



## Credentialing Overview

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Credentialing according to Wikipedia, a **credential** is an attestation of qualification, competence, or authority issued to an individual by a third party with a relevant *de jure* or *de facto* authority or assumed competence to do so. While there is a common understanding of credentials such as diplomas or degrees, there are three other types of credentials that are common in industry and are defined below.

### Certificates

- Generally associated with education and training – educational process
- Indicates that the content has been learned in an educational event
- May or may not have an assessment
- Course/training is generally designed by an instructor or group of experts
- Generally good for life – no renewal period
- Owned by the individual – “cannot be taken away” by the educational institution

### Certification

- Focus is on the “job”, “occupation” or “practice”
- Determining the competencies to successfully practice – job/practice analysis
- Results from an assessment process (examination)
- Is a third party, independent judgment regarding whether competencies have been achieved
- Time limited – must re-certify within a designated period of time
- Certification does not belong to the individual – can be taken away

### Licensure

- Generally associated with “State” Licensure but there are federal licenses, e.g. FAA, EPA (although they call their examinations “certification”)
- State Licensure
  - Legal right to practice in a job/occupation/profession
  - Scope of practice is determined by the state legislature
  - Sometimes based on a national “Certification”
  - Time limited – must re-license within a designated period of time
  - Professions are licensed to “protect the public”
  - Examinations are often created by “Federations”

### *Credentialing Plan for Get Into Energy Career Pathways Model*

While certification and licensure are not part of the Pathways model, several certificates are built into the program.

Students will be required to take two assessments for Basic Training (Tiers 1-3 of the Energy Industry Competency Model), Energy Industry Employability Skills (in partnership with SkillsUSA) as well as National Career Readiness (administered by ACT), which will yield certificates upon achieving pre-determined scores. For those who do not initially receive these scores, training is built into the model and students will retake the assessments upon completion.

In addition, for Tiers 4 and 5 of the Competency Model, all students must earn an Energy Industry Fundamentals certificate. This certificate program will be created by CEWD and will include an assessment which requires students to meet pre-determined criteria to earn the certificate. The program will be accredited by the American National Standards Institute (ANSI), and in most cases, be offered by community colleges. With ANSI accreditation, CEWD will serve as the overseeing body to earn and keep the accreditation.

For Tiers 6-8, CEWD and its partners will develop common curriculum and a recommended structure for boot camp models incorporating certificates for the Pipefitter/Pipelayer/Welder and Lineworker job categories to complement apprenticeships. These will not carry the ANSI accreditation and will be administered by companies, labor unions and educational institutions. If employees continue in these two pathways, there is an option for them to earn an associate's degree.

Also built into the Pathway model are associate's degrees for Plant Operators and Technicians, Tiers 6-8. Common curriculum will be developed based on Accelerated Degree approach, where students earn their degree in one year.