CREDENTIALS

A Credential is an award in recognition of an individual's attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. These technical or occupational skills are generally based on standards developed or endorsed by employers. Training is often one component of the certificate performance measures. In most instances, successful completion of training is coupled with other requirements to receive a credential.

Credentials awarded by workforce investment boards are not included in this definition, nor are work readiness credentials because neither of them document “measurable technical or occupational skills necessary to gain employment or advance within an occupation.” A variety of public and private entities award industry-recognized credentials, including:

- A state education agency, or a state agency responsible for administering vocational and technical education within a state;
- An institution of higher education described in Section 102 of the 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;
- A professional, industry, or employer organization (AWS for welding) using a valid and reliable assessment of an individual's knowledge, skills and abilities;
- ETA's Office of Apprenticeship or a State Apprenticeship Agency.
- A public regulatory agency, upon an individual's fulfillment of educational, 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.
- A program that has been approved by the Department of Veterans Affairs to offer education benefits to veterans and other eligible persons;
- Job Corps; and
- Institutions of higher education that are formally controlled, or have been formally sanctioned or chartered by, the governing body of Tribes. Types of credentials include:
  - High School Diploma
  - Secondary/High School Equivalency
  - AA/AS Degree
  - BA/BS Degree
  - Occupational Skills License
  - Occupational Skills Certificate or Credential
  - Other Recognized Diploma, Degree or Certificate (specify)
  - Graduate/Post Graduate Degree (Graduate level degrees (Masters Level) does not count as credential attainment for Title I, but does count for the purpose of the Vocational Rehabilitation Program (VR Title IV)).
  - Occupational Certification

Non-Occupational Skills Training: Training that enhances employability but does not in itself result in a credential. If a training program does not include a credential, the participant's training can still be funded through WIOA as non-occupational skills training. Non-occupational skill training would not count as a credential in performance reporting, since a credential is not earned as part of that particular training. Non-Occupational Skills training may count as a measurable skill gain.

WIOA §3(37) & §134(2)(A)(bb)
20 CFR §361-430(4)(A)(B)
TEGL 10-15 and 10-16
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