

List of Supplemental Resources

[The Role of Certificates in Signifying Knowledge and Skills Attainment](#)

By: Workcred staff

There are different types of certificates that serve different purposes, which are offered upon completion of an education or training program. And to confuse matters even more, not all certificates convey the same type of information about the knowledge and skills of the holder. This issue brief highlights the purposes of different types of certificates, outlines the national standards for certificate issuers, and describes the process to accredit certificate issuers.

[Certification Myths Debunked](#)

By: Workcred staff

Certifications are one of the most frequently misunderstood credentials. A contributing factor to this confusion is that the terms certificate and certification are often incorrectly used interchangeably. This issue brief addresses five common myths about certifications to clear the confusion, including understanding the prerequisites required to earn a credential; who develops the assessment and whether it assesses learning outcomes or competencies; whether the credential is guided by national or international standards; how the credential can support lifelong learning; and whether it can be revoked.

[Certifications as Tools for Promoting Economic Mobility](#)

By: Workcred, Corporation for a Skilled Workforce, and George Washington Institute of Public Policy

This report discusses how the characteristics of quality certifications potentially make them useful tools for increasing the economic mobility of workers, expanding the talent pools for employers, integrating certifications in credentialing and career pathways, as well as the pitfalls of focusing on certifications primarily as quick-fix, short-term credentials to get people into a job.

[Accreditation Standards: The Primary Source of Quality Assurance for Certifications](#)

By: Workcred, Corporation for a Skilled Workforce, and George Washington Institute of Public Policy

This report highlights the broad consensus by the certification community that quality certifications are those that align with conformity standards for personnel certifications and are developed specifically for certifications by members of the certification community.

[Recertification: A Distinguishing Feature of Certifications](#)

By: Workcred, Corporation for a Skilled Workforce, and George Washington Institute of Public Policy

This report provides an overview of the recertification process, how it varies among certifications, the extent to which it achieves its stated purposes, and recommendations for improvements.

[Certifications: The Ideal, Reality, and Potential](#)

By: Workcred, Corporation for a Skilled Workforce, and George Washington Institute of Public Policy

Among workforce credentials, certifications stand out for their accuracy signaling skills of the certification holder, accessibility to people with varying levels of education and experience, and ability to motivate skill acquisition through recertification requirements. Yet, certifications are still not as widely known or understood as other credentials. This report highlights a set of policy and operational recommendations to increase the use of certifications and better integrate them into U.S. education and training systems as well as for areas in further need of research.

Relevant Videos

[Part I: The Basics of Standardization](#) provides details on the elements of standards and examines the process to develop and revise standards.

[Part II: Credentials and Assessments Built on Standards](#) explores how standards play a role in the development of credentials, including personnel certifications, and how standards factor into the operation of certification bodies.

[Part III: The Value of Accredited Credentials](#) highlights the value of accreditation and explains how accreditation uses standards that set quality assurance for credentials.

[Part IV: Outcomes of Standardization](#) discusses the outcomes of standards for certification programs, like improved or increased employability and decreased public safety concerns. The video recommends increased data collection efforts and standards in order to better quantify these outcomes.