

Some Models of Existing Industry-Recognized Stackable Credentials

There are a number of sectors using industry competency models as a framework for identifying a national system of stackable credentials. Three examples are described below:

- **Advanced Manufacturing:** The Manufacturing Institute has an initiative to develop career ladders within the manufacturing sector by identifying and endorsing a set of stackable credentials. The Manufacturing Institute has endorsed a Manufacturing Skills Certification System that it intends to implement through community colleges to enable participants to advance along a career pathway in manufacturing, beginning at entry-level work readiness and employability skills into specific technical competencies associated with certain types of manufacturing. The system begins with basic skills required for entry-level workers in all sectors of manufacturing, from alternative energy and computers to aerospace and pharmaceuticals. The skills certifications address personal effectiveness competencies, foundational academic competencies, general workplace skills, and industry-wide manufacturing technical skills. Entry-level science, technology, engineering, and math (STEM) skills are included in the system. See depictions of the career pathways and stackable credentials at <http://www.themanufacturinginstitute.org/Skills-Certification/Certifications/NAM-Endorsed-Certifications.aspx>.

These certifications fit into the framework of the Advanced Manufacturing Competency Model developed in collaboration with ETA along with other industry, education, and labor partners. The model is co-sponsored by the Manufacturing Institute, the National Council for Advanced Manufacturing, and the Society of Manufacturing Engineers. The competency model is available within the CareerOneStop Competency Model Clearinghouse at:

<https://www.careeronestop.org/competencymodel/pyramid.aspx?HG=Y>

- **Healthcare/Electronic Health Records:** Lord Fairfax Community College (LFCC), a past Trade Adjustment Assistance Community College and Career Training (TAACCCT) grantee, partnered with the AHIMA Foundation, the 501(c)3 charitable affiliate of the American Health Information Management Association (AHIMA), to develop a new national competency framework and credentials related to information technology in health information management. AHIMA and the AHIMA Foundation served as industry champions in the development of ETA's Electronic Health Records Competency Model. AHIMA used comprehensive job analyses and the competency model to update and /or develop new health information certifications. See <http://www.ahima.org/certification>.
- **Hospitality:** In the fall of 2016, the Department of Labor awarded a \$1.8 million contract to the National Restaurant Association Educational Foundation (NRAEF) and the American Hotel & Lodging Association (AHLA) to develop the Hospitality Sector Registered Apprenticeship (HSRA) – the first-ever apprenticeship program registered

specifically for the restaurant, food service, and hospitality industries. NRAEF and AHLA drew on the Food and Beverage Service and Hospitality and Tourism competency models that they had developed in collaboration with DOL as a starting point for the development of apprenticeship standards and related technical instruction for an apprenticeship program.

DOL officially approved and signed the apprenticeship standards for HSRA in June 2016, specifying the requirements necessary for businesses to offer apprenticeships to their employees.