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. The first step in the review process includes employers and other stakeholders from across Texas completing an industry-based certification application to submit industry-based certifications that are not currently included on the 2020 Industry-based Certification List for Public School Accountability. The TEA has engaged a third-party vendor to conduct the evaluation of the Industry Valued criteria for each submitted industry-based certification. Industry-based certifications that meet the industry valued criteria will continue through the review process being evaluated on four additional criteria including attainable by high school students, transferable/portable, third-party provider, and capstone. The following Evaluation Criteria have been developed to serve as an objective guide when evaluating each industry-based certification.

# Industry Recognized and Valued

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| **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. |
| Justification: | In determining the criteria for the list of IBCs in accountability, TEA utilized Texas Administrative Code Chapter 74. Subchapter B. 74.14.  (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.  (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, industry, professional, or government entity representing a particular profession or occupation that is issued by or endorsed by:   1. a national or international business, industry, or professional organization; 2. a state agency or other government entity; or 3. a state-based industry association. |
| Reference | [https://gov.texas.gov/uploads/files/organization/twic/Industry-](https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf) |
| [Research data, | [Based\_Certifications.pdf](https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf) |
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Attainable by High School Students

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| **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. |
| Justification: | Texas Administrative Code Chapter 74. Subchapter B. 74.14  (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.   1. Certifications or licensures for performance acknowledgements shall:    1. be age appropriate for high school students; |
| Reference: | Advance Career and Technical Education (CTE) Case Study: Credentials of Value: State Strategies for Identifying and Endorsing Industry-Recognized Credentials [**https://careertech.org/resource/credentials-of-value**](https://careertech.org/resource/credentials-of-value) |

Third-Party Provider

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| **Element** | **Third-Party Provider** |
| 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. |
| Justification: | 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.  [https://gov.texas.gov/uploads/files/organization/twic/Industry-](https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf) [Based\_Certifications.pdf](https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf) |
| Reference: | Barnhart, Phillip A. (28 January 1997). The Guide to National Professional Certification Programs. Second Edition. CRC Press. |

Capstone

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| **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. |
| 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\_P](https://tea.texas.gov/Academics/Instructional_Materials/Review_and_Adoption_Process/The_Review_and_Adoption_Process/)  [rocess/The\_Review\_and\_Adoption\_Process/](https://tea.texas.gov/Academics/Instructional_Materials/Review_and_Adoption_Process/The_Review_and_Adoption_Process/) |

Portable

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| **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. |
| 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-](https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf) [Based\_Certifications.pdf](https://gov.texas.gov/uploads/files/organization/twic/Industry-Based_Certifications.pdf) |