

# Breaking Down Industry Recognized Credentials

Dena Giacometti, Director – English Language Acquisition, Illinois Community College Board

# Agenda

- What Credentials do you have?
- Industry Recognized Credentials
- Pathways at your program
- Adult Learners and Credentials
- Questions and Discussion



Think about your credentials – what are credentials that you currently have?

How did these credentials impact your career journey?

# Industry Recognized Credentials

1. License
2. Certificate
3. Certification
4. Associate's Degree



# License

- An occupational license is a credential awarded by a government agency that constitutes legal authority to do a specific job.
- Examples:
  - Pharmacy Technician License
  - Real Estate License
- Intended to set professional standards and ensure safety and quality of work
- Time-limited – must be renewed based on meeting on-going continuous learning or other requirements

# Certificate

- Certificates are completion-based and denote participation in a defined course of study.
- Examples:
  - Food handling certificates
  - CPR
- Often related to discrete skills within one or more industries or occupations

# Certification

- Attest to attainment of competence through a rigorous examination or demonstration, and may also have a work experience requirement.
- Example:
  - Certified Nursing Assistant
  - Pharmacy Technician Certification
- Certifications are usually considered to be more rigorous and indicate a higher level of competence or proficiency than a certificate.

# Recognized Postsecondary Credential

- Recognized postsecondary credentials are an attestation of qualification or competence issued to an individual by a third party (such as an educational institution or an industry or occupational certifying organization) with the relevant authority or expertise to issue such a credential.
- Examples:
  - Associate's degree
  - Bachelor's degree



# Important Characteristics of Credentials

Stackable, Portable, Accredited

# Stackable Credentials

A credential is considered stackable when it is part of a sequence of credentials that can be accumulated over time to build up an individual's qualifications and help them move along a career pathway or career ladder to different and potentially higher-paying jobs.

An allied health professional may stack the following:

- Patient Care Technician
- Licensed Practical Nurse
- Registered Nurse

# Portable Credentials

A credential is considered portable when it is recognized and accepted as verifying the qualifications of an individual in other settings – such as other geographic areas across the country, other educational institutions, or other industries or businesses.

Nuanced example; a Bachelor's degree in Business would be portable but a license to sell insurance may vary across states.

# Accredited Credentials

Accreditation by an independent, quality-review body is a valuable attribute and is often required for educational institutions or for specific educational programs in order for students to be eligible for Federal financial aid.

It is important to look for additional markers of quality or labor market value, such as industry-wide recognition, professional association acceptance, or local demand.



# Adult Learners and IRC

[Integrated Career and Academic Preparation System \(ICAPS\)](#)

# Sources

- [https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEN/2020/TEN\\_25-19\\_Attachment\\_1.pdf](https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEN/2020/TEN_25-19_Attachment_1.pdf)
- <https://www.icapsillinois.com/>

Thank  
you!

Dena Giacometti

[Dena.Giacometti@illinois.gov](mailto:Dena.Giacometti@illinois.gov)

757.537.4623

Illinois Community College Board

Director, English Language Acquisition