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 LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

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.

INDUSTRY-VALUED CREDENTIALS

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

INDUSTRY-VALUED CREDENTIALS

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 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); Institute for the Certification of Pharmacy Technicians (ICPT)	J • N	Core
Certified Phlebotomy Technician (CPT)	American Society of Phlebotomy Technicians		Core

INDUSTRY-VALUED CREDENTIALS

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

INDUSTRY-VALUED CREDENTIALS

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

INDUSTRY-VALUED CREDENTIALS

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

INDUSTRY-VALUED CREDENTIALS

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

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Aaron R. Fichtner, Ph.D., *Acting Commissioner*