# NEW JERSEY

# INDUSTRY-VALUED CREDENTIAL LIST

## JANUARY 2017

A Guide to Work Certificates, Certifications, Diplomas or Degrees

*Valued by New Jersey Employers in Key Industry Sectors*

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

ORI
OFFICE OF RESEARCH & INFORMATION

## Industry-Valued Credentials List

One of the primary goals of New Jersey's 2016 Combined State Plan for the Workforce Innovation and Opportunity Act (WIOA) is to increase the number of adults in New Jersey who have earned an industry-valued post-secondary credential or degree. New Jersey's ability to compete in the 21st Century's global economy depends on giving 35% of its workforce (1.4 million employees) more opportunities to acquire valuable work credentials beyond high school.

The critical importance of post-secondary credentials became clear during the Great Recession of 2008-10. As the Lumina Foundation found, four of every five jobs lost nationwide during that slowdown were held by Americans with a high school diploma or less. In contrast, jobs for workers with a bachelor's degree or more actually increased during those years, with an additional 10 million jobs opening up for them nationally since 2010.

National experts estimate that by 2020, **65 percent** of U.S. jobs will require some form of post-secondary credential. If current trends continue, the nationwide supply of workers with relevant degrees and credentials in 2025 will be **23 million** short of the 62 million high-quality job openings American employers must fill.

To close that gap, dramatic steps are needed to raise the skill levels of potential workers at every point in their careers, –especially those facing various barriers to employment such as low-income and first-generation students, immigrants, veterans and adults who have some college but lack a credential. Training and recruiting new sources of talent from jobseekers who have been overlooked in the past will not only fill vital jobs and boost individual incomes, but will also reduce the costs of public assistance and promote greater community engagement.

To help New Jersey jobseekers identify the specific credentials that employers are seeking, the New Jersey Department of Labor & Workforce Development (NJLWD) has developed an initial list of **Industry-Valued Credentials** based on extensive analysis of New Jersey labor market data and on detailed feedback from employers statewide.

A credential is defined as "a recognized degree, diploma, certificate or certification awarded for an occupation." Industry-valued credentials have the following characteristics:

- Valued and demanded by employers
- Portable – skills learned are transferable and provide broad opportunities
- Stackable – skills learned may lead to opportunities for continuous or advanced training and education
- Lead to higher wages, career advancement, and | or increased job security

The Department will use this list to direct nearly $250 million in annual federal and state training dollars toward the most effective workforce and education programs. This list will also act as a consumer protection for those in search of high quality training. Jobseekers and those seeking career advancement can be assured that a credential is valid and recommended by knowledgeable employers, educators, and workforce professionals.

## Industry-Valued Credentials List *(cont.)*

This initial Industry-Valued Credential List will be reviewed and updated quarterly by the state **Credentials Review Board** (CRB). That panel includes senior staff from New Jersey's local One-Stop Career Centers and Workforce Development Boards as well as from the NJ State Employment & Training Commission, NJ Department of Education, NJ Secretary of Higher Education, and NJ Department of Labor & Workforce Development.

Interested parties are invited to continue offering comments and suggestions to continually improve the List's content and accuracy. Comments should be directed to Jason Timian at **Jason.Timian@dol.nj.gov.**

A separate state ***Demand Occupations List*** is still maintained as required by New Jersey state law. A list of ***professional licenses*** required by the State of New Jersey are also listed separately. Please note that there are many credentials on this list that may be applicable to other industries than the group with which it is listed.

## Methodology

The New Jersey Department of Labor & Workforce Development's Industry-Valued Credential List is the result of a year-long research effort by Labor Market Analysts specializing in the state's leading industry sectors and regional labor markets. They took several rigorous steps to identify the credentials and skills that employers currently value most:

- **Labor Market Data Analysis.** NJLWD's Office of Research & Information (ORI) is the state's leading center of economic, demographic and workforce data. As an affiliate of the U.S. Bureau of Labor Statistics, the U.S. Bureau of the Census, and other federal statistical agencies, ORI has access to numerous public databases, especially those with New Jersey-specific resources, and hosts the New Jersey State Data Center – a network of 110 state, regional, county and local government agencies. NJLWD also has developed close working partnerships with other state agencies, employer associations, schools and colleges, libraries and non-profit groups that provide information and input critical to developing effective workforce strategies.

  Labor Market Analysts within its Labor Market Information team drew upon all these sources to analyze the current New Jersey economy, labor force, and online job openings. The team included staff assigned to follow data trends in the major New Jersey industries and across the state's distinct geographic regions.

- **Talent Networks.** Since 2012, NJLWD has supported the establishment of seven industry-specific Talent Networks working to help New Jersey employers in key sectors connect with qualified jobseekers who have earned relevant certificates, degrees, and other work credentials. Talent Network directors and staff currently facilitate statewide networks of employers, educators, policymakers, and jobseekers with an interest in the workforce needs of Advanced Manufacturing, Financial Services, Health Care, Transportation, Logistics & Distribution (TLD), Retail, Hospitality & Tourism (RHT), Life Sciences, and Technology. They serve as NJLWD's "eyes and ears" for detecting significant changes in technology, skill needs, and business trends so that career counselors, educators and training can adjust more quickly to new directions in employer hiring.

  The Talent Networks helped the Labor Market Analysts to confirm the industry trends emerging from their labor market data analysis, and to identify additional credentials that network members indicated had special value within their industry.

- **Industry-Specific Focus Groups.** Throughout the summer and fall of 2015, the Labor Market Analysts participated in 10 focus group meetings organized by the Talent Networks and promoted by statewide employer groups, such as the New Jersey Business & Industry Association, New Jersey Manufacturers

## Methodology *(cont.)*

Extension Program, New Jersey Hospital Association, Healthcare Institute of New Jersey, BioNJ and New Jersey Motor Truck Association. Hundreds of employer representatives met to share information on which credentials did or did not make a difference when recruiting new employees. This valuable feedback enabled the Labor Market Analysts to refine their initial credential lists to those that qualified as "industry-valued", and identify other credentials that had not been identified before. These initial efforts encouraged more employers to become more engaged in distinguishing high-quality credentials from similar ones that lacked credibility, and to share information about the state's credential project with companies within their own professional networks.

- **Online Industry-Specific Credential Surveys.** To reach many New Jersey employers that were unable to provide feedback on key credentials in person, the NJLWD team created a user-friendly online Credentials Survey that business groups e-mailed to more than 12,600 employers in every sector statewide. Links to the surveys also reached a wide range of training providers, One-Stop Career Centers and Workforce Development Board staff, colleges and librarians.

  The Credential Survey results confirmed the popularity of many credentials identified through past outreach efforts, while identifying additional work certificates and degrees that appealed to employers in more than one industry sector.

- **Public Comment Period.** Distribution of the online Credential Survey coincided with a public comment period that attracted detailed comment and suggestions – in person at a public session at NJLWD in Trenton, NJ or in writing – from 120 interested New Jersey organizations and stakeholders.

- **The State Credential Review Board.** By Spring of 2016, more than 370 work credentials had been identified from employers and educators throughout New Jersey. The ORI staff shared the initial Credential List with members of the state Credential Review Board (CRB), a panel established by state law (P.L. 2005, c.354) to direct the technical credentialing process for the workforce investment system and approve credentials in connection with employment and training programs.

- **USDOL Certification Finder – Online Tool.** The Labor Market Information team made final edits to the initial Industry-Valued Credential List after it was reviewed and revised by the state's Credential Review Board on May 19, 2016. In response to CRB feedback, the staff validated a list of 198 credentials using the U.S. Department of Labor's Certification Finder online tool – a valuable resource for anyone seeking more information on specific work credentials nationwide.

The initial Industry-Valued Credential List was posted on the New Jersey Department of Labor & Workforce Development web site during October 2016. Quarterly updates to the list will be made in the future, with ongoing input from interested parties. The most recent update is reflective of changes through January 2017.

## Definition of Endorsements

**A** = **This certification is accredited by the American National Standards Institute.**

The American National Standards Institute (ANSI) is a private non-profit organization that accredits the procedures of organizations that develop voluntary national consensus standards for U.S. business products, services, processes, systems, and personnel. Accreditation by ANSI signifies that the procedures used by the standards body in connection with the development of American National Standards meet the Institute's essential requirements for openness, balance, consensus and due process. As part of its work, ANSI provides accreditation services to organizations that offer workplace credentials, including personnel certificates and certifications. Learn more about ANSI Accreditation Services or how to apply for ANSI accreditation. ANSI currently supports four types of workplace credential accreditation:

- Accreditation Program for Personnel Certification Bodies under ANSI | ISO | IEC 17024;
- ANSI-Conference for Food Protection (CFP) Accreditation Program;
- Certificate Program Accreditation; and
- ANSI-Interstate Renewable Energy Council (IREC) Joint Certificate Accreditation Program.

**C** = **This certification is related to Career and Technical Education Career Clusters.**

Certifications marked with a [C] are related to the knowledge and skills specified in one or more of the sixteen career clusters in the National Career Clusters® Framework. The certifications marked here are samples of existing related credentials and are not all-inclusive. This list is part of the Career Cluster Resources provided by Advance CTE. The inclusion of the certification does not imply endorsement by Advance CTE or the Center to Advance CTE.

**I** = **This certification is related to Industry Endorsed Certifications.**

Certifications marked as third-party endorsed are endorsed by a major industry association that is not itself the developer of the certification. Major industry associations include trade associations and organizations that represent a sizeable portion of a particular industry. They do not include individual companies. Some industries may have several major industry associations, and those associations may endorse different certifications. Workers interested in employment at a certain company should check to see which industry associations that company is affiliated with, and notice which certifications those industry associations endorse. Workers should also check for regional industry associations that may be specific to the area.

## Definition of Endorsements
*(cont.)*

**J** = **This certification is related to the Job Corps training program.**

Certifications marked with [J] are ones that have been selected by the industry groups that advise the Job Corps program on their training program offerings. Job Corps is a free education and training program that provides academic, career technical and social skills training to low-income youth, ages 16-24. Graduates of the program may earn a high school diploma or GED, as well as industry-recognized credentials in over 100 career areas, to ensure they have gained the skills and knowledge necessary to enter the workforce, join the military, or enroll in higher education. Job Corps operates 125 centers in 48 states, Puerto Rico, and the District of Columbia. Learn more about Job Corps or Find a Job Corps Center.

**M** = **This certification is related to Military Occupational Specialties.**

Certifications marked with [M] may draw on training and experience gained in certain military occupational specialties. These certifications were identified in Credentialing Opportunities On-Line (COOL) sites operated by the Army and Navy. Note that additional education or training may be required for a veteran with a certain military background to obtain the related civilian credential, based on number of years in the service, training, and specific work experiences. Learn more about Army COOL or Navy COOL

**N** = **This certification is accredited by NCCA.**

The National Commission for Certifying Agencies (NCCA) was created in 1987 by the Institute for Credentialing Excellence (ICE) to help ensure the health, welfare, and safety of the public through the accreditation of a variety of certification programs | organizations that assess professional competence. Programs that receive NCCA Accreditation demonstrate compliance with the NCCA's Standards for the Accreditation of Certification Programs or with a new standard for Assessment-Based Certificate Programs. NCCA uses a peer review process to: establish accreditation standards; evaluate compliance with the standards; recognize organizations | programs which demonstrate compliance; and serve as a resource on quality certification. Certification organizations that submit their programs for accreditation are evaluated based on the process and products, not the content, and are therefore applicable to all professions and industries.

## Definition of Types

### Core

1. The certification does not have a minimum education level or has an education level below a two-year Associates of Arts or Associates of Sciences degree and the certification does not have a minimum requirement for work experience or requires two or less years of work experience.
2. The certification has an education level of an Associates of Arts or Associates of Sciences degree or higher, but has a work experience requirement of less than 2 years of work experience.
3. The certification has a work experience requirement of more than 2 years but does not require a two-year Associates of Arts or Associates of Sciences degree.

### Advanced

The certification has an education level of an Associates of Arts or Associates of Sciences degree or higher and has a work experience requirement of more than 2 years, or requires obtaining a 'core' level certification from the same organization.

### Specialty

The certification corresponds to a specialty within a recognized occupation. For example, Oncology Nurse and Pediatric Nurse are specialties within the nursing field, so Certified Oncology Nurse and Certified Pediatric Nurse would be classified as specialty certifications.

### Skill

A skill certification tests for basic skills and may or may not be related to a product. Examples of a skill certification would be CPR certification or word processing fundamentals certification.

### Product | Equipment

A product | equipment certification tests for knowledge about the use of proprietary software or hardware products. This classification is used primarily for computer-related companies such as IBM, CISCO, HP, etc.

# INDUSTRY-VALUED CREDENTIALS

## Advanced Manufacturing

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Certified Automation Professional (CAP) | International Society of Automation (ISA) | A • C • I • J • M • N | Core |
| Certified Hazard Analysis Critical Control Point (HACCP) Auditor | American Society for Quality (ASQ) | I • M | Core |
| Certified Internal Auditor | Institute of Internal Auditors | C | Core |
| Certified Production Technician (CPT) | Manufacturing Skill Standards Council (MSSC) | A • C • I • M | Core |
| Certified Quality Inspector | American Society for Quality (ASQ) | C • I • M | Advanced |
| Certified Welder | American Welding Society (AWS) | I • M | Core |
| CNC Operator | Various | | |
| Destination Innovation Management System (DIMS) | New Jersey Manufacturing Extension Program (NJMEP) | | |
| Geometric Dimensioning & Tolerancing (GD&T) Professional | American Society of Mechanical Engineers (ASME) | | Advanced |
| Lean Bronze Certification | ASQ - AME - Shingo Institute - SME | C • I | Core |
| Lean Silver Certification | ASQ - AME - Shingo Institute - SME | C • I | Core |
| Lean Gold Certification | ASQ - AME - Shingo Institute - SME | C • I | Advanced |
| Machine Maintenance, Service & Repair Level II | National Institute for Metalworking Skills (NIMS) | C • I • M | Advanced |
| Machining Level I | National Institute for Metalworking Skills (NIMS) | C • I • M | Core |
| Mechatronics: Fluid Power 1 | Packaging Machinery Manufacturing Institute (PMMI) | I | Core |
| National Aerospace Defense Contractors Accreditation Program (NAD-CAP) Certification | National Aerospace Defense Contractors Accreditation Program (NAD-CAP) | | |
| OSHA Fork Lift | Occupational Safety & Health Administration (OSHA) | | |
| OSHA Safety - 10 Hour | Occupational Safety & Health Administration (OSHA) | | |
| OSHA Safety - 30 Hour | Occupational Safety & Health Administration (OSHA) | | |

# INDUSTRY-VALUED CREDENTIALS

## Advanced Manufacturing *(cont.)*

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| PMMI Mechanics: Industrial Electricity 1 | Packaging Machinery Manufacturing Institute (PMMI) | I | Core |
| PMMI Mechatronics: Mechanical Components 1 | Packaging Machinery Manufacturing Institute (PMMI) | I | Core |
| PMMI Mechatronics: Programmable Logic Controls (PLCs) 1 | Packaging Machinery Manufacturing Institute (PMMI) | I | Core |
| Sales & Marketing Plan | National Institute of Standards and Technology (NIST) | | |
| Siemens Certified Mechatronic Systems Level I: Assistant | Siemens Mechatronic Systems Certification Program | | |
| Siemens Mechatronics (SMSCP & SCMMS) | Siemens | | |
| Six Sigma Black Belt | International Association of Six Sigma Certification | | Advanced |
| Six Sigma Green Belt | International Association of Six Sigma Certification | | Advanced |
| Six Sigma Master Black Belt | International Association of Six Sigma Certification | | Advanced |
| Six Sigma Yellow Belt | International Association of Six Sigma Certification | | Advanced |
| Supply Chain Operations Reference Professional (SCOR-P) | American Production and Inventory Control Society (APICS) | | |
| Technical Sales-Basics | National Institute of Standards and Technology (NIST) | | |
| Technical Sales-Operations Level 1 | National Institute of Standards and Technology (NIST) | | |
| Technical Sales-Operations Level 2 | National Institute of Standards and Technology (NIST) | | |

# INDUSTRY-VALUED CREDENTIALS

## Architecture & Construction

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Air Conditioning and Heat Pump Professional Certification | Building Performance Institute | | Core |
| Building Analyst Professional | Building Performance Institute | | Core |
| EPA Lead-Safe Certification | United States Environmental Protection Agency | | |
| EPA Section 608 Certification | Air Conditioning Contractors of America | | Core |
| Heating Professional | Building Performance Institute | | Core |
| Indoor Air Quality Manager Certification | National Registry of Environmental Professionals | M | Advanced |
| Instructor Autodesk Revit Architecture Certification | Autodesk, Inc. | | Specialty |
| Personal Protective Equipment (PPE) | CareerSafe OSHA | | |
| Photovoltaic (PV) Installer Certification | North American Board of Certified Energy Professionals (NABCEP) | A • M | Advanced |
| Pipeline Certification | National Center for Construction, Education and Research | I | Advanced |
| PV Technical Sales Certification | North American Board of Certified Energy Professionals (NABCEP) | | Core |
| R410A Refrigerant Safety Certification | United States Environmental Protection Agency | | |
| Residential Building Envelope Whole House Air Leakage Control Installer Professional | Building Performance Institute | J | Specialty |

## Education

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Child Development Associate (CDA) | Council for Professional Recognition | C • J | Core |
| Substitute Teacher Certification by NJ School District | New Jersey Department of Education | | |

# INDUSTRY-VALUED CREDENTIALS

## Finance

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Certified Application Professional | SAP America, Inc. | | Advanced |
| Quickbooks Certification | National Bookkeepers Association | | Core |

## Health Care & Social Services

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Academy of Certified Social Workers (ACSW) | National Association of Social Workers | C • M | Advanced |
| Advanced Cardiac Life Support (ACLS) | American Heart Association (AHA) | | Skill |
| Alzheimer's and Dementia Certification | National Certification Board for Alzheimer Care | | Specialty |
| Behavior Management, Safe Crisis Management, Crisis Avoidance and Management | Various | | |
| BloodBorne Pathogens Certification | American Heart Association (AHA) | | Core |
| Certificate in Social Worker Health Care (C-SWHC) | National Association of Social Workers | C | Specialty |
| Certified Alcohol and Drug Counselor | International Certification and Reprocity Consortium | M | Advanced |
| Certified Brain Injury Specialist \| Trainer | The Academy of Certified Brain Injury Specialists (ACBIS) | | |
| Certified Clinical Documentation Specialist (CCDS) | Various | | |
| Certified Clinical Hemodialysis Technician | Nephrology Nursing Certification Commission (NNCC) | M | Specialty \| Advanced |
| Certified Clinical Medical Assistant | National Healthcareer Association | J • M • N | Core |
| Certified Coding Specialist (CCS) | American Health Information Management Association (AHIMA) | C • M • N | Core |
| Certified Coding Specialist-Physician based (CCS-P) | American Health Information Management Association (AHIMA) | M • N | Specialty |

## Health Care & Social Services *(cont.)*

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Certified Dental Assistant | Dental Assisting National Board | M • N | Core |
| Certified Dialysis Nurse | Nephrology Nursing Certification Commission (NNCC) | | Specialty |
| Certified Documentation Improvement Practitioner (CDIP) | American Health Information Management Association (AHIMA) | | Core |
| Certified EKG \| Monitor Technician | National Healthcareer Association | J • M • N | Core |
| Certified Electronic Health Records Specialist (CEHRS) | National Healthcareer Association | M | Specialty |
| Certified Employment Support Professional | Association of People Supporting EmploymentFirst (ASPE) | | Core |
| Certified Health Data Analyst (CHDA) | American Health Information Management Association (AHIMA) | | Core |
| Certified Healthcare Technology Specialist (CHTS) | American Health Information Management Association (AHIMA) | | |
| Certified Home Health Aide | New Jersey Board of Nursing | | Core |
| Certified in Healthcare Privacy and Security (CHPS) | American Health Information Management Association (AHIMA) | M | Advanced |
| Certified Intravenous (IV) Therapist | National Association for Practical Nurse Education and Service, Inc. | | Specialty |
| Certified Laboratory Consultant (CLC) | American Medical Technologists | M | Core |
| Certified Medical Administrative Assistant (CMAA) | National Healthcareer Association | J • M | Core |
| Certified Medical Assistant | American Association of Medical Assistants<br>American Medical Certification Association | C • I • M • N | Core |
| Certified Medical Laboratory Technician | American Medical Technologists | C • M • N | Core |
| Certified Nursing Assistant (CNA) | New Jersey Department of Health | | Core |
| Certified Patient Care Technician | National Center for Competency Testing | M | Core |
| Certified Pharmacy Technician (CPHT) | Pharmacy Technician Certification Board (PTCB);<br>Institute for the Certification of Pharmacy Technicians (ICPT) | J • N | Core |
| Certified Phlebotomy Technician (CPT) | American Society of Phlebotomy Technicians | | Core |

## Health Care & Social Services *(cont.)*

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Certified Professional Biller (CPB) | American Academy of Professional Coders | | Specialty |
| Certified Professional Coder (CPC) | American Academy of Professional Coders | M | Core |
| Certified Registered Central Service Technician (CRCST) | International Association of Healthcare Central Service Materials Management (IAHCSMM) | | Core |
| Certified Rehabilitation Counselors | Commission on Rehabilitation Counselor Certification (CRCC) | | |
| Child Development Association Certificate (CDA) | Council for Professional Recognition | C • J | Core |
| CPR \| BLS Certification | American Red Cross | | Core |
| Crisis Prevention and Intervention Certification | Crisis Prevention Institute | | |
| Direct Support Professional Certification | National Alliance for Direct Support Professionals | | Core |
| Emergency Medical Technician | National Registry of Emergency Medical Technicians | C • M • N | Core |
| Federal Emergency Management Agency (FEMA) Certification | Federal Emergency Management Agency (FEMA) | | |
| Heart Saver CPR AED | American Heart Association (AHA) | C | Skill |
| IV Certification | National Pharmacy Technician Association | | Core |
| Certified Medical Laboratory Assistant (CMLA) | American Phlebotomy Association | | Core |
| Medical Laboratory Technician (MLT) | American Society for Clinical Pathology | A • I • M | Core |
| Medical Records Coder ICD 10 | American Academy of Professional Coders | | Core |
| Medical Technologists (MT) | American Association of Bioanalysts | C • M | Core |
| Mental Health First Aid | National Council for Behavioral Health | | |
| Nationally Certified Counselors | National Board of Certified Counselors (NBCC) | | |
| Nationally Certified Peer Recovery Support Specialist (NCPRSS) | Association for Addiction Professionals (NAADAC) | | Core |

## Health Care & Social Services *(cont.)*

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Occupational Therapy Assistants | National Board for Certification in Occupational Therapy, Inc. | I • M • N | Core |
| Personal Care Assistant | Various | | |
| Registered Health Information Administrator (RHIA): For ICD-10 Coders Certification | American Health Information Management Association (AHIMA) | C • I • M • N | Core |
| Registered Health Information Technician (RHIT) | American Health Information Management Association (AHIMA) | C • I • M • N | Core |
| Registered Medical Assistant (RMA) | American Medical Technologists | N | Core |
| Sterile Processing Technician | Certification Board for Sterile Processing and Distribution | M • N | Core |

## Human Resources

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Associate Professional in Human Resources (APHR) | Human Resources Certification Institute (HRCI) | | |
| Fundamental Payroll Certification | American Payroll Association | M | Core |
| Global Professional in Human Resources (GPHR) | Human Resources Certification Institute (HRCI) | M • N | Advanced |
| Human Resources Management Professional Certification | Human Resources Certification Institute (HRCI) | | Advanced |
| Professional in Human Resources (PHR) | Human Resources Certification Institute (HRCI) | C • M • N | Advanced |
| Senior Professional in Human Resources (SPHR) | Human Resources Certification Institute (HRCI) | C • M • N | Advanced |
| Society for Human Resource Management Senior Certified Professional (SHRM-SCP) | Society for Human Resource Management | | |

# INDUSTRY-VALUED CREDENTIALS

## Law & Public Safety

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| 911 Dispatcher Certification | National Emergency Communications Institute (NECI) | | |
| ARC Professional Rescuer Certification | American Red Cross | | |
| Emergency Medical Dispatcher Certification | International Academied of Emergency Dispatch | | Advanced |
| Fireman Black Seal | Various | | |
| First Aid Core Knowledge | American Red Cross | | Skill |
| Special Law Enforcement Officer, Class One | County Police Academy Certificate | | |

## Life Sciences

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Certified Clinical Project Manager (CCPM) | Clinical Research Society | | |
| Certified Clinical Research Associate (CCRA) | Association of Clinical Research Professionals | M • N | Core |
| Certified Clinical Research Coordinator (CCRC) | Association of Clinical Research Professionals | M • N | Advanced |
| Certified Principal Investigator (CPI) | Association of Clinical Research Professionals | | |
| Regulatory Affairs Certification (RAC) | Regulatory Affairs Professionals Society | | Advanced |

# INDUSTRY-VALUED CREDENTIALS

## Other Services

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Certified Protection Officer | International Foundation of Protection Officers | C • I • M | Core |
| Cleaning Industry Training Standards–CITS Advanced | International Sanitary Supply Association (ISSA) | | |

## Retail, Hospitality & Tourism

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| AHLEI Convention Management Certification | American Hotel & Lodging Educational Institute (AHLEI) | | |
| Certified Food and Beverage Executive | American Hotel & Lodging Educational Institute (AHLEI) | C • M | Advanced |
| Certified Foodservice Management Professional (CFMP) | National Restaurant Association Educational Foundation | C • M | Advanced |
| Certified Front Desk Representative | American Hotel & Lodging Educational Institute (AHLEI) | | Core |
| Certified Global Meeting Planners | Connected International Meeting Professionals Association | M | Core |
| Certified Hospitality Supervisor | American Hotel & Lodging Educational Institute (AHLEI) | C | Advanced |
| Certified Hotel Administrator | American Hotel & Lodging Educational Institute (AHLEI) | C • M | Advanced |
| Certified Personal Trainer | Various | N | Core |
| ManageFirst Certificate | National Restaurant Association Educational Foundation | C • M | Core |
| National Professional Certification in Customer Service \| Sales | National Retail Federation Foundation | C • J • M | Core |
| ProStart Certification | National Restaurant Association | | |
| Retail Management \| Operations Certification | National Retail Federation Foundation | C • M | Core |

## Retail, Hospitality & Tourism *(cont.)*

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| ServSafe - Alcohol Certificate | National Restaurant Association Educational Foundation | C • J | Core |
| ServSafe Food Protection Manager Certification | National Restaurant Association Educational Foundation | C • J • M | Core |

## Technology

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Adobe Certified Associate PhotoShop | Adobe Systems, Inc. | C | Skill |
| Adobe Certified Associate Premiere | Adobe Systems, Inc. | | Product \| Equipment |
| Amazon Web Services-Certified Solutions Architect (AWS-CSA) | Linux Academy, Amazon Web Services | | |
| Android Certified Application Developer | Android | | |
| AutoDesk Certified Professional | AutoDesk, Inc. | | |
| Autodesk Certified Specialist | AutoDesk, Inc. | | |
| AutoDesk Certified User | AutoDesk, Inc. | C • M | Product \| Equipment |
| CAP - Certified Authorization Professional | International Information Systems Security Certification Consortium, Inc. (ISC)² | | |
| Capture and Image Certification | Association for Information and Image Management (AIIM) | | |
| CCFP - Certified Cyber Forensics Professional | International Information Systems Security Certification Consortium, Inc. (ISC)² | | |
| CCSP - Certified Cloud Security Professional | International Information Systems Security Certification Consortium, Inc. (ISC)² | | |
| Certified Document Imaging Architect (CDIA+) | Computer Technology Industry Association (CompTIA) | C • M | Core |

# INDUSTRY-VALUED CREDENTIALS

## Technology *(cont.)*

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Certified Microsoft Office Specialist | Microsoft Corporation | C | Product \| Equipment |
| Certified Ruby Programmer | Ruby Association | | |
| Certified ScrumMaster® (CSM) | Scrum Alliance | | Specialty |
| Certified System Architect | Pegasystems | | |
| Cisco Certified Entry Networking Technician (CCENT) | Cisco Systems, Inc. | J • M | Product \| Equipment |
| Cisco Certified Internetwork Expert (CCIE) | Cisco Systems, Inc. | M | Product \| Equipment |
| Cisco Certified Network Associate (CCNA ) | Cisco Systems, Inc. | M | Product \| Equipment |
| Cisco Certified Network Professional (CCNP) | Cisco Systems, Inc. | M | Product \| Equipment |
| CISSP® - Certified Information Systems Security Professional | International Information Systems Security Certification Consortium, Inc. (ISC)² | | |
| Cloudera Certified Developer for Hadoop | Cloudera, Inc | | |
| Cloudera Data Scientist | Cloudera, Inc | | |
| CompTIA A+ Certification | Computer Technology Industry Association (CompTIA) | A • C • M | Core |
| CompTIA Cloud+ | Computing Technology Industry Association (CompTIA) | | Core |
| CompTIA Network+ Certified Professional | Computer Technology Industry Association (CompTIA) | A • C • M | Core |
| CompTIA Security+ | Computer Technology Industry Association (CompTIA) | A • C • M | Core |
| CSSLP - Certified Secure Software Lifecycle Professional | International Information Systems Security Certification Consortium, Inc. (ISC)² | | |
| EMC Cloud Architect (EMCCA) | EMC Corporation | | Core |

## Technology *(cont.)*

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| EMC Data Science Associate (EMCDSA) | EMC Corporation | | |
| GIAC Mobile Device Security Analyst (GMOB) | Global Information Assurance Certification (GIAC) | | |
| GIAC Secure Software Programmer- .NET (GSSP-.NET) | Global Information Assurance Certification (GIAC) | | Advanced |
| HCISPP® - HealthCare Information Security and Privacy Practitioner | International Information Systems Security Certification Consortium, Inc. (ISC)² | | |
| IC3 Digitial Literacy Certification | Certiport® | | |
| Microsoft Certified Solutions Developer (MCSD): Windows Store Apps | Microsoft Corporation | M | Product \| Equipment |
| Microsoft Certified Solutions Expert (MCSE): Private Cloud | Microsoft Corporation | M | Product \| Equipment |
| Microsoft Certified Solutions Expert (MCSE): Business Intelligence | Microsoft Corporation | M | Product \| Equipment |
| Microsoft Office Specialist (MOS) Certification | Microsoft Corporation | | Product \| Equipment |
| Microsoft Technology Associate (MTA) | Microsoft Corporation | | |
| Oracle Business Intelligence | Oracle Corporation | C | Product \| Equipment |
| Oracle Certified Professional (OCP) | Oracle Corporation | | Product \| Equipment |
| Oracle Java ME Mobile Application Developer | Oracle Corporation | C | Product \| Equipment |
| Oracle Java Programmer | Oracle Corporation | | Product \| Equipment |
| SAP Certified Applications Associate | SAP America, Inc. | | Product \| Equipment |
| SAS Certified Predictive Modeler | SAS Institute, Inc. | | Product \| Equipment |
| SAS Certified Statistical Business Analyst | SAS Institute, Inc. | | Product \| Equipment |
| SSCP® - Systems Security Certified Practitioner | International Information Systems Security Certification Consortium, Inc. (ISC)² | A • C • M | Core |

# INDUSTRY-VALUED CREDENTIALS

## Transportation, Logistics & Distribution

| credential | issuing agency | endorsements | type |
|---|---|---|---|
| Automotive Service Excellence (ASE) | National Automotive Technicians Education Foundation (NATEF) | | |
| Certificate in Production and Inventory Management (CPIM) | American Production and Inventory Control Society (APICS) | C • I • M | Advanced |
| Certified in Transportation and Logistics (CTL) | American Society of Transportation and Logistics | C • I • M | |
| Certified Logistics Associate (CLA) | Manufacturing Skill Standards Council (MSSC) | | |
| Certified Logistics Technician (CLT) | Manufacturing Skill Standards Council (MSSC) | I • J • M | Core |
| Certified Supply Chain Professional (CSCP) | American Production and Inventory Control Society (APICS) | C • I • M | Advanced |
| Global Logistics Associate (GLA) | American Society of Transportation and Logistics (APICS) | I | Core |
| SCPro Fundamentals Supply Chain Management Principles | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| SCPro Fundamentals Warehousing Operations | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| SCPro Fundamentals Customer Service Operations | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| SCPro Fundamentals Transportation Operations | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| SCPro Fundamentals Demand Planning | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| SCPro Fundamentals Inventory Management | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| SCPro Fundamentals Manufacturing and Service Operations | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| SCPro Fundamentals Supply Management and Procurement | Council for Supply Chain Management Professionals (CSCMP) | | Core |
| Supply Chain Professional (ScPRO) Certificate | American Production and Inventory Control Society (APICS) | C • I • M | Advanced |

| Various | | | |
|---|---|---|---|
| credential | issuing agency | endorsements | type |
| Certified Associate in Project Management (CAPM) | Project Management Institute | C • M | Core |
| Project Management Professional (PMP) | Project Management Institute | A • C • M | Advanced |