



*"Promoting Excellence in Competency Assurance"*

National Organization For Competency Assurance

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## Statement for the Record

Submitted by  
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To the  
Subcommittee on Higher Education,  
Lifelong Learning, and Competitiveness  
Committee on Education and Labor  
U.S. House of Representatives  
Washington, DC

Regarding its Hearing on  
*New Innovations and Best Practices Under the Workforce  
Investment Act*  
February 26, 2009

*Right now, three-quarters of the fastest-growing occupations require more than a high school diploma... And so tonight, I ask every American to commit to at least one year or more of higher education or career training. This can be community college or a four-year school; vocational training or an apprenticeship. But whatever the training may be, every American will need to get more than a high school diploma.*

*– President Obama, Address to Joint Session of Congress, February 24, 2009.*

### **Introduction**

On behalf of the National Organization for Competency Assurance (NOCA), an international association representing organizations that grant occupational certifications, I am pleased to provide the Subcommittee with our views on the reauthorization of the Workforce Investment Act (WIA).

### **What is Certification?**

The certification of professional and occupational skill sets affirms the importance and measurability of a knowledge and experience base for practitioners in a particular field, their employers, and the public at large. Certification represents a measureable demonstration of a particular individual's professional competence. In some professions certification is a requirement for employment or practice. In other professions and occupation, certification is a means of demonstrating mastery over skill sets and competencies required by the work place or consumers. In all instances, certification enhances the employability and career advancement of the individual practitioner or employee.

A certification is generally developed when an industry or profession is able to identify a “fundamental body of knowledge for the profession. There should be a relatively stable, expert-identified, peer-reviewed, objective, consensual set of tasks, activities and understanding that identifies what individuals in the profession do.”<sup>1</sup>

The benefits of certification include:

- A more productive and highly trained workforce for employers
- Higher wages and a competitive edge for workers
- Consumer confidence and safety through verification of competence
- Protecting the general public from incompetent and unfit practitioners
- Establishment of professional standards for individuals in a particular field.
- Assisting consumers in making informed decisions about qualified providers
- Assisting employers in making more informed hiring decisions

Numerous occupations, such as doctors, nurses, accountants, and physical therapists, require a license to practice the profession at the state level. Certification is distinct from licensure in that it is voluntary and frequently requires recertification to maintain the currency of the credential. Recertification frequently takes the form of continuing education and testing. Recertification provides a reaffirmation of competency assurance by ensuring the certificant is up to date with the latest training techniques, research and methods for a particular field.

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<sup>1</sup> John E. Kasper, Ph.D., CAE, *To Certify or...Not to Certify?*, Forum Magazine (January 2009), 28.

### **WIA Reauthorization Should Recognize Importance of Certification**

NOCA recommends including information about occupational certification and licensure opportunities as a core service available through One-Stop employment and training career centers. NOCA also recommends including certification and licensure in the scope of services offered through the One-Stop system.

The Department of Labor launched its CareerOneStop<sup>2</sup> website several years ago. This user-friendly website allows job seekers to easily search for certification options in a number of different fields and professions. NOCA recommends that Congress continue to encourage the expansion of this valuable tool by providing resources to allow DOL to raise awareness about the site to workers as well as career development professionals.

In 2003, both the Senate and the House passed different versions of WIA reauthorization. NOCA supported the Senate version of the WIA reauthorization (S. 1021) in particular as it included provisions calling for a national study of the benefits of earning an occupational certification. The results of the study were to be presented to Congress and were required to include recommendations designed to promote the acquisition of occupational certifications. We recommend that this committee include a similar provision when reauthorization is written as a national study would provide quantitative evidence of the value of certifications to the workforce. A third provision would require states to determine if training programs would lead to industry certifications. The measure also authorized 10 pilot projects designed to create a “system of industry-validated national certification of skills” targeting the high tech and homeland security sectors.

NOCA was instrumental in ensuring these provisions were put into the 2003 Senate bill and again strongly supports the inclusion of similar language in the reauthorization. To the high technology and homeland security pilot projects, however, we would add certifications that would help build or expand our nation’s investments in an electronic healthcare infrastructure and that advance the green technology and energy independence sectors.

Occupations in emerging green technologies are projected to continue to grow. With recent federal investments towards retrofitting buildings for energy efficiency and new investments in solar, geothermal, and wind energy, trained workers will be necessary to fully implement these policies. “Green jobs exist, and are growing, in a range of industries and at every skill and wage level. Many are in the skilled trades: manufacturing, construction, operation and maintenance, and installation. Most are ‘middle-skill’ jobs, requiring more education than a high school diploma, but less than a four-year degree. Some are a bridge to high-skill professional jobs or entrepreneurial opportunities; others are perfect entry level or transitional jobs for urban residents looking for a pathway out of poverty. In short, green jobs are the kind of family-supporting jobs that once anchored the American middle class, but in the industries of the future: industries like wind turbine manufacturing, solar panel installation, energy efficiency retrofits, and green building.”<sup>3</sup> The U.S. Green Building Council, the nation’s leader in developing green construction standards, is a member of NOCA and offers several occupational certifications in green technologies.

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<sup>2</sup> <http://www.careeronestop.org/>.

<sup>3</sup> *Green Collar Jobs in America’s Cities: Building Pathways Out of Poverty and Careers in the Clean Energy Economy*, Apollo Alliance, Green for All with the Center for American Progress, and the Center on Wisconsin Strategy (March 13, 2008). Available at: [http://www.americanprogress.org/issues/2008/03/green\\_collar\\_jobs.html](http://www.americanprogress.org/issues/2008/03/green_collar_jobs.html).

### **Certification Leads to Better Jobs and Better Wages**

Many organizations in today's challenging economy have recognized their workforce as their most valuable asset. Likewise, as President Obama stated in his February 26 joint address to Congress, individuals recognize that now more than ever before they must acquire and maintain more comprehensive skill sets to ensure their own attractiveness and ability in the workplace.<sup>4</sup>

Certification offers a meaningful and direct pathway to re-employment for many individuals eligible for assistance through the One-Stop system. Certification may be a part of the training for specific job skills required in local markets. Including information about the vast array of credentials available to job seekers when they visit One-Stops is an excellent way to assist individuals in obtaining new work and possibly better career opportunities. In many instances, securing a voluntary credential will be the quickest and most effective means for an individual to achieve re-employment.

The value of acquiring an occupational certification is underscored in the existing data. Research conducted by the American Board of Nursing Specialties (ABNS) (a NOCA member) "document[s] a high level of agreement among certified nurses, non-certified nurses and nurse managers that certification is greatly valued among nurses."<sup>5</sup> Respondents to the ABNS survey revealed that some of the incentives their employers offer to promote and recognize nursing certifications include the reimbursement of exam fees, a listing of their credential on nametags and/or business cards, and receiving reimbursement for continuing education.<sup>6</sup> Other surveys indicate that certification results in higher wages for credentialed employees, as well as bonuses.<sup>7</sup> The data help career counselors point job seekers towards certification as a means to new job opportunities.<sup>8</sup>

Certification programs whose prerequisites and requirements displaced workers may quickly access—like those in the green technology movement--would enable those workers to move back into gainful employment and possibly enhanced career opportunities. Certification of one's specialized skills learned from years on the job may well be one of the quickest pathways to reemployment.

In many instances, an occupational certification does not require a four-year college degree. College is an expensive and time-consuming undertaking which may not represent a viable alternative for all job seekers. Persons who do not wish to pursue a bachelor's degree can pursue viable and rewarding careers in such fields as medical transcription, automotive mechanic, and medical assisting, among many others. These professions, as well as others, can open up a rewarding career path with excellent pay and opportunities for advancement for many individuals. Examples of occupations not requiring a baccalaureate degree include:

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<sup>4</sup> See also Su Bacon, "Setting Strategy: Earning professional credentials has many benefits for businesses." *Kansas City Star* (Jul. 2, 2007), available at <http://www.kansascity.com/business/story/174730.html>.

<sup>5</sup> *Value of Certification Executive Summary*. American Board of Nursing Specialties (May 2006), 4. Available at [http://www.nursingcertification.org/pdf/executive\\_summary.pdf](http://www.nursingcertification.org/pdf/executive_summary.pdf).

<sup>6</sup> *Ibid.*

<sup>7</sup> *Poll Indicates Certified Workers Earn More*, press release, Sept. 5, 2003. Available at: <http://www.noca.org/portals/0/Poll%20results.doc>. See also *CertMag's 2006 Salary Survey*. Available at [http://www.certmag.com/articles/templates/CM\\_gen\\_Article\\_template.asp?articleid=2479&zoneid=223](http://www.certmag.com/articles/templates/CM_gen_Article_template.asp?articleid=2479&zoneid=223).

<sup>8</sup> *12 Money-Making Certifications to Boost Your Career*, Yahoo! HotJobs. Available at: [http://hotjobs.yahoo.com/career-articles-12\\_money\\_making\\_certifications\\_to\\_boost\\_your\\_career-653](http://hotjobs.yahoo.com/career-articles-12_money_making_certifications_to_boost_your_career-653).

- Court reporters. This profession remains in high demand. According to the National Court Reporters Association, 81% of those holding the Registered Professional Reporter (RPR) certification say their professional designation is important to them.<sup>9</sup> Court reporters earn close to \$64,000 annually on average.<sup>10</sup>
- Crane operator. The Bureau of Labor Statistics lists the annual mean salary for crane operators as \$42,940.<sup>11</sup> Most states require crane operators to have a certification obtained from an accredited certification body.
- Automotive technician. According to the National Automotive Technicians Education Foundation, automotive technicians receiving the ASE certification can earn \$60,000 or more per year. Positions such as automobile technician, autobody technician, truck technician, and parts specialist are in high demand across the nation.
- Medical transcriptionist. According to the American Association of Medical Transcription, the volume of dictation requiring transcription continues to grow; however, the availability of qualified medical transcriptionists has not grown at the same rate. This is an excellent career, offering a competitive annual salary. BLS statistics indicate the mean annual wage in 2006 for a medical transcriptionist is \$30,660.<sup>12</sup>
- X-ray technician. There continues to be a demand for trained professionals in healthcare. X-ray technicians can expect to earn a mean annual wage of over \$51,000 according to BLS statistics.<sup>13</sup>

These are just a small sampling of the occupations available to dislocated workers, new workforce entrants, and others seeking meaningful employment and living wages, who may choose not to go on to pursue a 2 or 4 year degree. Occupational certification is in most instances an affordable retraining option for many workers. A voluntary survey conducted by NOCA indicated the average cost of certification tests is \$350.<sup>14</sup>

The certification industry is also recognizing the changing face of the American workforce. While the United States has always been a nation of immigrants, U.S. Census figures indicate that the number of persons who speak a language other than English at home increased from 31.8 million in 1990 to 47 million in 2000.<sup>15</sup> In addition, while some immigrants enter the United States with high quality training and education, others lack advanced skills and will need to obtain training in order to advance in the workforce.

Certification bodies are adapting swiftly to meet the needs of America's changing workforce. For example, many certification boards are administering their coursework and examinations in languages other than English. Credentialing examinations for numerous occupations are now administered on a global scale. A 2006 survey of NOCA member organizations revealed that over 50% of respondents administer their exams in countries other than the United States and that 37% of respondents translate their exams into languages other than English.<sup>16</sup>

<sup>9</sup> See <http://ncraonline.org/certification/Certification/rpr/default.htm>.

<sup>10</sup> See <http://ncraonline.org/NCRA/pressroom/AboutCourtRep/>.

<sup>11</sup> <http://www.bls.gov/oes/2007/may/oes537021.htm>.

<sup>12</sup> See <http://www.bls.gov/oes/current/oes319094.htm>.

<sup>13</sup> <http://www.bls.gov/oes/2007/may/oes292034.htm>.

<sup>14</sup> *Average Certification Exam Fee Tops \$350*, press release, May 20, 2004. Available at: [http://www.noca.org/portals/0/exam%20fee\\_header.pdf](http://www.noca.org/portals/0/exam%20fee_header.pdf).

<sup>15</sup> See Hyon B. Shin with Rosalind Bruno, "Language Use and English-Speaking Ability: 2000." U.S. Census Bureau (Oct. 2003). Available at: <http://www.census.gov/prod/2003pubs/c2kbr-29.pdf>.

<sup>16</sup> *NOCA International Staff Summary Report*. National Organization for Competency Assurance (Oct. 20, 2006). Not available online.

Certification bodies are also in full compliance with the Americans with Disabilities Act, thus allowing persons with disabilities to earn certifications with reasonable accommodation that does not compromise the validity or reliability of the testing process.

#### **About the National Organization for Competency Assurance (NOCA)**

NOCA, the oldest and largest organization representing certification agencies, testing companies, consulting firms and individuals involved in professional certification, was created in 1977 as the National Commission for Health Certifying Agencies (NCHCA) with federal funding from the Department of Health and Human Services. Its mission was to develop standards for quality certification in the allied health fields and to accredit organizations that met those standards. With the growing use of certification in other fields, NCHCA's leaders recognized that what is essential for credible certification of individuals in the healthcare sector is equally essential for other sectors. With this vision, NCHCA evolved into the National Organization for Competency Assurance. NOCA is a non-profit, 501(c)(3) organization, committed to serving the public interest by ensuring adherence to standards that ensure the highest competence of certification programs.

NOCA's membership is composed of more than 400 organizations responsible for certifying specific skill sets and knowledge bases of professions and occupations at the national and international level. Through certification, NOCA members represent more than 6 million individuals around the world and include certification programs of some 150 professions and occupations, including 60 healthcare professions. NOCA members certify individual skills in fields as diverse as construction, healthcare, automotive, and finance. A current roster of NOCA members is included in the appendix.

NOCA also brings the expertise of its internationally recognized accrediting arm, the National Commission for Certifying Agencies (NCCA). NCCA uses a peer review process to evaluate adherence to its standards by certification programs and grants accreditation to those programs that have met those standards. These standards exceed the requirements set forth by the American Psychological Association and the U.S. Equal Employment Opportunity Commission and thus help to protect the health, safety, and welfare of the public. NCCA is the national accreditation body that provides this service for private certification organizations in all disciplines.

#### **Conclusion**

The nation's growing numbers of unemployed are desperate to get back to work in an occupation that allows them to support themselves and their families. Improving the prospects for reemployment into new career opportunities represents the core of the Workforce Investment Act. Individuals, whether employed or self-employed, know that now more than ever before they must acquire and maintain more comprehensive skill sets to ensure their own marketability and competence in the workplace.

Certification represents an excellent pathway to employment opportunities for workers in all areas in the economy. It also serves as an important assurance for employers and the general public that individuals have attained the necessary skill sets to provide the services or carry out the scope of their employment. We hope that the Subcommittee will recognize the important role that certification has to play in the Workforce Investment system.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "James Kendzel". The signature is fluid and cursive, with a long horizontal stroke at the end.

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## APPENDIX

### NOCA Organizational Members

[AAACE International](#)

Academy of Ambulatory Foot and Ankle Surgery

[Academy of Applied Personal Training Education](#)

[Academy for Certification of Vision Rehabilitation and Education Professionals](#)

[Academy of Lactation Policy and Practice](#)

Accrediting Bureau of Health Education Schools

[Accreditation Council for Accountancy and Taxation](#)

[Advocis](#)

[Aerobics and Fitness Association of America](#)

[American Academy of Nurse Practitioners](#)

[American Academy of Personal Training](#)

[American Academy for Pet Practitioners](#)

[American Academy of Wound Management](#)

[American Association of Colleges of Nursing](#)

[American Association of Critical-Care Nurses Certification Corporation](#)

[American Association for Medical Transcription](#)

[American Association of Medical Assistants](#)

[American Association of Medical Audit Specialists](#)

[American Association of Physician Specialists](#)

[American Association of Poison Control Centers](#)

[American Association for Respiratory Care](#)

[American Board of Audiology](#)

[American Board of Cardiovascular Perfusion](#)

[American Board for Certification in Orthotics, Prosthetics, and Pedorthics](#)

[American Board of General Dentistry](#)

[American Board of Genetic Counseling](#)

[American Board of Industrial Hygiene](#)

American Board of Lower Extremity Surgery

[American Board of Multiple Specialties in Podiatry](#)

American Board of Nursing Specialties

[American Board for Occupational Health Nurses](#)

[American Board of Opticianry](#)

[American Board of Registration of Electroencephalographic and Evoked Potential Technologists, Inc.](#)

[American Board of Surgical Assistants](#)

American Board of Transplant Coordinators

American Certification Agency for Healthcare Professionals

American Chiropractic Board of Sports Physicians

[American Chiropractic Neurology Board](#)

American Chiropractic Registry of Radiologic Technologists

[American Clinical Board of Nutrition](#)

American College of Sports Medicine

[American College of Veterinary Ophthalmologists](#)

[American Construction Inspectors Association](#)

[American Council on Exercise](#)

[American Culinary Federation](#)

[American Fitness Professionals and Associates](#)

[American Health Information Management Association](#)

[American Hospital Association Certification Center](#)

[American Institute of Certified Public Accountants](#)

[American Indoor Air Quality Council](#)

[American Manual Medicine Association](#)

[American Medical Massage Association](#)  
[American Medical Technologists](#)  
[American Midwifery Certification Board](#)  
[American Nurses Credentialing Center Commission on Certification](#)  
[American Occupational Therapy Association](#)  
[American Optometric Association Commission on Paraoptometric Certification](#)  
[American Organization for Bodywork Therapies of Asia](#)  
[American Payroll Association](#)  
[American Phlebotomy Association](#)  
[American Physical Therapy Association](#)  
[American Registry for Diagnostic Medical Sonographers](#)  
[American Registry of Magnetic Resonance Imaging Technologists](#)  
[American Registry of Radiologic Technologists](#)  
[American Society for Association Executives](#)  
[American Society for Metabolic and Bariatric Surgery](#)  
[American Society for Clinical Pathology](#)  
[American Society of Anesthesia Technologists and Technicians](#)  
[American Society of Military Comptrollers](#)  
[American Speech-Language-Hearing Association](#)  
[American Veterinary Chiropractic Association, Inc.](#)  
[American Veterinary Medical Association](#)  
[APICS - The Association for Operations Management](#)  
[Aquatic Exercise Association, Inc.](#)  
[Architectural Woodwork Institute](#)  
[Art Therapy Credentials Board](#)  
[ASIS International](#)  
[Association of Certified Anti-Money Laundering Specialists \(ACAMS\)](#)  
[Association of Christian Alcohol and Drug Counselors](#)  
[Association of College and University Housing Officers International](#)  
[Association for Death Education and Counseling](#)  
[Association for Financial Professionals](#)  
[Association of Government Accountants](#)  
[Association for Investment Management and Research](#)  
[Association of Regulatory Boards of Optometry](#)  
[Association of State and Provincial Psychology Boards](#)  
[Association of Social Work Boards](#)  
[Association of Surgical Technologists, Inc.](#)  
[Association of Water Technologies, Inc.](#)  
[Axiom Resource Management, Inc.](#)  
[Behavior Analyst Certification Board](#)  
[Biofeedback Certification Institute of America](#)  
[Board for Certification in Clinical Anaplastology](#)  
[Board for Certification of Addiction Specialists](#)  
[Board for Orthotist/Prosthetist Certification](#)  
[Board of Canadian Registered Safety Professionals](#)  
[Board of Certification for Emergency Nursing](#)  
[Board of Certification in Professional Ergonomics](#)  
[Board of Certification of Medical Illustrators](#)  
[Board of Certified Safety Professionals](#)  
[Board of Environmental, Health & Safety Auditor Certifications](#)  
[Board of Pharmaceutical Specialties](#)  
[Board of Registered Polysomnographic Technologists](#)  
[Breining Institute](#)  
[California Association for Alcohol and Drug Educators](#)  
[California Association of Alcoholism and Drug Abuse Counselors \(CAADAC\) and the California Certification Board of Alcohol and Drug Counselors \(CCBADC\)](#)

[California Association of Drinking Driver Treatment Programs](#)  
[California Association of Community Managers, Inc.](#)  
[California Certification Board of Chemical Dependency Counselors](#)  
[California Certifying Board for Medical Assistants](#)  
[California Contractors State License Board](#)  
[California-Nevada Section, American Water Works Association](#)  
[California Water Environment Association](#)  
[Canadian Alliance of Physiotherapy Regulators](#)  
[Canadian Board for Respiratory Care, Inc.](#)  
[Canadian Chiropractic Examining Board](#)  
[Canadian Council of Human Resources Associations](#)  
[Canadian Council of Professional Engineers](#)  
[Canadian Nurses Association](#)  
[Center for Credentialing and Education](#)  
[Certification Board for Music Therapists](#)  
[Certification Board for Radiology Practitioner Assistants](#)  
[Certification Board for Sterile Processing and Distribution](#)  
[Certification Board for Infection Control and Epidemiology](#)  
[Certification of Disability Management Specialists Commission](#)  
[Certified Financial Planner Board of Standards, Inc.](#)  
[Certified Fund Raising Executive International](#)  
[Certified General Accountants Association of Canada](#)  
[Certified Mine Safety Professional Certification Board](#)  
[Certifying Board for Dietary Managers](#)  
[Chartered Realty Investor Society](#)  
[Child Life Council](#)  
[College and Association of Registered Nurses of Alberta](#)  
[College of Massage Therapists of Ontario](#)  
[College of Medical Laboratory Technologists of Ontario](#)  
[College of Medical Radiation Technologists of Ontario](#)  
[College of Occupational Therapists of Ontario](#)  
[College of Opticians of Ontario](#)  
[College of Physiotherapists of Ontario](#)  
[College of Respiratory Therapists of Ontario](#)  
[Commission for Case Manager Certification](#)  
[Commission for Certification in Geriatric Pharmacy](#)  
[Commission on Dietetic Registration of the American Dietetic Association](#)  
[Commission on Graduates of Foreign Nursing Schools](#)  
[Commission on Rehabilitation Counselor Certification](#)  
[Competency and Credentialing Institute](#)  
[Compliance Certification Board](#)  
[Cooper Institute](#)  
[Council for Accreditation in Occupational Hearing Conservation](#)  
[Council on Certification of Health, Environmental, and Safety Technologists](#)  
[Council on Certification of Nurse Anesthetists](#)  
[Council on Licensure, Enforcement and Regulation](#)  
[Council on Professional Standards for Kinesiotherapy](#)  
[Crane Institute of America Certification, Inc.](#)  
[Crane Operator Certification Authority](#)  
[CSI Global Education Inc](#)  
[Defense Activity for Non-Traditional Education Support](#)  
[Dental Assisting National Board](#)  
[Department of Environment and Labor Province of Nova Scotia](#)  
[Entertainment Technician Certification Program \(ETCP-ESTA\)](#)  
[Esthetic Skin Institute](#)  
[Examination Board of Professional Home Inspectors](#)

[Financial Planners Standards Council](#)  
[Financial Planning Standards Board](#)  
[Financial Planning Association of Australia](#)  
[FiTour](#)  
[Florida Certification Board](#)  
[Florida Nursery, Growers & Landscape Association](#)  
[Hand Therapy Certification Commission, Inc.](#)  
[The Healing Oasis Wellness Center](#)  
[Healthcare Financial Management Association](#)  
[Healthcare Information and Management Systems Society](#)  
[Healthcare Quality Certification Board](#)  
[Herman & Wallace Pelvic Rehabilitation Institute](#)  
[Human Resource Certification Institute](#)  
[Human Resources Professionals Association](#)  
[IEEE](#)  
[Illinois Department of Financial & Professional Regulation](#)  
[Infocomm International](#)  
[International Medical University of Natural Education \(IMUNE\)](#)  
[Indian Alcoholism Commission of California](#)  
[Infusion Nurses Certification Corporation](#)  
[Institute of Business and Finance](#)  
[Institute for the Certification of Pharmacy Technicians](#)  
[Institute of Hazardous Materials Management](#)  
[Institute of Internal Auditors](#)  
[Institute for Supply Management](#)  
[International Accounts Payable Professionals, Inc.](#)  
International Air Filtration Certifiers Association  
International Alliance for Fitness Professionals  
International Association for Colon Hydrotherapy  
[International Association of Eating Disorders Professionals](#)  
International Association of Healthcare Central Service Material Management  
[International Board of Lactation Consultant Examiners](#)  
[International Executive Housekeepers Association, Inc.](#)  
[International Fitness Association](#)  
[International Fitness Professionals Association](#)  
[International Foundation for Retirement Education](#)  
[International Lactation Consultant Association](#)  
[International Society of Arboriculture](#)  
[International Society for Clinical Densitometry](#)  
[International Special Events Society](#)  
[International Society for Performance Improvement](#)  
[Investment Management Consultants Association](#)  
[Irrigation Association](#)  
[ISA](#)  
[Joint Commission on Allied Health Personnel in Ophthalmology](#)  
[Kassian Dyck and Associates](#)  
[Lamaze International](#)  
The Lash Association for Safety and Health  
[Mad Dogg Athletics](#)  
[Marketing Research Association](#)  
[Massachusetts Association of 766 Approved Private Schools](#)  
[Michigan Institute for Health Enhancement](#)  
[Mountain Measurement](#)  
[NAA Education Institute](#)  
[NAADAC - The Association for Addiction Professionals](#)  
[National Academy of Sports Medicine](#)

[National Accrediting Commission of Cosmetology Art and Science](#)  
[National Alliance Wound Care](#)  
[National Association of Boards of Pharmacy](#)  
[National Association of Certified Valuation Analysts](#)  
[National Association of College Stores](#)  
[National Association of Forensic Counselors](#)  
[National Association of Legal Assistants](#)  
[National Association for Health Professionals](#)  
[National Association of Medical Staff Services](#)  
[National Association of Mortgage Brokers](#)  
[National Association of the Remodeling Industry](#)  
[National Association of Social Workers](#)  
[National Association of State Contractors Licensing Agencies](#)  
[National Asthma Educator Certification Board, Inc.](#)  
[National Athletic Trainer's Association Board of Certification](#)  
[National Board of Certification for Community Association Managers, Inc.](#)  
[National Board for Certification in Dental Laboratory Technology](#)  
[National Board for Certification in Hearing Instrument Sciences](#)  
[National Board for Certification of Hospice and Palliative Nurses](#)  
[National Board for Certification of Orthopaedic Technologists](#)  
[National Board for Certification in Occupational Therapy](#)  
[National Board for Certification of Orthopedic Physician Assistants](#)  
[National Board for Certified Counselors](#)  
[National Board of Chiropractic Examiners](#)  
[National Board of Examiners in Optometry](#)  
[National Board of Nutrition Support](#)  
[National Board of Orthodontics, U.S.](#)  
[National Board for Professional Teaching Standards](#)  
[National Board for Respiratory Care](#)  
[National Board of Surgical Technology and Surgical Assisting](#)  
[National Business Aviation Association](#)  
[National Center for Competency Testing](#)  
[National Certification Board for Diabetes Educators](#)  
[National Certification Board for Therapeutic Massage and Body Work](#)  
[National Certification Commission for Acupuncture and Oriental Medicine](#)  
[National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties](#)  
[National Commission on Certification of Physician Assistants](#)  
[National Commission for Health Education Credentialing](#)  
[National Commission for Certification of Continuing Medical Education Professionals](#)  
[National Commission for the Certification of Crane Operators](#)  
[National Concrete Masonry Association](#)  
[National Contact Lens Examiners](#)  
[National Cooperative of Health Networks Association](#)  
[National Council for Interior Design Qualification](#)  
[National Council for Therapeutic Recreation Certification, Inc.](#)  
[National Council of Architectural Registration Boards](#)  
[National Council of Examiners for Engineering and Surveying](#)  
[National Council of State Boards of Nursing, Inc.](#)  
[National Council on Strength and Fitness](#)  
[National Credentialing Agency for Laboratory Personnel](#)  
[National Dental Hygiene Certification Board](#)  
[National Enrichment Teachers Association](#)  
[National Examining Board of Ocularists](#)  
[National Exercise and Sports Trainers Association \(NESTA\)](#)  
[National Exercise Trainers Association \(NETA\)](#)  
[National Federation of Professional Trainers](#)

[National Fitness Professionals Association](#)  
[National Healthcareer Association](#)  
[National Indian Child Welfare Association](#)  
[National Institute for Automotive Service Excellence](#)  
[National Institute for Certification in Engineering Technologies](#)  
[National Kitchen and Bath Association](#)  
[National League for Nursing](#)  
[National Occupational Competency Testing Institute](#)  
[National Recreation and Park Association](#)  
[National Registry of Emergency Medical Technicians](#)  
[National Registry of Food Safety Professionals](#)  
[National Strength and Conditioning Association \(NSCA\) Certification Commission](#)  
Nephrology Nursing Certification Commission  
[North American Board of Certified Energy Practitioners](#)  
North American Registry of Midwives  
[North Carolina Substance Abuse Practice Board](#)  
[Nuclear Medicine Technology Certification Board](#)  
[Oasis Certification & Competency Board](#)  
[Oncology Nursing Certification Corporation](#)  
[Ontario College of Pharmacists](#)  
[Ontario College of Social Workers and Social Service Workers](#)  
[Ophthalmic Photographers' Society, Inc. Board of Certification](#)  
[Pediatric Nursing Certification Board](#)  
[Performance Testing Council](#)  
[Petrofac Training International](#)  
Pharmacy Examining Board of Canada  
Pharmacy Technician Certification Board  
[PHI Pilates](#)  
[Pilates Method Alliance, Inc.](#)  
[Professional Development Solutions, LLC](#)  
[Professional Landcare Network](#)  
[Psychiatric Rehabilitation Certification Program](#)  
[Radiology Coding Certification Board](#)  
[Registry of Interpreters for the Deaf, Inc.](#)  
[Rain Bird Services Corporation](#)  
[School Nutrition Association](#)  
Society of Actuaries  
[Society of American Foresters](#)  
[Society of Cable Telecommunications Engineers](#)  
[Society of Certified Senior Advisors](#)  
[Society of Permanent Cosmetic Professionals](#)  
[Society of the Plastics Industry](#)  
[Society of Tribologists and Lubrication Engineers](#)  
Software Engineering Institute  
Southern California Crane and Hoisting Certification Program  
[Tire Industry Association](#)  
[Top Tier Personal Trainer Certification](#)  
Transportation Professional Certification Board, Inc.  
[Turnaround Management Association](#)  
[UCSD - Center for Criminality Addiction Research, Training, and Application \(CCARTA\)](#)  
[Universal Public Purchasing Certification Council](#)  
[U.S. Green Building Council](#)  
[Veterinary Hospital Managers Association](#)  
[The Wedding Planning Institute](#)  
[Wound, Ostomy, and Continence Nurses Certification Board](#)