

## Cultivating the Workforce Landscape

SESSION ID: AST2-W01

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CERTIFICATES OF  
ATTENDANCE

- FOCUS IS ON  
ATTENDANCE

ASSESSMENT-  
BASED  
CERTIFICATES

- FOCUS IS ON  
EDUCATION  
AND TRAINING

PROFESSIONAL OR  
PERSONNEL  
CERTIFICATIONS

- FOCUS IS ON  
ASSESSMENT

## WHAT AND HOW

FOCUS IS ON  
ATTENDANCE

CERTIFICATES OF  
ATTENDANCE

- Earned by attending/participating in events, classes, courses, etc.
- Demonstration of accomplishment is NOT required
- There is no time limit to a certificate of attendance

FOCUS IS ON  
EDUCATION &  
TRAINING

ASSESSMENT-  
BASED  
CERTIFICATES

- Provides training and instruction to aid participants with acquiring specific knowledge, skills, & competencies
- Evaluates participants' achievement of the intended learning outcomes
- Awards a certificate only if a participant meets the performance, proficiency or passing standard for the assessment. There is no time-limit for an assessment-based certificate.

FOCUS IS ON  
ASSESSMENT

PROFESSIONAL OR  
PERSONNEL  
CERTIFICATIONS

- Individuals are evaluated against predetermined standards for knowledge, skills & competencies
- Participants who demonstrate that they meet the standards by successfully completing the assessment process are granted a TIME-LIMITED credential
- Participants MUST maintain continued competence in order to retain the credential
- Credential awarded by the Certification Program provider denotes that the participant possesses particular knowledge, skills, or competencies

## Assessment

- There is no assessment

- Assessment can be an oral exam, examination of documents, a web based assessment exam or a secure exam conducted at a test center (e.g., Pearson VUE or Prometrics)
- Assessment can be bundled as part of an education package
- Assessment questions are selected from the education content provided by the Certificate Program provider

- Assessment is a psychometrically controlled and maintained secure exam conducted at a test center (Pearson VUE or Prometrics)
- Assessment is independent of a specific class, course or training program
- Assessment is independent of any provider of classes, courses or programs
- The assessments are NOT designed to evaluate mastery of the intended learning outcomes of a specific class, course, or education/training program
- Certification program provider is NOT the sole provider of any education/training that may be required for certification

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Questions?

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