

# Defining Different Types of Credentials and Themes that Emerged from Previous Convenings

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**workcred**

Connecting credentials,  
competencies, careers, customers

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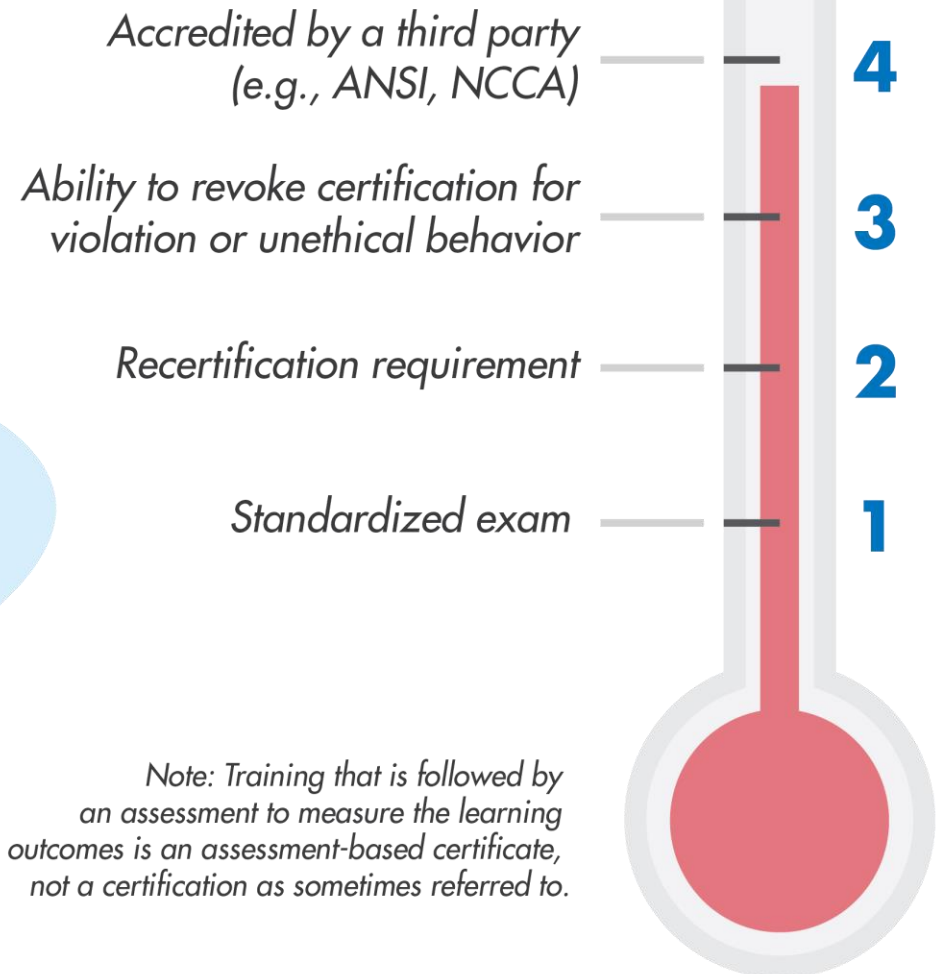
# How Do Credentials Differ?

	CERTIFICATE*	CERTIFICATION	DEGREE	LICENSE
Awarded by	Education and training providers, employers, labor unions, and industry associations	Industry certification bodies	Education institutions	Government agencies
Awarded for	An exam at the end of a training or education course or a one-time assessment	Third-party, independent competency assessment	Course of study	Meeting requirements of an occupation
Indicates	Education/ knowledge/skills	Skill mastery/ competencies	Education, successfully passed courses	Legal permission
Time to complete	Variable, generally less than 2 years	Variable	Variable, generally 2 years or more	Variable
Time and renewal requirements	Often no time limit, no renewal requirement	Time-limited, includes recertification	No time limit, no renewal requirement	Time-limited, renewal generally required
Revocation process	Cannot be revoked	Can be revoked for incompetence or unethical behavior	Cannot be revoked	Can be revoked for incompetence or unethical behavior
Examples	CNC Machinist, Zurich Insurance Apprenticeship	CompTIA Cybersecurity Analyst, Certified Energy Auditor, Medical Laboratory Scientist, MLS(ASCP) <sup>CM</sup>	Bachelor of Science in Engineering, Associate of Arts in Business Administration	Electrician, Professional Engineer, Registered Nurse
Standard for accreditation	ANSI/ASTM E2659-18, a globally recognized American National Standard	ANSI/ISO/IEC 17024:2012, an international and national standard	National, regional, or programmatic	State law defines scope of practice

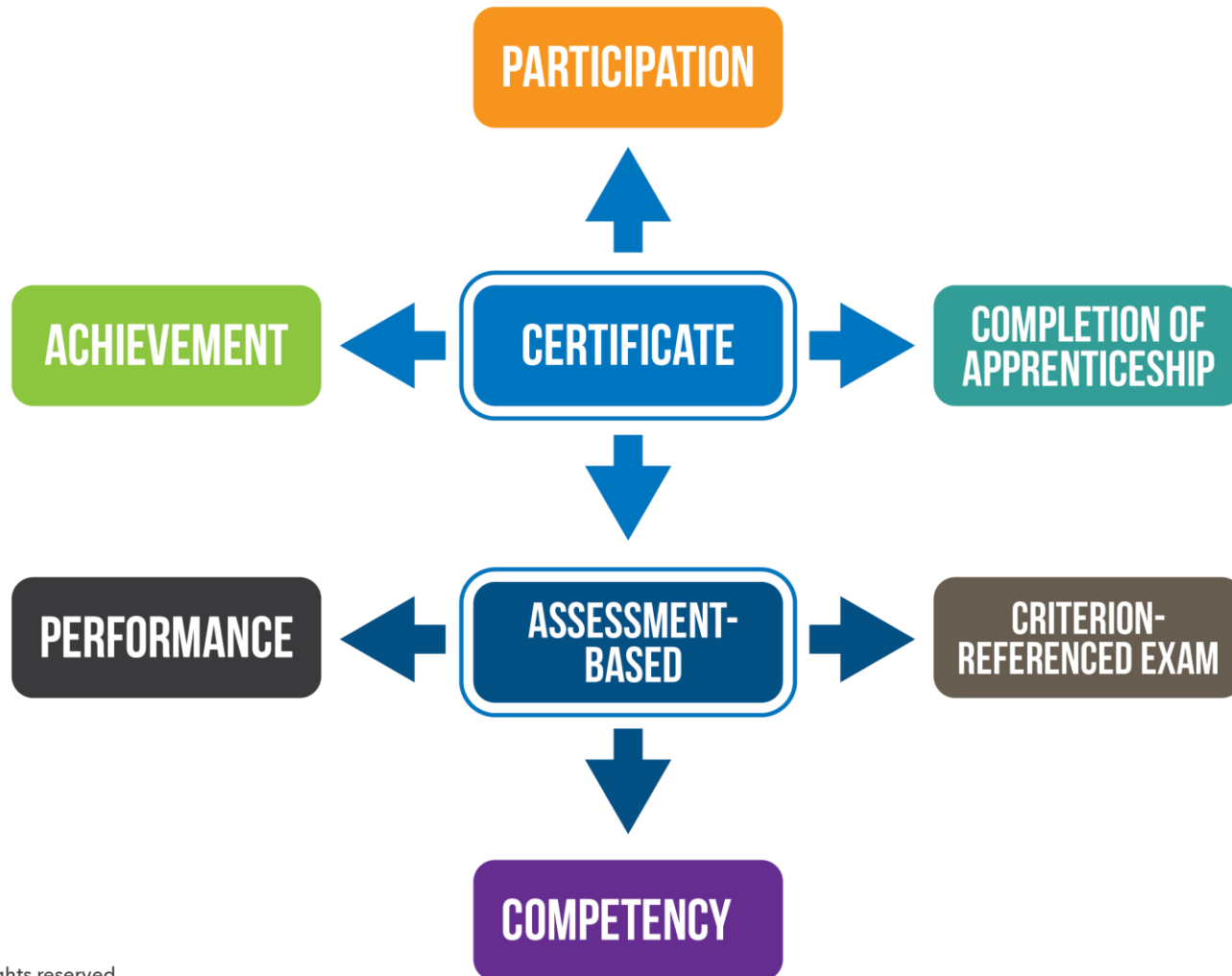
\* There are many types of certificates. Some examples include: certificates of participation, certificates of achievement, certificates of completion for apprenticeship, and assessment-based certificates.

# DEGREES OF RIGOR

FOR THE MANY FACES OF CERTIFICATION



# TYPES OF CERTIFICATES



# Value of Voluntary Certifications

Lifelong Credential

Continued  
Competency

Preferred for  
Employment

Revoked for  
Violation of Ethics  
or Code of Conduct

**THEMES FROM THE  
HEALTHCARE,  
CYBERSECURITY, AND  
LIBERAL ARTS  
CONVENINGS**

# Themes from the Previous Convenings

Need common terminology to appropriately integrate credentials

- This could include a common framework for competencies and learning outcomes

Lack of awareness and understanding about processes and policies

Broaden dialogue to include accreditation bodies and employers

# Themes from the Previous Convenings Cont'd

Provide continuing education for faculty to gain knowledge to integrate certifications

Need to understand the value and quality of certifications

- There are many certifications that may be relevant for liberal arts, but it is unclear how to determine which yields the best ROI

Improve communication and collaboration between universities and certification bodies



# Themes from the Previous Convenings Cont'd

## Develop a map/matrix about certifications

- E.g., prerequisites, competencies, university partnerships, employers who recognize the certification

## Obtain buy-in at all levels of the organizations

- Universities – faculty, department chair, provost, president/chancellor
- Certification bodies – director of certification, executive director
- Buy-in may be more difficult to obtain among liberal arts faculty as compared to other disciplines, such as healthcare and IT

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