

Developing a Qualified Workforce



Value of Developing a Qualified Workforce

- Increased **Safety** for Workforce and the Public
- Increased **Productivity**
- Improved **Quality**
- **Cost Savings**
- **Retention**



Credentialing Terms

- Certificate Programs and Training
- Diploma
- License
- Accreditation
- Certification



Certificate Programs and Training

- Intended to **teach** students job related skills and knowledge
 - Could include a test
- Good training is **vital** to developing a qualified workforce.
 - AASHTO
 - TC3
 - NHI



Diploma

- Awarded for Successfully Completing Coursework
 - High School, College
- Shows Commitment
- Demonstrates Capacity to Learn
- Knowledgeable in Subject Area



License

- Authorization to Practice
 - Professional Engineer
- **Legal Responsibility**
- Requirements
 - College Education
 - Examinations
 - Continuing Education



Accreditation

- Minimum Quality Standards for Business Entity, Program, Location
 - Schools
 - Contractors
 - Facilities
 - Certification Bodies
 - AMRL Accredits Testing Labs
- Requirements Vary by Industry
 - Documentation
 - Training
 - Quality Improvement
 - Testing



Professional Certification

- Measures Knowledge Skill for **Individuals**
 - Exams
 - Clear Separation of Training and Certification Exams
 - Experience
 - Performance
- Distinguishes **Qualified** from the not-yet Qualified



NICET Certification



- Third-Party Independent evaluator of knowledge and skills.
- Certification content and requirements established by industry experts.



NICET Certification

- Fair
 - No bias
- Valid
 - Covers the right material
- Reliable
 - gets the same results on multiple attempts
- **Legally Defensible**



NICET Certification

- Career Track through Certification Levels
- Recertification
- Code of Ethics
- Disciplinary Action
- Non-profit division of the National Society of Professional Engineers



NICET Training?

- To maintain the integrity of the exams and the process NICET **does not** provide training.
- Any training that teaches the practice of the industry should help with preparation for the NICET exams.



Transportation Construction Inspection

- Expanding on Current Highway Construction Content
- 4 Progressive Levels of Certification
 - Single TCI track at Levels I and II
 - Multiple tracks at Levels III and IV for Highway, Airfield, Railroad, Urban Streets, or others as needed
- Recognizes that new technologies are bringing changes to inspection practices and workflow



Changes

- Work Element to Standard Model
- Paper-Pencil to Computer-Based Testing (CBT)



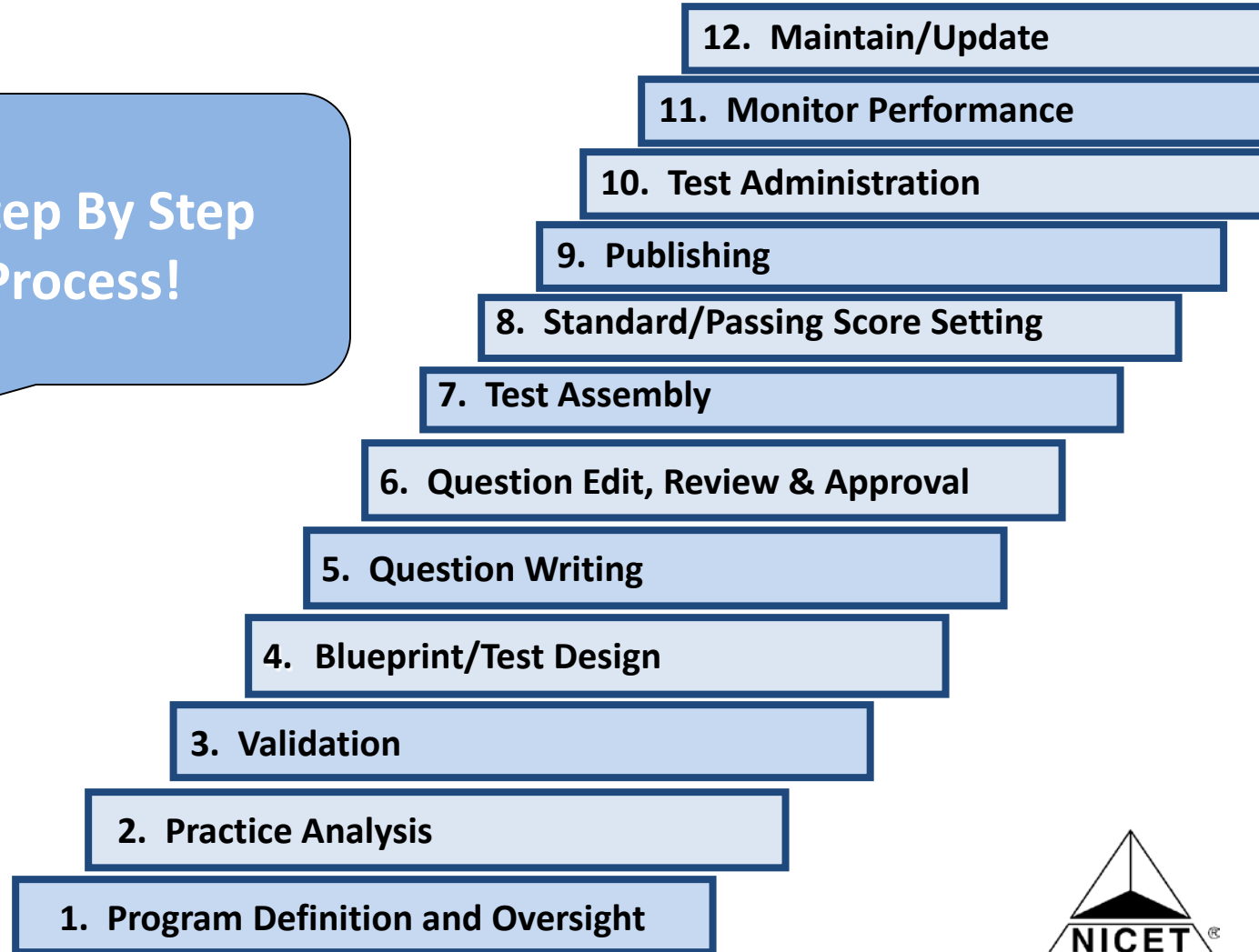
Why the Change?

- Take advantage of changes in **technology**
- Comply with changes in certification industry **best practices**
- All applicants are tested on the **same content**
- Content is **weighted** by importance
- Distinct **performance** activities are verified
- **Convenience**
- **Simplicity**



Certification Program Development

A Step By Step
Process!



Thank You!

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