Developing a Qualified Workforce

KNOWLEDGE

PERFORMANCE

EXPERIENCE
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!

1. Program Definition and Oversight
2. Practice Analysis
3. Validation
4. Blueprint/Test Design
5. Question Writing
6. Question Edit, Review & Approval
7. Test Assembly
8. Standard/Passing Score Setting
9. Publishing
10. Test Administration
11. Monitor Performance
12. Maintain/Update
Thank You!

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