

## Appendix B

### Industry Based Certification Criteria and Review Process

The following criteria are used to determine whether an IBC is included:

- **Certification:** a certification is defined as a validation or license that an individual possesses certain industry specific skills that meets two or more of the following: (a) related to the performance requirements of a career or occupation, measured against a set of industry accepted standards, and not dependent upon a particular curriculum or program; (b) earned by successfully completing an assessment that demonstrates the individual's proficiency of the prescribed standards; or (c) time-limited credential, for which an individual needs to meet ongoing professional training and/or testing requirements to maintain the certification
- **Industry recognized and valued:** a certification must be industry recognized and valued.
  - (A) A certification is industry recognized and valued if the certification is:
    - (i) referred to the Texas Education Agency (TEA):
      - (I) by the Texas Workforce Commission as part of the inventory of industry-recognized credentials approved by the industry-based certification advisory council authorized by Texas Labor Code, §312.002; or
      - (II) directly using a process identified and implemented by TEA and published on the TEA website if the certification is not referred to TEA by the TWC under (2)(A)(i)(I) of this section; and
    - (ii) determined to be valued by a representative sample of employers, as demonstrated in at least one of the following ways:
      - (I) inclusion of the certification in job postings as required or highly recommended;
      - (II) use of the certification as a factor in selecting candidates for an interview or for hire; or
      - (III) offer of higher pay for individuals who possess the certification.
- **Attainable by high school students:** all eligibility requirements, such as age and experience, can be met and the certification is awarded before or within the summer after a student's high school graduation.
- **Portable:** the certification can (a) transfer seamlessly to postsecondary work through acceptance for credit or hours in core program courses at an institution of higher education; (b) count toward hours in an aligned apprenticeship program; (c) be part of a prescribed coherent sequence of industry-recognized credentials to show progressive skills development; or (d) support employment in more than one region of the state.
- **Certifying entity:** the assessment of the knowledge and skills required to obtain the certification is provided by or determined by an independent, third-party certifying entity using predetermined standards for knowledge, skills, and competencies.
- **Capstone or end-of-program:** a certification assessment is taken at the culmination of a single high school course or multiple related courses within a secondary program of study. There must be at least 50% overlap between the certification assessment
- standards and: (a) the Texas Essential Knowledge and Skills (TEKS) for a secondary course aligned to the career cluster associated with the certification assessment; or (b) the

applicable TEKS for a set of courses within a program of study in a secondary career and technical education program.

House Bill 22 (85<sup>th</sup> Texas Legislature, 2017) requires the Texas Education Agency to account for high school students who earn an industry-based certification as one indicator within the Student Achievement domain of the state's public-school accountability system. While hundreds of unique certifications are earned by public school students, the public-school accountability system measures success in preparing students for in-demand careers, whether students enter the workforce directly or enroll in postsecondary education. IBCs represent industry-valued skills and learning that lead to employment and act as a springboard for higher levels of achievement to ensure students' independence and success in life beyond high school; hence, industry-based certifications are one of the measures to demonstrate college and career readiness.

Districts may apply for reimbursement for one passed certification examination per student during their high school career (ninth grade through graduation).