

Invitational Summit on the Creation of a National System to Accredite Personnel Certificate Programs for Individuals

Meeting Notes: May 1st, 2007
9:00am – 3:30pm

9:00-12:30 – Morning Session

- Welcome and Introductions, Overview of agenda and goals for the day
- **Presentation:** Overview of ANSI and existing personnel accreditation initiatives
 - **Roy Swift, Director of Accreditation Personnel Certification, ANSI**
- **Presentation:** ANSI interest in developing a system to accredit certificate programs: rationale, desired outcomes for program and process to move forward
 - **Sharon Goldsmith, Goldsmith International**
- **Presentation:** Trends in personnel credentialing and the increasingly important role of certificates
 - **Sharon Goldsmith, Goldsmith International**
- **Presentation:** Status of certificate programs: a report from the education community regarding number of programs, types of programs, growth patterns
 - **Caroline Teich, Senior Program Associate for Office of Economic Development American Association of Community Colleges**
- **Presentation:** How various industries use certificates -perspectives from the Government
 - **Robert Gee, President, National Graduate School**
 - **John H. Bridges III, Executive Director, National Preparedness, Office of Homeland Security**
- **Presentation:** How various industries use certificates - perspectives from the Private Sector
 - **Allison Broman, Senior Director, Professional Development Division, The Associated General Contractors of America**
 - **Amy Fields, Director, Supervisory Training Program, The Associated General Contractors of America**

Afternoon Session:

- **Discussion Topic: The need for a Certificate Accreditation system**
 - There was discussion around evaluating the needs and developing the business case for the creation of an accreditation scheme for certificate programs
 - What industries and education programs would benefit from a certificate accreditation program?
 - Consumers and the public
 - Industry

- Regulatory agencies
- Federal government
- What is the value proposition of ANSI offering a certificate program?
 - Return on Investment:
 - proof that training outcomes lead to on-the-job measurable results and increased performance
 - reduced financial burden on employer
 - Increased Mobility:
 - Credibility and recognition
 - ANSI reputation as an accrediting authority
 - Educate the market place to understand the differences between a certificate program and a certification program and where each should be developed
- Attributes and scope of accreditation program
 - There was general discussion regarding surveillance for certificate programs and what types of criteria would be used to assess continued compliance
 - Accredit the certificate or the certificate provider?
 - Comments: Both the provider and the specific certificate programs offered would be evaluated. (i.e. as with the certification program – where both the management system and operations of the certification body are evaluated along with the attributes of the certification scheme itself)
 - Normative references to industry standards
 - Proof that outcomes of certificate program provide on-the-job results
 - Comments: ROI and value stream mapping following implementation and operation of program. ANSI should get out in front of the value stream.
 - Timely
 - Comments: organizations need to be able to respond to demand and earn accreditation quickly.

1:00- 3:00

- **Discussion Topic: How should ANSI move forward?**
 - Evaluate the composition and role of National Advisory Panel
 - Develop scope of standards:
 - Standards that any certificate program can achieve in order to identify quality programs
 - Determine methodology for evaluation of performance (unlike standardized testing) and continue performance.
 - Conduct Pilot in order to validate draft standard criterion
 - Identify programs that are not currently accredited by other institutional accreditors or look for programs that are already accredited?

- Create market value for an accreditation program. Insure that employers require that personnel holding certificates have received that certificate from an accredited institution
- **Discussion Topic: How should ANSI avoid moving forward?**
 - Don't expect a standard in six months. Development of quality standards takes time.
 - Don't copy the standards that exist for the personnel certification program and apply them to a certificate program
 - Don't place additional requirements on organizations/institutions that are already required to undergo quality assurance
- **Discussion Topic: Characteristics and Composition of Potential Standard Developer(s):**
 - ASTM
 - ASTM E36 Committee on Conformity Assessment does not have representation/membership from the certificate community
 - Volunteer SMEs needed are not currently available through E36
 - The standard development organization should be an ANSI Accredited SDO
 - ASD would be interested in participation but cannot take the lead
 - ASQ
 - IACET
 - This would have to be proposed to the Board of Directors. Resources would be difficult
 - Higher Education Institutions?
 - Results from survey showed that higher education was not interested in taking on this responsibility
 - Current institutional accreditors are overwhelmed
 - Institutions cannot support the financial burden of operating such a program

3:00-3:30

- **Discussion Topic: Wrap up and next steps:**
 - ANSI will follow up with potential volunteers and participants who should be involved but could not attend.
 - Karen Brown (DOL Apprenticeship program)
 - Employer representation
 - State and Local Regulators
 - Medical Device and Pharmaceutical industry representation
 - Bio-tech
 - Food Industry and packaging
 - Financial services
 - Local first responders
 - ANSI will explore funding opportunities
 - Identify and follow up with potential volunteers to serve on National Advisory Panel

- ANSI to survey existing accredited programs and review motivations for proceeding with accreditation and to see what, if any, certificate programs are being offered by these groups.

3:30

➤ **Adjourn**