



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Labor and Training

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WORKFORCE INVESTMENT NOTICE: 10-21

TO: WORKFORCE INVESTMENT AREAS

FROM: David Tremblay, Administrator-Workforce Investment Office

SUBJECT: Increasing Credential, Degree, and Certificate Attainment.

DATE: April 19, 2011

1. Purpose One of President Barack Obama's economic recovery goals is that the United States once again lead the world in the percentage of Americans with post-secondary degrees and/or industry-recognized certificates and credentials by the year 2020.

Accordingly, in order to achieve this objective, the United States Department of Labor, Employment and Training Administration (ETA) issued [Training and Employment Guidance Letter No. 15-10](#) which has four main purposes:

1. To officially reinforce the President's goal that every American complete at least one year of postsecondary higher education or career training
2. To announce ETA's commitment to the Secretary of Labor's High Priority Performance Goal to increase credential attainment by participants of the public workforce system
3. To describe strategies that state and local workforce agencies, their strategic partners, and ETA discretionary grantees can adopt to both increase the rate of credential attainment among workforce program participants and improve the quality of those credentials
4. To clarify the reporting requirements for each of the programs included in the goal.

2. References Workforce Investment Act; WIA Final Regulations dated August 11, 2000

3. Background As the economy recovers and job growth returns, the public workforce system has a critical role to play in ensuring that job seekers and employers have

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access to the skills they need to compete and succeed. One significant way that the public workforce system can contribute to the economic turnaround is to ensure that these skills are validated through the attainment of credentials. The value of credentials cannot be overstated. For employers, credentials demonstrate and document skills, increasing their ability to fill skilled positions, build talent pipelines and compete. For workers and job seekers, credentials improve their labor market experience through higher earnings, greater mobility and enhanced job security.

The TEGE provides valuable information that State and Local staff, one-stop operators and partners, training providers, and youth vendors can utilize to increase credential attainment. Included are topics such as:

- Training completion: To earn a credential, participants in the workforce system must not only attend a training program that results in a credential, they must **complete** the training. One-Stop staff should provide the participant with information regarding the training program and the resulting certificate so that an informed decision can be made. In addition, front-line staff should provide comprehensive case management and supportive services to ensure successful completion of the training.
- The importance of working closely with local employers and training providers to identify and, if necessary, develop industry-recognized credentials for local, in-demand jobs.
- Including the issuance of industry-recognized credentials in the criteria for the state's Eligible Training Provider List.
- The definition of credential for purposes of credential attainment within the workforce system.
- The importance of accurate reporting of training services received and credentials attained.
- A Credential Resource Guide, which includes:
 - ◆ Section 1 – Defining Credentials
 - ◆ Section 2 – Understanding Credentials
 - ◆ Section 3 – Tools for Identifying Credentials
 - ◆ Section 4 – Acquiring and Leveraging Credentials
 - ◆ Section 5 – Current Models of Industry-Recognized Stackable Credentials
- A listing of Performance Reports for Reporting Credential Attainment by Program

4. Action Required Local Areas should distribute this Workforce Investment Notice to all staff, One-Stop Operators, Youth Vendors and One-Stop partners.

5. Inquiries Questions concerning this WIN may be directed to [me](#) at 462-8784 or to [Mavis McGetrick](#) at 462-8791.