

Postsecondary Credential Attainment Decision Tree Tool

<https://www.dol.gov/agencies/eta/Performance/resources/credential-attainment>

What type of organization or institution is offering the training program?

State Agency	Institution of Higher Education	Indian/ Native American Tribal Organization	Professional/ Industry/ Employer Organization	ETA Office of Apprenticeship or Recognized State Apprenticeship Agency	Public Regulatory Agency/ Government Licensing Entity	Dept. of Veteran's Affairs - approved program	Job Corps	Other
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What type of credential is it?

Secondary School Diploma/ Equivalent	Associate Degree	Bachelor Degree	Occupational Licensure	Occupational Certificate (including Registered Apprenticeship & Career and Technical Education certificates)	Occupational Certification	Other Industry /Occupational Skills Completion	Other ¹	Graduate Degree (VR-only)
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What type of skills does it attest to?

Industry-wide Technical or Industry Occupational Skills	General Safety Skills ²	Work Readiness Skills ³	Hygiene Skills ⁴	General Computer ⁵	Other General Skills ⁶
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Is the training related to an in-demand occupation in the local area?

20 C.R.R. 680.210(b) requires training to be directly linked to the employment opportunities in the local area or the planning region, or in another area to which the individuals are willing to commute or relocate.

Yes, this counts as a credential

No

(While this may count as a credential, note that WIOA title I funds can only be used to pay for training that is related to an in-demand industry or occupation.)

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Credentials that DO NOT Count	
What type of credential is it?	
1- Other	Credentials in this category do not count as a success in the Credential Attainment Numerator, even though there are cases where they may be useful and/or necessary for the participant.
What type of skills does it attest to?	
2- General Safety Skills	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 <i>certificates must recognize technical or industry/occupational skills for the specific industry/occupation</i> 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.
3- Work Readiness Skills	
4- Hygiene Skills	
5- General Computer	
6- Other General Skills	
Examples of Credentials that DO NOT count	
Occupational Safety and health Administration (OSHA) 10	<i>NOTE: these may count as MSGs if they are required as a part of training and are included in the IEP/ISS. -Rivers East WDB</i>
MSHA - Mine Safety and Health Administration	
Industry-specific safety certificate (e.g., construction or transportation)	
Microsoft Office Specialist (proficiency in Word, Excel, Outlook, PPT, etc.)	
General computer/network security certificates	
ServSafe Food Handlers Certification	
Food Safety Manager and Training Certifications	
First Aid, CPR, other general health practice Certifications	
WDB - Work and Career Readiness Certificates	
WDB - Other general training certificates (e.g., Resume Building)	

TEN 25-19 Understanding Postsecondary Credentials in the Public Workforce System

<https://www.dol.gov/agencies/eta/advisories/training-and-employment-notice-no-25-19>

TEGL 10-16 Change 3 Operating Guidance for the Workforce Innovation and Opportunity Act

<https://www.dol.gov/agencies/eta/advisories/tegl-10-16-change-3>