

Procedures for Application of Industry-Based Certification Evaluation Criteria

To help ensure Texas students are prepared for in-demand, high-skill, high-wage careers, the Texas Education Agency (TEA) has engaged with members of the workforce to help identify industry-based certifications (IBCs) that are recognized and valued within industry sectors. Over 1,100 unique certifications were recommended by stakeholders to be included in the industry-based certification review process. The first step in the review process included employers from across Texas completing an industry-based certification survey by answering a value question. Industry-based certifications that meet the industry valued definition will continue through the review process being evaluated on criteria including third-party provider, capstone, attainable by high school students, and transferable. The following Evaluation Criteria have been developed to serve as an objective guide when evaluating each industry-based certification.

Industry Recognized and Valued

Element	Industry Recognized and Valued
Criteria:	Employers within an industry sector signal the value of the occupation-specific certification by: (a) including the certification in job postings as required or highly recommended; (b) using the certification as a factor in selecting candidates for an interview and/or hire; and/or (c) offering higher pay for those who possess the certification.
Evaluation Criteria:	<ol style="list-style-type: none"> 1. An IBC is considered "Industry Valued" if there were a minimum of 10 employer/industry responses and over 70% of employer/industry respondents indicated "Yes" to following prompt; <ol style="list-style-type: none"> a. Value Question: All other things being equal, if two applicants possess the same education credentials and experience, but one has earned an industry-based certification that is relevant to the position, would that application be given a preference in hiring for each of the following certifications? b. 1. If you are familiar with the certification, answer yes or no for the value question for each industry-based certification. c. 2. If the certification listed is not within or not relevant to your occupation or industry, answer not relevant to my occupation.
Justification:	<p>In determining the criteria for the list of IBCs in accountability, TEA utilized Texas Administrative Code Chapter 74. Subchapter B. 74.14.</p> <p>(e) A student may earn a performance acknowledgment on the student's transcript for earning a state-recognized or nationally or internationally recognized business or industry certification or license as follows.</p> <p>(2) Nationally or internationally recognized business or industry certification shall be defined as an industry-validated credential that complies with knowledge and skills standards promulgated by a nationally or internationally recognized business,</p>

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	<p>industry, professional, or government entity representing a particular profession or occupation that is issued by or endorsed by:</p> <p>(A) a national or international business, industry, or professional organization;</p> <p>(B) a state agency or other government entity; or</p> <p>(C) a state-based industry association.</p>
Reference [Research data, comparison states]	<p>https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf</p>

Attainable by High School Students

Element	Attainable by High School Students
Criteria:	All eligibility requirements (e.g., age and experience) are met and the certification is awarded before or within the summer after a student's high school graduation.
Evaluation Criteria:	<ol style="list-style-type: none"> 1. Certification must be attainable by a high school student prior to or within 3 months after graduation. 2. Work experience required by a certifying entity may not exceed 1500 hours and must be obtained throughout the course of the student's high school career.
Justification:	<p>Texas Administrative Code Chapter 74. Subchapter B. 74.14</p> <p>(e) A student may earn a performance acknowledgment on the student's transcript for earning a state-recognized or nationally or internationally recognized business or industry certification or license as follows.</p> <p>(3) Certifications or licensures for performance acknowledgements shall:</p> <p>(A) be age appropriate for high school students;</p>
Reference:	<p>Advance Career and Technical Education (CTE) Case Study: Credentials of Value: State Strategies for Identifying and Endorsing Industry-Recognized Credentials</p> <p>https://careertech.org/resource/credentials-of-value</p>

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Third-Party Provider

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Criteria:	The assessment of the certification is provided by/signed off by an independent, third-party certifying entity using predetermined standards for knowledge, skills, and competencies.
Evaluation Criteria:	<ol style="list-style-type: none"> 1. In order to demonstrate that an IBC is provided by an independent, third party certifying entity, IBC must be listed on one of the following certification credentialing entities: Skills Certification System (300), National Student Clearinghouse (350), Credential Engine (400), International Certification Accreditation Council (350), National Occupational Competency Testing Institute (150). 2. If the certification is not listed by one of the certification credentialing entities under business rule #1, the certification must be offered by an independent third-party organization that oversees the exam. 3. The certification must meet the definition established by the Tri-Agencies. <ul style="list-style-type: none"> • A certification is a validation that an individual possesses certain skills, usually related to an occupation and measured against a set of accepted standards. An occupation may have multiple certifications, with different levels of expertise. An individual earns a certification by successfully passing a test or battery of tests. • Certifications are not administered by an institution of higher education; instead, certifications are administered by a certification body, usually an organization such as a trade association or industry-approved testing entity. Certifications are often time-limited credentials, where individuals need to meet ongoing requirements to maintain the currency of the certification.
Justification:	<p>Validation by an impartial third party helps to authenticate certifications. This affords individuals who obtain a certification award job or career portability, because the value and features of a certification are not bound to any particular region of the country or company defined measure of proficiency. Certification completers are able to transfer acquired knowledge across state lines and businesses more easily because third-party validation addresses specific standards and requirements within industries. By addressing definite proficiencies, employers have an easier time identifying value and qualified workers.</p> <p>https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf</p>

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Reference:	Barnhart, Phillip A. (28 January 1997). The Guide to National Professional Certification Programs. Second Edition. CRC Press.

Capstone

Element	Capstone
Criteria:	Certification is offered at the conclusion of an aligned course, and/or at the conclusion of a program of study in a secondary career and technical education program.
Evaluation Criteria:	<ol style="list-style-type: none"> 1. For a certification to align with a specific course, at least 50% of the course TEKS should align with the certification objectives. 2. If the certification objectives do not align with at least 50% of the course Texas Essential Knowledge and Skills (TEKS) Knowledge and Skills statements, alignment will be shown between the TEKS and occupational data from O*Net.
Justification:	In determining the criteria for the list of IBCs in accountability, TEA utilized Texas Administrative Code Chapter 74. Subchapter B. 74.14. (3) Certifications or licensures for performance acknowledgements shall: (B) represent a student's substantial course of study and/or end-of-program knowledge and skills;
Reference:	Instructional Materials Allotment: To be eligible for adoption, instructional materials must meet at least 50% of the TEKS and 100% of the required ELPS in the components intended for student use and the components intended for teacher use, be free from factual error, meet manufacturing specifications, be suitable for the intended course and grade level, and be reviewed by academic experts. https://tea.texas.gov/Academics/Instructional_Materials/Review_and_Adoption_Process/The_Review_and_Adoption_Process/

Portable

Element	Portable
Criteria:	Portable as evidenced by: (a) transferring seamlessly to postsecondary work through acceptance for credit or hours in core program courses at an institution of higher education; (b) counting toward hours in an aligned apprenticeship program; (c) being a part of a prescribed coherent sequence of industry recognized credentials to show progressive skills development and/or (d) fostering mobility across employers within the same industry.

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Element	Portable
Evaluation Criteria:	1) Certifications must be rated as industry valued by 70% of employers in at least 3 Local Workforce Development Areas (LWDAs).
Justification:	Certification completers are able to transfer acquired knowledge across state lines and businesses more easily because third-party validation addresses specific standards and requirements within industries. By addressing definite proficiencies, employers have an easier time identifying value and qualified workers. https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf