



Credential Policy Adult and Dislocated Worker

Reference: TEGL 10-16 Change 1, “Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV Core Programs” August 23, 2017

Background: The Workforce Innovation and Opportunity Act (WIOA) put into place a Credential Attainment indicator for Title I, Title II, and Title IV programs. WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by the workforce development system.

Definition: Credential Attainment measures two types of credentials: either a *recognized postsecondary credential*, or a *secondary school diploma* or its recognized equivalent.

- Credential attainment is the percentage of those participants enrolled in an education or training program (excluding those in OJT and customized training) who attained a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program.

Definition of a Recognized Postsecondary Credential:

- A recognized postsecondary credential is defined as a credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal government, or an associate or baccalaureate degree, as well as graduate degrees for purposes of the VR program as required by section 103(a)(5) of the Rehabilitation Act of 1973, as amended by title IV of WIOA. A recognized postsecondary credential is awarded in recognition of an individual’s attainment of measurable technical or industry/occupational skills necessary to obtain employment or advance within an industry/occupation. These technical or industry/occupational skills generally are based on standards developed or endorsed by employers or industry associations.
- Certificates awarded by workforce development boards (WDBs) and work readiness certificates are not included in this definition because neither type of certificate is recognized industry-wide, nor documents the measurable technical or industry/occupational skills necessary to gain employment or advancement within an occupation. Likewise, such certificates must recognize technical or industry/occupational skills for the specific industry/occupation rather than general skills related to safety, hygiene, etc., even if such general skills certificates are broadly required to qualify for entry-level employment or advancement in employment.
- Below is a list of the types of organizations and institutions that award recognized postsecondary credentials (not all credentials by these entities meet the definition of a recognized postsecondary credential):
 - A State educational agency or s State agency responsible for administering vocational and technical education within a State;
 - An institution of higher education described in Section 102 of Higher Education Act of 1965 (20 USC sec. 1002) that is qualified to participate in the student financial assistance programs authorized buy title IV of that Act. This includes community colleges, proprietary schools, and all other institutions of higher education that are eligible to

participate in Federal Student financial aid programs;

- An institution of higher education that is formally controlled, or has been formally sanctioned or chartered, by the governing body of an Indian tribe or tribes;
 - A professional, industry, or employer organization (e.g. National Institute for Automotive Service Excellence certification, National Institute for Metalworking Skills, Inc., Machining Level I credential) or product manufacturer or developer (e.g. recognized Microsoft Information Technology certificates, such as Microsoft Certified IT Professional (MCITP), Certified Novell Engineer, a Sun Certified Java Programmer, etc.) using a valid and reliable assessment of an individual's knowledge, skills and abilities;
 - ETA's Office of Apprenticeship or a recognized State Apprenticeship Agency;
 - A public regulatory agency, which awards a credential upon an individual's fulfillment of educational, work experience, or skill requirements that are legally necessary for an individual to use an occupational or professional title or to practice an occupation or profession (e.g. Federal Aviation Administration aviation mechanic license, or a State-licensed asbestos inspector);
 - A program that has been approved by the Department of Veterans Affairs to offer education benefits to veteran and other eligible persons; or
 - Job Corps, which issues certificates for completing career training programs that are based on industry skills standards and certification requirements.
- Reporting on credential indicator requires a full year of follow-up to determine if a credential was attained within one year after exit and to determine employment or entry into postsecondary education or training for those who attain a secondary school diploma or recognized equivalent.

Procedures to follow once a participant attains a credential:

- The Career Advisor will enter the participant's credential information into the Georgia Work Ready Online Participant Profile (GWROPP) in the Credential Section for the participant.
- The Career Advisor will verify and scan the participant's credential. They will then attach the credential to the Training/Activity associated to that credential.
- The Career Advisor will enter a case note detailing the participant's credential information.