Criteria for an Industry Certification to Qualify for Indiana's Graduation Pathways

- Any certification meeting **all** six criteria is eligible for **Indiana's Graduation Pathways** and will be designated a **Preferred Certification.**
- Any certification meeting at least **3** of the additional **5** criteria will be specifically reviewed by a multi-agency advisory group to further consider eligibility for **Indiana's Graduation Pathways.**
- The DWD, in consultation with IDOE, CHE and the GWC will publish an **Industry Certifications Eligible for Indiana's Graduation Pathways** list each March, effective for the following school year.

Mandatory Requirement

The certification **MUST** first appear on [Indiana's Promoted Industry Certifications List,](#) as this ensures that the certification has already been vetted by Indiana employers and is both **recognized** and **valued** by its associated industry advisory.

Additional Criteria

The Certification	Meets Expectation	Does Not Meet Expectation
1) Is a **comprehensive certification,** reflecting college and career-ready skills and competencies	Attainment of the certification requires mastery of critical college and/or career-ready skills that require a significant level of preparation. (For example, the certification might be attained through a **Concentrator Course A** or **Concentrator Course B** Career and Technical Education (CTE) course, like **Comp TIA A+** or **Certified Nursing Assistant (CNA)**).	The certification represents attainment of foundational skills or knowledge only as in **safety certifications** (such as **OSHA 10** and **Serv Safe**) that are required, but do not represent acquisition of advanced knowledge and skills **OR** as in an **Introductory –** or **Principles-level CTE course,** which is considered foundational in nature.(**IC3**, a computer literacy certification, and the **NCCER Core**, in construction, would be examples).
2) Is aligned to a state-approved **CTE program of study** or **Career Pathway**	Attainment represents learning that a student could master through successful completion of a CTE course that is aligned to a Program of Study (POS). (The **Child Development Associate (CDA)**, attainable through the Early Childhood Education POS is an example)	Attainment represents learning that a student has mastered, but that is **NOT** aligned to a state-approved **CTE program of study** or **Career Pathway.** (A water safety certification or Yoga Instructor certification serve as examples).
3) Is **awarded** through an **authorized** and **approved third party**	Certification is administered through an authorized **third party (**as approved for *Indiana's Promoted Industry Certifications* List) and assessment results are available to the state. (**Certiport** is an acceptable example).	Certification is **NOT** administered through an approved third party provider.
4) has transference to **postsecondary** education	Certification is accepted for credit or hours to a postsecondary institution or is part of the curriculum for a post-secondary course (see **PLA**)	Certification has no known transference to a postsecondary institution.
5) has transference to **quality employment**	Certification leads to quality employment in a high wage, high skill and [In-Demand Occupation](#) (at least 3 flames or higher according to Indiana's flame ranking system within *[Indiana Career Ready](#)*)	Certification has no proven transference to quality employment in a high wage, high skill and In-Demand occupation. (1 or 2 flames occupations only)

	FAQ for Industry Certifications and their Eligibility for Graduation Pathways
Q1:	Do certifications on the *Indiana's Promoted Industry Certifications* list qualify students for the Graduation Pathway?
A1:	No, qualifying Industry Certifications for Graduation Pathways will appear on the ***Graduation Pathways-Eligible Industry Certifications*** List. This is the one source a school should check for graduation pathways- eligible certifications.
Q2:	This seems very CTE- heavy. Is there an opportunity for a non-CTE certification that has merit to make the list?
A2:	"CTE" appears often on the rubric because CTE courses are occupationally- oriented, and CTE courses generally teach to high wage, high demand occupations. The rubric does allow for a certification that meets at least 3 of the additional 5 criteria to be further reviewed by a cross-agency group. This step allows for deeper discussion about the merit and overall value of potentially qualifying certifications.
Q3:	This process seems skewed toward college-going students. Are you eliminating opportunities for students who wish to go directly into the workforce?
A3:	A certification that does not have transference to post-secondary, but that leads to quality employment will be reviewed for its overall value and may indeed be deemed eligible for Graduation Pathways. This process is intended to honor the 3 goals of Graduation Pathways: Enroll, Enlist, or Employ and therefore allows for a deeper -+cross-agency review of work-ready certifications.
Q4:	What is a **PLA**?
A4:	A **Prior Learning Assessment (PLA)** provides a vehicle for recognizing what a learner already knows so that he or she can be placed into the appropriate level of coursework, thereby saving time and resources and increasing the odds of completing a postsecondary credential. In some instances, a student with an industry recognized certification may be provided college credit for a particular course.
Q5:	Why is transference to postsecondary a preferred component in order for an industry certification to be Grad Pathways-eligible?
A5:	Many high wage, high skill and in-demand occupations require college and career ready skills, necessitating additional education and/or training beyond high school. Aligning to stackable credentials provide students with the opportunity to choose between employment, enrollment and enlistment based upon their personal goals. Additionally, leading to postsecondary credentials provides opportunities to re-enter an education and training pathway without having to start over.
Q6:	What is the timeline for the Graduation Pathways-Eligible Certification List?
A6:	Certifications that appear on the Graduation Pathways- Eligible Certification List will remain on that list for a minimum of two years. For example, Graduation Pathways-eligible certifications that appear on the 22-23 school year list will remain eligible through the 23-24 school year. Prior to each school year, the DWD will release a companion document to the Graduation Pathways-Eligible Industry Certifications list on which the agency will identify the year, and any certifications that are dropped from or added to Graduation Pathways eligibility
Q7:	If a certification is not considered in-demand for the state of Indiana, but there is strong local demand in a community, will this be considered? Example: A culinary certificate within a community with a strong hospitality and tourism industry

A7:	Graduation Pathways eligibility for industry certifications will be based on statewide demand, as this is also the calculation utilized to fund CTE courses.
Q8:	What happens if a student earns a certification while it is on the Graduation Pathways-Eligible Certification list, but the certification falls off of the list before the student graduates? Will that certification still meet the postsecondary-ready competency for Graduation Pathways?
A8:	Yes. If a high school student earns an industry certification that is Graduation Pathways- eligible, that accomplishment will be honored by the IDOE, even if that certification falls off of the eligible list before the student graduates. The **Office of CTE** will maintain a list of certifications that are approved for a student cohort.
Q9:	If a school has a program with a credential of currency that is **NOT** already on *the Indiana's Promoted Industry Certifications List*, what is the process for approval for implementation?
A9:	Any school offering an educational course or program that results in an industry certification that does NOT appear on Indiana's Promoted Industry Certifications list should visit the DWD's website and submit an application for consideration. The certification will be reviewed by a diverse group of employers in the appropriate industry sector for its value. As a reminder, no industry certification may be Graduation Pathways-eligible without first appearing on *Indiana's Promoted Industry Certifications List.*
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