



Wisconsin Joint WIOA Credential Summary Guidance

The credential measure under WIOA looks at a participant's attainment of secondary and post-secondary credentials during participation in the program or within one year after exit. This guidance provides an overview of the credential definitions and examples of what would and would not count as a credential.

Recognized Post-Secondary Credentials

Credentials are awarded in recognition of an individual's attainment of measurable technical or industry/occupation-specific skills necessary to obtain employment or advance within an industry or occupation. These skills are generally based on standards developed or endorsed by employers or industry associations (degrees, occupational licensure, occupational certificates, etc.).

Examples of what would count as a recognized post-secondary credential:

- An industry recognized certificate or certification (e.g. Microsoft Information Technology certificate, Certified Nursing Assistant, certificate in business administration, Certified Welder)
- Certificate of completion of an apprenticeship or youth apprenticeship
- License recognized by state or federal government (e.g. Registered Nurse, Asbestos Inspector, Cosmetologist, Master Plumber, Licensed Professional Counselor)
- Technical diploma or associate or bachelor's degree
- Job Corps certificate of completion for career technical training

Examples of what would not count as a recognized post-secondary credential:

- Continuing Education Units (CEUs) or certificates of completion
- Work readiness certificates (e.g. completion of soft skills training)
- Workforce Development Board awarded certificates
- General skill certificates related to safety or hygiene (e.g. CPR, OSHA, Emergency Management)
- Credentials that are not industry-recognized or sought by employers in industry (e.g. local college certificates such as Professional Communication, Global Studies, Bilingual Spanish Skills)

Secondary School Diploma or Recognized Equivalent

A secondary school diploma or its state-recognized equivalent is included for accountability under the Elementary and Secondary Education Act of 1965, as amended by the Every Student Succeeds Act of 2015.

Examples of what would count as a secondary school diploma or recognized equivalent:

- High School Diploma or High School Equivalency Diploma (HSED)
- General Education Development (GED)

Example of what would not count as a secondary school diploma or recognized equivalent:

- Special education certificate



Post-Secondary Credential Checklist

This checklist is intended as a guide. Official determinations are to be made by the programs.

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| 1. Is the certificate awarded for recognition of an individual's attainment of measurable technical or industrial/occupation skills? These are generally based on standards developed or endorsed by employers or industry associations. | Y or N |
| 2. If certificate is not a work readiness certificate, indicate Yes . | Y or N |
| 3. Does the certificate recognize technological or industry/occupational skills for the specific industry/occupation rather than general skills related to safety, hygiene, etc. | Y or N |
| 4. If certificate is not issued by a workforce development board, indicate Yes . | Y or N |
| 5. Issued by one of the eight identified entities that issue recognized postsecondary credentials.
Note: Not all credentials awarded by these entities meet the definition of credential. | |
| a. State educational agency or state agency responsible for administering vocational and technical education within a state. | |
| b. Institution of higher education as described in Sec. 102 of Higher Education Act (20 USC 1002) that is qualified to participate in the student financial assistance programs authorized by title IV of that Act. This includes community colleges, proprietary schools, and all other institutions of higher education that are eligible to participate in federal student financial aid programs. | |
| c. An institution of higher education that is formally controlled, or has been formally sanctioned or chartered, by the governing body of an Indian tribe or tribes. | |
| d. Professional, industry, or employer organization or product manufacturer or developer using a valid and reliable assessment of an individual's knowledge skills and abilities. | Y or N |
| e. ETA's Office of Apprenticeship or a State apprenticeship agency. | |
| f. A public regulatory agency that awards a credential upon an individual's fulfillment of educational or work experience or skill requirements that are legally necessary for an individual to use an occupational or professional title or to practice an occupation or profession. | |
| g. Program approved by the Department of Veteran's Affairs to offer education benefits to veterans and other eligible persons. | |
| h. Job Corps, which issues certificates for completing career training programs that are based on industry skills standards and certification requirements. | |

Does the Certificate meet the WIOA Definition of a Credential in TEGL 10-16/TAC 17-01/ Memo 17-02? This is only YES if all five criteria above are marked Y.

YES	NO
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