Items for Exams, and Remote Proctoring in the Federal Government.

**ACTION:** Network participants agreed that a steering committee should be formed (with at least 50% agency representation) to shape the proposed workshops and present a proposal at the next Network meeting.

- **Deanna Hudella** (Pearson VUE), **Brenda Miller** (United States Army Combat Readiness), and **Tamara Nazario** (United States Army Combat Readiness) agreed to be part of the steering committee.
- **\*\*Additional volunteers for the steering committee are sought – email [jzabinski@ansi.org](mailto:jzabinski@ansi.org) to indicate your interest\*\***

### **Key Issues & Problem Solving Discussion**

In an open and interactive discussion, federal representatives shared specific credentialing challenges, questions, and issues for input and feedback by the group.

**Next Meeting:** The next meeting of the Government Credentialing Network will take place on November 16, 2015.

**Additional Resources Discussed:** [OPM Fact Sheet on Certifications](#) (2008)

**Government Credentialing Network Attendees**  
**April 29, 2015**

**In-Person Attendees**

First Name	Last Name	Organization
Cynthia	Woodley	Chair, Government Credentialing Network Member, Workcred Board of Directors/ANSI Board of Directors
Jana	Zabinski	ANSI/Workcred
Vijay	Krishna	ANSI
Sandra	Barniea	Defense Cyber Investigations Training Academy
Melinda	Rose	GSX
David	Wilcox	GSX
David	Tobey	Holy Cross College
Thomas	Kiger	HumRRO
Sharon	Boivin	National Center for Education Statistics
Roger	Grant	National Institute of Building Sciences
V. Celeste	Carter	National Science Foundation
Mary Ann	Pacelli	NIST / MEP
Sue	Jackson	Pearson VUE
Deanna	Hudella	Pearson VUE
Christine	Niero	Professional Testing, Inc.
Susan	Powell	Prometric, Inc.
Corinne	Alfeld	U.S. Department of Education
Lisa	Hudson	U.S. Department of Education National Center for Statistics
Pamela	Frugoli	U.S. Department of Labor/ Employment and Training Administration
Allan	Bateson	U.S. Food and Drug Administration
Brenda	Miller	United States Army Combat Readiness
Tamara	Nazario	United States Army Combat Readiness
Roy	Swift	Workcred

**WebEx Attendees**

Paul	Sheaffer	Lawrence Berkeley National Laboratory
Steve	Olechnowicz	U.S. Department of Defense - CIO



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### AGENDA

12:00 p.m.	<b>Lunch</b>	
12:30 – 12:45 p.m.	<b>Welcome and Meeting Overview</b>	<b>Dr. Cynthia Woodley</b> , Chair Board Member Workcred Board of Directors ANSI Board of Directors  <b>Dr. Roy Swift</b> Executive Director, Workcred
12:45 – 1:30 p.m.	<b>Discussion of Government Credentialing Network Objectives</b>  <i>Dr. Woodley will lead a discussion of the Government Credentialing Network's proposed guiding purposes and objectives, during which participants will have the opportunity to inform the future direction and activities of the network.</i>	<b>Dr. Woodley</b>
1:30 – 2:05 p.m.	<b>Better Buildings Workforce Guidelines Presentation</b>  <i>Roger Grant, program director at the National Institute of Building Sciences (NIBS) will highlight the <b>Better Buildings Workforce Guidelines</b>, an initiative led by the U.S. Department of Energy and NIBS, with industry input. The guidelines are intended to help enhance and streamline commercial building workforce training and certification programs. Until now, there have been no national guidelines for energy efficiency-related professional credentials, posing a barrier to the quality, consistency, and scalability of this workforce.</i>  <i>A Q&amp;A period will follow the presentation.</i>	<b>Roger Grant</b> Program Director National Institute of Building Sciences (NIBS)
2:05 – 2:40 p.m.	<b>GEMEnA Presentation on New Data</b>  <i>Sharon Boivin, chair of the Federal Interagency Working Group on Expanded Measures of Enrollment and Attainment (GEMEnA), will update the network on progress in collecting new data on the prevalence and key characteristics of certifications, licenses, and educational certificates. She will share expected timelines for the release of these data from multiple survey sources including the Current Population Survey and the National Survey of College Graduates.</i>  <i>A Q&amp;A period will follow the presentation.</i>	<b>Sharon Boivin</b> Chair, Federal Interagency Working Group on Expanded Measures of Enrollment and Attainment (GEMEnA)
2:40 – 2:50 p.m.	<b>Break</b>	

2:50 – 4:00 p.m.	<b>Key Issues &amp; Problem Solving Discussion</b>  <i>In an open and interactive discussion, federal representatives will be invited to share specific credentialing challenges, questions, and issues for input by the group.</i>	<b>Dr. Woodley</b>  Agency Representatives
4:00 – 5:00 p.m.	<b>Federal Interagency Workshops Discussion and Next Steps</b>  <i>With the goal of providing an interactive forum for education and networking of certification professionals working in the federal market, the network will discuss key considerations for developing an Interagency Workshop strategy and implementation plan.</i>	<b>Deanna Hudella</b> , Pearson VUE <b>Dr. Swift</b> , Workcred  Agency Representatives
5:00 p.m.	Adjournment	