



Northern Middle Tennessee Workforce Board Inc.

November 10, 2020

Executive Summary

Credential Attainment Guidance

- 1. What is the general purpose of this guidance?**
This is new guidance to address credential attainment definitions and how to report and collect credential attainment documentation.
- 2. What are the notable guidelines conveyed within this policy?**
Defines the types of recognized postsecondary credentials.



Credential Attainment Guidance

Purpose

To provide the Career Service Provider (CSP) with credential attainment definitions and guidance for reporting and collecting credential attainment documentation from program participants.

Background

Section 116 of WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served. TEGL 10-16, Change 1, elaborates on the performance accountability requirements in section 116 of WIOA.

Definitions

Credential Attainment Performance Measure is the percentage of participants enrolled in an education or training program (excluding those in on-the-job training and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program.

Recognized postsecondary credential is defined as a credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal government, or an associate or baccalaureate degree.

Examples of a recognized post-secondary credential:

- Associate degree
- Bachelor's degree
- Technical certificate or diploma (e.g. certificate or diploma issued by a TCAT)
- License recognized by state or federal government (e.g. Registered Nurse, Licensed Practical Nurse, etc.)
- Certificate of completion of an apprenticeship
- An industry recognized certificate or certification (e.g. Microsoft Information Technology certificate, Certified Nursing Assistant, etc.)

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

- Continuing Education Units (CEUs)
- Work readiness certificates (e.g. completion of soft skills training)
- General skill certificates related to safety or hygiene (e.g. CPR, OSHA)
- General computer skills (e.g. basic computer skills training)

Instructions

WIOA supports both credentialed and non-credential instruction. WIOA intends to connect participants with the appropriate training and skills to obtain sustainable employment. While ensuring participants are attaining recognized credentials is important, the critical focus should be on ensuring each participant receives the best possible services and support to obtain lasting employment and optimal earnings.

TEGL 10-16, Change 1, further defines the types of acceptable credentials to include: other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment.

Under this guidance the Northern Middle Workforce Board will recognize the following as post-secondary credentials when issued by an institution of higher education if the individual also obtains employment in the industry associated with the training they received:

- Information Technology training that results in a certificate of completion and leads to employment in the IT industry (e.g. Project Management Professional)
- Healthcare training that results in a certificate of completion and does not require a license in the State of TN to obtain employment in that field (e.g. Phlebotomy, Medical Assistant, Medical Billing & Coding)

References

WIOA Section 116, TEGL 10-16, Change 1, TEN 25-19

Authorized by:

Approved by:


Marla Rye (Oct 30, 2020 10:54 CDT)

 Marla Rye, Executive Director Date


John C. Zobl (Oct 30, 2020 14:21 CDT)

 John Zobl, Chairman Date