



Dutchess County Workforce Development Board

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"Building Partnerships for Workforce Solutions"

Non- Degree Credential Inclusion in WIOA Credential Attainment Indicator Policy- 6-12-2025

PURPOSE

This policy is intended to govern the Dutchess County Workforce Investment Board (DCWIB) determining credentials for the WIOA Credential Attainment Primary Indicator of Performance (hereafter referred to as "WIOA Credential Attainment Indicator"), for WIOA Title I Adult, Dislocated Worker, and Youth programs.

BACKGROUND

The WIOA Credential Attainment Indicator is the percentage of participants enrolled in an education or training program (excluding those in On-the-Job Training or Customized Training) who attained a recognized postsecondary credential, or high school diploma or its recognized equivalent, during participation in or within one year after exit from the program. Non-degree credentials have no specific established universal standards. Therefore, the DCWIB will determine and document their inclusion in the WIOA Credential Attainment Indicator.

A participant who has attained a high school diploma or its recognized equivalent is included in the percentage of participants who have attained such only if the participant is also employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program. A list of credentials, regulated by governments that do not need to be reviewed or approved include, but are not limited to a NYS issued high school diploma or equivalency, associate and bachelor's degrees, occupational licensure as well as registered apprenticeship and career and technical education certificates.

POLICY

The DCWIB will approve credentials for the WIOA Credential Attainment Indicator for Dutchess County when the credential is considered "non-degree." Non-degree credentials include occupational certificates, occupational certifications, and other recognized certificates of industry/occupational skills completion.

The DCWIB will review, determine and accept or reject non-degree credentials needed for employment. Approved non-degree credentials will be from industry sectors included in our local plan, our local demand occupation list and/or the regional demand occupation list. The focus/priority is medium and high demand occupations, although occupations listed as "low" may be approved on a case-by-case basis.

To be considered, training providers will complete the *Training Provider Questionnaire*. Each non-degree credential will be reviewed, assessed and evaluated for appropriateness with an emphasis on quality of instruction, student support and interaction, staff qualifications, successful completion of training (rates), successful attainment of the non-degree credential and other measures of quality to be determined for the WIOA Credential Attainment Indicator. The training provider must provide a detailed syllabus of instructions with specific timelines. Testing must be a component of the training, and it is recommended that it be both a test on classroom training as well as a hands-on component, when possible.

A note on quality- Quality is an essential component of non-degree credentials, ensuring there is value for all stakeholders, including but not limited to, students, employees, training providers, and businesses. Successful applications will address all of these components.

REFERENCES

WIOA Regulations 20 CFR §677.155

Training and Employment Guidance Letter (TEGL) No. 10-16, Change 3: *Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III and Title IV Core Programs (June 11, 2024)*

Workforce Development System Technical Advisory (WDS TA) #18-6.3: *Primary Indicators of Performance for Titles I and III under the Workforce Innovation and Opportunity Act (WIOA) (April 22, 2024)*

Training and Employment Notice (TEN) No. 25-19: *Understanding Postsecondary Credentials in the Public Workforce System (June 8, 2020)*

NYSED High School Equivalency Pathways for Residents of New York State (December 2024)

NYSED Career Training (Proprietary) Schools and Career and Technical Education Programs (December 2024)

ATTACHMENTS

Questionnaire for Training Providers