# Industry-Recognized Credential Application Support

Maryland State Department of Education (MSDE) launched a new webpage and opened the application link for state-approved industry-recognized credentials (IRCs) on August 26, 2024. To support applicants, a sample application and ongoing technical assistance were made publicly available from August 26 to October 31, 2024.

During this time, MSDE established an IRC Review Committee to evaluate submitted applications following the criteria established in policy by the CTE Committee. The IRC committee was comprised of subject matter experts who could ensure the accessibility, representation, and functionality of the IRC being reviewed was appropriate and aligned with its intended purposes within the state.

Industry Recognized Credential (IRC) Review Committee included:

- Coordinator, Industry Recognized Credentials – Maryland State Department of Education

- Coordinator, Apprenticeships – Maryland State Department of Education

- Program Manager, Apprenticeship and Training -Maryland Department of Labor

- Senior Policy Advisory, CTE Committee – Governor's Workforce Development Board

- Coordinator, School Support (Secondary Programs) – Maryland State Department of Education

- Specialist, Secondary Transition Performance – Maryland State Department of Education

- Coordinator, Comprehensive Arts Education – Maryland State Department of Education

- Coordinator, Postsecondary Credit and P-Tech – Maryland State Department of Education

- Executive Director - Maryland Future Farmers of America (Special consultation only)

In September and October 2024, IRC Review Committee members received an orientation, detailed review process training, and ongoing collaboration with MSDE's IRC Coordinator. Each subject matter expert was assigned 2–10 IRC applications to review alongside an evaluation form and submitted their findings to the IRC Coordinator. Each evaluation form verified that the IRC applications under review met the seven core criteria, were accessible to a high school student, and flagged instances where follow-up or additional support for the applicant was necessary. The seven required criteria include: aligns with in-demand occupations; provides documented outcomes; validated by industry; assessment-based; standards-driven; attainable and accessible; and portable. Two additional criteria, stackable and renewable, are preferred but not required. The IRC Coordinator monitored the progress of the portfolio of evaluations and provided technical assistance to applicants if their submissions were flagged as incomplete or requiring clarification.

When an application was flagged as incomplete or requiring additional information during the review process, MSDE promptly contacted the applicant via email, providing clear instructions for addressing the identified issues. If further clarification was needed, MSDE either scheduled or responded to requests for Google Meet discussions to ensure a thorough understanding of the necessary steps.

Each email acknowledged the submission, thanked the applicant for their effort, and offered detailed guidance on the core criteria, application qualifications, and submission requirements. The emails also included links to

the MSDE IRC webpage and sample artifacts to assist with revisions. Applicants were encouraged to review the available resources and reach out for further support if needed.

MSDE maintained a comprehensive record of all communication, including emails and virtual meetings, to ensure transparency and accountability. This structured process allowed applicants to address flagged issues effectively, ensuring timely and successful application completion.

In future iterations of the IRC review process, additional representation from key partners, such as the Maryland Department of Commerce and the Maryland Higher Education Commission (MHEC) may be added to the IRC Review Committee. Including these stakeholders would provide diverse perspectives on workforce alignment, economic priorities, and postsecondary pathways, ensuring that the IRCs under review meet the broader needs of Maryland's workforce and education system.

# Application Data for Cycle One

**This report presents the findings of the Maryland State Department of Education's first review of applications for the Maryland State Approved Industry-Recognized Credential (IRC) list. The IRC Committee established at MSDE reviewed 91 applications submitted by various organizations, including Local Education Agencies (LEAs), government agencies, for-profit organizations, non-profit organizations, and others. Subject matter experts reviewed a total of 68 unique and non-duplicative applications, evaluating them based on the criteria established in policy by the CTE Committee. Recommendations have been made accordingly.**

The report provides a detailed overview of the distribution of submissions, the career clusters shaping the portfolio of applications, and MSDE's final endorsement. Additionally, this report outlines key recommendations for the CTE Committee's consideration during their review, along with feedback for improving the review process and ensuring alignment with industry standards and educational programs of study.

## APPLICATION BY SUBMISSION TYPE

| Submission Type | Number of Applications |
|---|---|
| Local Education Agency | 66 |
| Government Agency | 2 |
| For-Profit Organization | 9 |
| Non-Profit Organization | 10 |
| Other | 4 |
| Total Applications | 91 |
| Total New Non-Duplicative IRC's Applications | 68 |

## APPLICATION BY CAREER CLUSTER

| Career Cluster | Number of Applications |
|---|---|
| Arts, Media, and Communications | 7 |
| Business, Management, and Finance | 13 |
| Construction and Development | 8 |
| Environmental, Agricultural, and Natural Resources | 14 |
| Health and Bioscience | 6 |
| Human Resources Services | 20 |
| Information Technology | 15 |
| Manufacturing, Engineering, and Technology | 6 |
| Transportation Technology | 2 |
| Total | 91 |

## APPLICATION OUTCOME BY CAREER CLUSTER

| Career Cluster | Recommended | Recommended with Reservation | Not Recommended | Deferred Recommendation |
|---|---|---|---|---|
| Arts, Media, and Communications | 4 | 1 | 2 | 0 |
| Business, Management, and Finance | 2 | 1 | 6 | 0 |
| Construction and Development | 2 | 1 | 1 | 1 |
| Environmental, Agricultural, and Natural Resources | 4 | 4 | 5 | 0 |
| Health and Bioscience | 1 | 1 | 0 | 1 |

| Career Cluster | Recommended | Recommended with Reservation | Not Recommended | Deferred Recommendation |
|---|---|---|---|---|
| **Human Resources Services** | 5 | 2 | 5 | 1 |
| **Information Technology** | 1 | 4 | 7 | 0 |
| **Manufacturing, Engineering, and Technology** | 0 | 0 | 3 | 1 |
| **Transportation Technology** | 0 | 0 | 2 | 0 |
| **Total** <br> *Excludes 23 duplicates | 19 | 14 | 31 | 4 |

## APPLICATIONS BY LOCAL EDUCATION AGENCY (LEA)

| LEA | Number of Applications |
|---|---|
| **Non-Profit** | 10 |
| **For-Profit** | 9 |
| **Government Agency** | 2 |
| **Other** | 4 |
| **Alleghany County** | 1 |
| **Anne Arundel** | 11 |
| **Baltimore City** | 3 |
| **Baltimore County** | 3 |
| **Calvert County** | 1 |
| **Charles County** | 1 |
| **Cecil County** | 0 * |

| LEA | Number of Applications |
|---|---|
| **Dorchester County** | 3 |
| **Frederick County** | 11 |
| **Garrett County** | 2 |
| **Harford County** | 8 |
| **Howard County** | 0* |
| **Kent County** | 1 |
| **Montgomery County** | 6 |
| **Somerset County** | 0* |
| **St. Mary's County** | 0* |
| **Prince George's County** | 4 |
| **Washington County** | 9 |
| **Wicomico County** | 1 |
| **Worchester County** | 1 |
| **Total Unique Applications**<br><br>19 of 91 applications were multi-LEA applications | 91 |

* Some Local Education Agencies (LEAs), such as Cecil, Howard, Somerset, and St. Mary's did not submit independent applications. Instead, they provided letters of support or endorsement for applications submitted by another LEA or partnering organization.

**BY OUTCOME**

| Decision Outcome | Number of Applications |
|---|---|
| **Recommend**<br><br>Applications in this category demonstrated excellence in meeting all seven required core criteria. These submissions included high-quality artifacts supported by strong evidence from a variety of stakeholders and resources. They clearly showed potential for gainful employment and significant value to Maryland's workforce system, as well as alignment with broader economic and workforce needs beyond the state. These programs exemplify the standards necessary for inclusion in the state's approved Industry-Recognized Credential (IRC) list. | 19 |
| **Recommend with Reservation:**<br><br>While these applications met all seven core criteria, their artifacts did not demonstrate the same level of strength and lacked diverse perspectives, relying on input from a single constituent voice. These applications show promise and recommendations are contingent on stricter business rules for state-aligned priorities or additional quality support from Maryland business leaders to meet workforce needs.<br><br>Business rule refinement needed: 5<br>Enhancing quality artifacts is preferred: 9 | 14 |
| **Do Not Recommend**<br><br>Applications in this category failed to meet the core criteria for approval. Common reasons included incomplete submissions, duplication of programs already on the approved list, or missing key artifacts necessary for evaluation. These deficiencies prevented MSDE from determining the program's alignment with the state's workforce needs or its value to Maryland's workforce system.<br><br>Incomplete applications that did not meet 7 core criteria nor industry grade: 25<br>Applications classified as entrance exams or skills assessment: 4<br>Applications already on the approved list: 2 | 31 |
| **Deferred Recommendation**<br><br>Applicants in this category are encouraged to collaborate with MSDE to strengthen their submissions or consider alternative credential pathways for review in the next approval cycle. This category applies to applicants whose proposals demonstrate student-centered best practices aligned with the state's economic development plan and the vision of a high-performing CTE system but require additional refinement to fully meet the seven core criteria. | 4 |
| **Total New Non-Duplicative IRC's Reviewed** | 68 |

# Year One: Application Trends

**The first cycle of applications for the Maryland State Approved IRC list offered valuable insights into the current landscape of industry-recognized credentials and the opportunities for growth within the review and submission process.**

The portfolio of applications highlighted several areas of strength, including innovative credentials with strong industry alignment, evidence of collaboration among stakeholders, and a clear commitment to expanding high-quality career pathways for Maryland students.

## AREAS OF APPLICANT STRENGTH

MSDE primarily recommended applications to the CTE Committee when the following conditions were met:

- All seven core criteria were met with additional **non-vendor third-party endorsements** from local and state partners:

- All seven core criteria were met, including preferred stackable criteria via **an effective demonstration of postsecondary articulation agreements.**

  - Best example: The American Welding Society Qualification reported high school articulation to Wor-Wic Community College program completion and was similarly, supplemented by endorsements from Howard Community College (HCC) and the International Code Council (IECC). These alignments illustrate:

    - A portable license transferable to other jurisdictions was included in the artifact submission

    - Integration with academic pathways, specifically offering 27 college credits toward an associate's degree.

- All seven core criteria were met **and specific hiring preferences for the IRC are identified in a job description.** Successful applications focused on localized or state data to clarify the connection between certifications and Maryland's job market needs.

At the same time, the review process revealed areas where improvements can be made. Certain submissions lacked alignment with policy criteria or industry relevance, while others highlighted inconsistencies in application quality and clarity. These challenges present an opportunity to refine the application process, strengthen support for submitting organizations, and enhance alignment with Maryland's workforce priorities.

## AREAS OF GROWTH

MSDE primarily recommended with reservation or did not recommend applications to the CTE Committee under the following conditions:

- Applications were **incomplete.**

- Applications that were **already on the approved list** were not recommended by MSDE this round, as they retain their active status and do not require reapproval.

- Applications **presenting as curriculum or entrance exams**, such as ASVAB, JROTC Employability Skills, WISE Financial Literacy, and CAST Exam, were not recommended as they did not qualify as industry-grade certifications or credentials and were misaligned with the core criteria.

- Endorsements **lacking clear hiring preferences** were considered insufficient external validations.

- Job descriptions **fail to mention the certification's preference in an attached job description.**

- Applications demonstrating **discrepancies between the skills needed for the job and the skills the certification addresses**.

- Inadequate Labor Market Information (LMI), including applications with an **over-reliance on broad, national data rather than specific county- or state-level insights**.

- **Reliance on vendor-provided case-making** materials, such as those from Google or ICEV.

- **Blogs and news articles are not considered verifiable endorsements** and are deemed to fall short of meeting the core criteria.

# Cycle Two: Considerations

**Based on the insights gained from the initial cycle of IRC application reviews, the Maryland State Department of Education (MSDE) recommends the development of clearer, more robust business rules to guide the CTE Committee's policy implementation. The CTE Committee and MSDE are currently in the process of norming these practices, and the recommendations outlined below are an existing part of ongoing internal collaborations to strengthen the review and approval process:**

### Adherence to Policy

All seven core criteria must be met for recommendation consideration. Strictly adhering to established policies ensures public trust, fairness, and consistency now and in the future.

### Strategic Recommendations for Workforce Alignment

- The CTE Committee's recommendations should align the IRC process with GWDB's sector strategy to strengthen connections between industry needs and credentialing efforts.

- MSDE recommends that the CTE Committee collaborate with MSDE to leverage the IRC process to intentionally align CTE program of study standards with IRC credentials. This could involve flagging or distinguishing, both on the IRC list and within the IRC application process, those credentials that align—or do not align—with the standards in CTE programs of study.

- MSDE recommends that the CTE Committee collaborate more closely with MSDE to engage employers and nonprofits requiring targeted application support. This partnership would increase the number of high-quality IRCs aligned with industry standards and workforce needs.

- As noted by the comprehensive arts community, the Committee should closely evaluate the career clusters and occupational diversity represented in approved applications each year to ensure inclusion across the full spectrum of pathways students may pursue and CTE programs offer.

### Guidance on Pre-Apprenticeship as an Approved IRC

The CTE Committee must work with MSDE and the Maryland Department of Labor to establish clear guidelines on the approval of quality pre-apprenticeship programs within the IRC process and protocols for data collection

### Managing Changes for Approved Credentials

As part of the ongoing refinement of our systems and the evolving nature of industry-recognized credentials (IRCs), MSDE recommends that the committee consider expanding business rules to guide the evaluation and notification process for changes to approved IRCs.

MSDE proposes the following framework for consideration:

- **Administrative Changes:** If an approved IRC undergoes minor adjustments, such as a name update, cleaning up standards, or renaming components, MSDE will notify the CTE Committee. These non-functional refinements are considered administrative updates and do not require re-evaluation, as they do not alter the credential's functionality

- **Significant Changes Requiring Re-Evaluation:** If a proposed change significantly impacts the structure or function of an IRC, such as:

- The elimination or creation of domains not included in the original application standards,

- Updates to testing environments or methodologies,

- Revisions to core standards or technical requirements,

MSDE will submit the updated IRC for re-evaluation by the committee to ensure alignment with established criteria and standards.

# Future Actions

**The state-approved list of Industry Recognized Credentials will be available on the Maryland State Department of Education's Industry Recognized Credential webpage and documented in the CTE Committee's approved meeting minutes.**

Applicants whose submissions are conditionally approved with reservations will be contacted by the Coordinator of Industry Recognized Credentials within 48 hours to provide additional verifying information. Failure to submit the requested quality artifacts within 60 days of the coordinator's request will result in the application being reclassified as 'Do Not Recommend,' and the applicant will be encouraged to reapply in the next application cycle.

We strongly encourage all applicants to reach out to the Coordinator of Industry Recognized Credentials at MSDE to discuss their applications and address any questions or concerns. Applicants are welcome and encouraged to resubmit in future cycles.

For further questions, please contact:

Coordinator, Industry Recognized Credentials
Phone: 410-767-0216
Email: IRCSupport.MSDE@maryland.gov

# MSDE Recommendations (January 2025)

**The CTE Committee's Policy on Industry-Recognized Credentials (IRCs) establishes the criteria, approval process, and review procedures for IRCs in the State of Maryland. Under this policy, MSDE is responsible for preparing annual submission packages for each IRC by December, including a recommendation for the CTE Committee to approve or not approve the credential. As outlined in the policy, the CTE Committee conducts a formal vote each January to approve or reject the IRC packages submitted by MSDE.**

MSDE has completed its formal evaluation of application submissions, cross-referenced against the CTE Committee's policy and the required core criteria. Below, the CTE Committee will find MSDE's recommendation list.

Link to Sample IRC Application

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Arts, Media, and Communications** | 11-2021 | Adobe Certified Professional Express | Adobe (Certiport) | **Do Not Recommend** |
| **Arts, Media, and Communications** | 27-0000 | Adobe Content Creation and Marketing Certification | Adobe (Certiport) | **Recommend** |
| **Arts, Media, and Communications** | 27-4011 | AVID Pro Tools/Media Composer Associate Certification | AVID | **Recommend with Reservation*** |
| **Arts, Media, and Communications** | | Design Thinking | Dent Education Inc. | **Do Not Recommend** |
| **Arts, Media, and Communications** | 10.0301, 10.0302, 10.0305, 10.0307, 10.0399, 15.1503, 50.0401, 50.0409, 50.0710 | PrintED | Printing & Graphic Communications Association (PGCA) | **Recommend** |
| **Arts, Media, and Communications** | 27-4010 | Certified Radio Operator | Society of Broadcast Engineers | **Recommend** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Arts, Media, and Communications** | 27-1010, 27-1020, 27-2000 | USITT Backstage Theatre Certification | United States Institute for Theatre Technology, Inc. (USITT) | **Recommend** |
| **Business, Management, and Finance** | 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 25-0000, 27-0000, 29-0000, 31-0000, 33-0000, 35-0000, 37-0000, 39-0000, 41-0000, 43-0000. 45-0000, 47-0000, 49-0000, 51-0000, 53-0000 | A*S*K Fundamentals of Ethics | A*S*K Institute | **Do Not Recommend** |
| **Business, Management, and Finance** | 13-1199, 13-2011, 11-2021 | A*S*K Fundamental Business Concepts, Fundamental Marketing Concepts, Concepts of Finance, Concepts of Entrepreneurship, Concepts of Business Management | A*S*K Institute | **Do Not Recommend** |
| **Business, Management, and Finance** | 11-2021 | Adobe Acrobat Pro | Adobe (Certiport) | **Recommend** |
| **Business, Management, and Finance** | | ACT National Career Readiness | American College Testing | **Do Not Recommend** |
| **Business, Management, and Finance** | 13-2052 | Center for Financial Responsibility Personal Financial Literacy Certification | Center for Financial Responsibility | **Do Not Recommend** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Business, Management, and Finance** | 11-1021, 13-1199, 13-2011 | Entrepreneurship and Small Business | Certiport | **Recommend with Reservation*** |
| **Business, Management, and Finance** | 27-3099 | Express Employment Professionals Business Office Technology Certification | Express Employment Professionals | **Do Not Recommend** |
| **Business, Management, and Finance** | 13-1082, 13-1111, 11-2000, 11-1020 | The Council for Six Sigma Certification | Six Sigma - Sigma White | **Recommend** |
| **Business, Management, and Finance** | 13-2011 | Wise! Financial Literacy Certification | Wise!-Working in Support of Education | **Do Not Recommend** |
| **Construction and Development** | 51-4121 | American Welding Society Qualification | American Welding Society | **Recommend** |
| **Construction and Development** | 49-9051, 49-2095, 49-9051 | Construction and Skilled Trades (CAST) Test | Edison Electric Institute (EEI) | **Deferred Recommendation*** |
| **Construction and Development** | 47-2111 | IEC Chesapeake Electrical Pre-Apprenticeship | IEC Chesapeake | **Recommend** |
| **Construction and Development** | 19-5011, 49-3023, 49-9021, 47-2152, 47-2111, 47-2031, 45-2092, 39-5012, 39-5011, 39-2021, 31-9099, 31-9095, 31-2022 | OSHA - 10 | Occupational Safety and Health Administration | **Do Not Recommend** |
| **Construction and Development** | 49-9051 | Electrical Line Worker Program Pre-Apprenticeship Certificate | Utilitrain | **Recommend with Reservation*** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Environmental, Agricultural, and Natural Resources** | 19-1013 | BASF Plant Science | BASF (iCEV) | **Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 27-1023 | Benz School Floral Design Principal | Benz School of Floral Design (iCEV) | **Do Not Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 37-3010, 19-1013, 19-1030 | Chesapeake Bay Landscape Professional-Associate Credential (CBLP-A) | Chesapeake Bay Landscape Professional (cblpro.org) | **Do Not Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 11-3013 | Chesapeake Bay Landscape Professional – Level 1 | Chesapeake Bay Landscape Professional (cblpro.org) | **Do Not Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 19-1031 | Ducks Unlimited Ecology Conservation & Mgt Certification | Ducks Unlimited | **Recommend with Reservation*** |
| **Environmental, Agricultural, and Natural Resources** | 19-1011, 45-2021, 13-1021 | Elanco Animal Science | Elanco | **Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 31-9096 | Elanco Vet Medicine | Elanco | **Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 51-8031 | Water Sampler Certification | Maryland Department of Environment | **Do Not Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 39-2021 | Principles of Livestock Selection & Evaluation Certification by the National Collegiate Livestock Coaches' Association (NCLA) | National Collegiate Livestock Coaches' Association (NCLCA) | **Recommend with Reservation**** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Environmental, Agricultural, and Natural Resources** | 39-2021 | Equine Management & Evaluation Certification from the National Horse Judging Team Coaches' Association (NHJTCA) | National Horse Judging Team Coaches' Association (NHJTCA) | **Recommend with Reservation*** |
| **Environmental, Agricultural, and Natural Resources** | 11-9013 | Artificial Insemination (Select Sires) | Select Sires | **Do Not Recommend** |
| **Environmental, Agricultural, and Natural Resources** | 19-1013 | SFMA - Turfgrass Science Certification | Sports Field Management Association | **Recommend with Reservation*** |
| **Environmental, Agricultural, and Natural Resources** | 19-1031 | NRCS (Natural Resource Conservation Service) Fundamentals of Conservation & Sustainability in Agriculture | United States Department of Agriculture Natural Resources Conservation Service | **Recommend** |
| **Health and Bioscience** | 19-4021 | Bioscience Core Skills Institute | BCSI Bioscience Core Skills Institute | **Deferred Recommendation** |
| **Health and Bioscience** | 39-9031 | Certified Personal Trainer (National Strength Professional Association - NSPA) | National Strength Professionals Association (NSPA) | **Recommend** |
| **Health and Bioscience** | 31-9091 | Infection Control | Dental Assisting National Board | **Recommend with Reservation**** |
| **Human Resource Services, Transportation Technologies** | 33-3051, 33-2011, 47-3016, 13-1051, 11-9013 | Basic Proficiency Evaluation for Remote Pilot (BPERP) Certificate | Airborne Public Safety Association | **Do Not Recommend** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Human Resource Services** | 43-5031, 43-5032 | Associations of Public Safety Communication | APCO Public Safety Telecommunicator 1 | **Deferred Recommendation** |
| **Human Resources Services** | | FEMA Independent Study | FEMA | **Do Not Recommend** |
| **Human Resources Services** | 33-3051 | Emergency Telecommunicator | International Academies of Emergency Dispatch | **Do Not Recommend** |
| **Human Resources Services** | 33-3051, 33-3012, 33-3021 | National Law Enforcement Certification | LAPSEN (Law and Public Safety Education Network) | **Recommend** |
| **Human Resources Services** | 43-5031 | National Basic 9-1-1 Dispatch Certification | LAPSEN (Law and Public Safety Education Network) | **Recommend** |
| **Human Resources Services** | 33-3021, 19-4092 | National Basic Crime Scene Investigator | LAPSEN (Law and Public Safety Education Network) | **Recommend** |
| **Human Resources Services** | 33-3051, 33-3012, 33-3021 | Law and Public Safety Introductory Level Competency | LAPSEN (Law and Public Safety Education Network) | **Recommend** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Human Resources Services** | 33-0000 | ICS-100.C (Introduction to the Incident Command System), IS-200.C (Basic Incident Command System for Initial Response), and S-700.B (Introduction to the National Incident Management System) | National Disaster and Emergency Management University - Department of Homeland Security - FEMA | **Recommend with Reservation*** |
| **Human Resources Services** | 49-3051 | ABYC Marine Service Technician Certification | NOCTI | **Recommend** |
| **Human Resources Services** | 11-1021, 43-0000 | JROTC Leadership and Employability Skills | NOCTI - JROTC | **Do Not Recommend** |
| **Human Resources Services** | 13-1199, 13-1071, 13-1151 | Southwest Airlines Professional Communications Certification | Southwest Airlines | **Recommend with Reservation**** |
| **Human Resources Services** | 55-3000 | ASVAB - Armed Services Vocational Aptitude Battery | United States Military Entrance Processing Command | **Do Not Recommend** |
| **Information Technology** | 15-1240 | CompTIA Network+ Certification | CompTIA | **Already Approved** |
| **Information Technology** | 15-1230 | CompTIA Tech+ Certification | CompTIA | **Do Not Recommend** |
| **Information Technology** | 15-1232 | Google Cloud Digital Leader Certification | Google | **Recommend with Reservation*** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Information Technology** | 15-1212 | Google Cybersecurity Certificate | Google | **Recommend with Reservation\*\*** |
| **Information Technology** | 15-1255 | Google UX Design Certificate | Google | **Recommend with Reservation\*\*** |
| **Information Technology** | 15-2051 | Google Data Analytics Professional Certificate | Google | **Recommend** |
| **Information Technology** | 15-1212 | SOC Operating Analyst I | BCR Cyber | **Recommend with Reservation\*** |
| **Information Technology** | 15-0000, 17-0000 | Certified MATLAB Associate | MathWorks | **Do Not Recommend** |
| **Information Technology** | 15-1252 | Blockchain+ | Web 3 Certification Board Inc. | **Do Not Recommend** |
| **Information Technology** | 15-1299 | FinTech+ | Web 3 Certification Board Inc | **Do Not Recommend** |
| **Information Technology** | 15-1299 | Miner+ | Web 3 Certification Board Inc | **Do Not Recommend** |
| **Information Technology** | 15-1257 | Web3+ | Web 3 Certification Board Inc | **Do Not Recommend** |
| **Manufacturing, Engineering and Technology** | 17-0000 | Certified Onshape Associate Exam | OnShape | **Do Not Recommend** |
| **Manufacturing, Engineering and Technology** | | Pre-Engineering | Robotics Education & Competition Foundation | **Do Not Recommend** |

| Career Cluster | IRC Code | Credentialing Name | Issuing Entity | Recommendation |
|---|---|---|---|---|
| **Manufacturing, Engineering and Technology** | 17-0000, 17-3024, 17-3027, 17-2141 | Robotics | Robotics Education & Competition Foundation | **Do Not Recommend** |
| **Manufacturing, Engineering and Technology** | 41-4011, 41-4012 | Smart Automation Certification Alliance (SACA) Certifications | Smart Automation Certification Alliance (SACA) | **Deferred Recommendation** |
| **Transportation Technologies** | 33-3051, 33-2011, 47-3016, 13-1051, 11-9013 | FAA 107 Drone Pilot License | Federal Aviation Administration | **Already Approved** |
| **Transportation Technologies** | 49-3023 | S/P2 (Safety & Pollution Prevention Training) | S/P2 Safety and Pollution Prevention | **Do Not Recommend** |

\* Requires supplemental information from applicant for approval. Deadline is April 1, 2025.

\*\* Prerequisite business rule required from CTE Committee

\*\*\* See "Deferred Recommendation" definition (Pg. 7)