

CELL

CENTER OF EXCELLENCE IN
LEADERSHIP OF LEARNING

UNIVERSITY OF **INDIANAPOLIS**

CREDENTIALS OF VALUE

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**INDIANA EARLY
COLLEGE SUMMIT**

HIGH SCHOOL CREDENTIALS OF VALUE

The New Indiana Diploma

Sam Rourke, Linsay Osos, and Mitchell Durnil
Indiana Commission for Higher Education CTE Team

June 03, 2026



INDIANA COMMISSION for
HIGHER EDUCATION

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CTE Program Manager, Work-Based Learning

DIPLOMA HONORS SEALS

Honor Seals
Credentials of Value
requirements are
denoted with **bold**
orange font.



HONORS SEAL



- Complete at least 4 World Language and 6 Social Studies credits
- Complete at least 8 Math credits
 - *Algebra I and Geometry, plus Algebra II and/or any additional math credits aligned to their course of study*
- Complete at least 6 Science credits
 - *Biology I and Chemistry, plus Physics or any advanced lab science credits aligned to their course of study*
- Earn a C or higher in all courses and earn a cumulative B average
- Complete one of the following:
 - *Earn 4 credits in AP, IB, or Cambridge courses and take corresponding exams*
 - *Earn 6 college credits*
 - *Score a 1250 on the SAT or a 26 on the ACT*
 - Earn two of the following:
 - **At least 3 college credits**
 - 2 credits in AP courses and take corresponding exams
 - 2 credits in IB courses and take corresponding exams
 - 2 credits in Cambridge courses and take corresponding exams



- Complete one of the following:
 - **A market-driven credential of value aligned to a specific occupation**
 - **3 courses in a Career Technical Education (CTE) pathway**
 - **An approved career preparation experience aligned to Indiana's CSA program, or**
 - **An approved, locally created pathway**
- Complete 150 hours of work-based learning (may include up to 3 experiences that are paid, unpaid, on-site, or simulated)
- Demonstrate skill development in Communication, Collaboration, and Work Ethic
- Meet attendance goal
 - **At least 1 school year with no more than 3 days of unexcused absences; or**
 - **At least 150 hours of work-based learning with no more than 3 unexcused absences**



- Complete one of the following:
 - Introduction to Public Service course or approved locally-created equivalent
 - Emphasis on developing an awareness of the physical standards and character required for service
 - One year of JROTC in high school
- Achieve a score of 31 on the ASVAB and complete one of the following:
 - All three components of the Career Exploration Program
 - A Career Exploration tool approved by IDOE
- Meet attendance goal
- Demonstrate skill development in Communication, Collaboration, and Work Ethic
 - Externally verified through a mentorship experience with current military personnel, veterans, or other public safety professionals

DIPLOMA HONORS+ SEALS

Honor Seals
Credentials of Value
requirements are
denoted with **bold**
orange font.



Earn the Honors Enrollment Seal, **plus:**

- **Earn a Credential of Value* that may include, for example:**
 - Associate degree;
 - Technical Certificate;
 - Indiana College Core
- Complete at least 75 hours of work-based learning (may include up to 3 experiences that are paid, unpaid, on-site, or simulated)
- Demonstrate skill development in the following areas: **Communication, Collaboration, and Work Ethic**



Earn the Honors Employment Seal, **plus:**

- **A market-driven credential of value that may include, for example:**
 - Associate degree;
 - Technical Certificate;
 - Indiana College Core; or
 - An industry certificate
- Complete additional work-based learning (650 hours in up to 3 experiences) that may include, for example:
 - Pre-Apprenticeship
 - Youth Apprenticeship (E.g., INCAP)
- Demonstrate skill development in **Communication, Collaboration, and Work Ethic, and any additional skills determined locally**



Earn the Honors Enlistment Seal, **plus:**

- **Complete one of the following:**
 - Achieve a score of 50 or higher on the ASVAB
 - Enrolled in ROTC at the collegiate level
 - Acceptance to service academy
- **Demonstrate excellence in leadership through one of the following:**
 - Completion of at least 100 hours of public service;
 - Holding a leadership role in a co-extracurricular activity;
 - Completion of two seasons of a team-based physical sport or activity

CREDENTIALS OF VALUE



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- ▶ [The new Credentials of Value \(CoV\) list](#) for high schools was released May 22, 2026.
- ▶ Information released through Dr. Jenner's weekly newsletter.
 - ▶ [CoV Memo](#) includes eligibility information for each applicable Readiness Seal organized by career cluster.
 - ▶ List includes postsecondary credentials (associate's degrees, technical certificates, 15-credit hour certificates, etc.), industry certifications, and licenses.
- ▶ All credentials receive a score made up of multiple components. Indiana's new [Top Jobs methodology](#) informs the CoV scores.

NAVIGATING THE COV LIST



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- ▶ **Tab 1 – Introduction:** Provides an overview of the new Credentials of Value list.
- ▶ **Tab 2 – Summary of Changes:** Summarizes all credential updates from the previous list released on May 31, 2025.
- ▶ **Tab 3 – General Postsecondary Credentials:** Provides a list of all general postsecondary credentials, such as the Indiana College Core, and links to additional information.
- ▶ **Tabs 4 through 15 – Career Clusters:** Each career cluster has its own tab with corresponding credentials. This includes both industry-recognized and postsecondary credentials, as well as a designation of which seal(s) each credential satisfies.
- ▶ **Tab 16 – Foundational:** Lists all credentials that have been categorized as foundational.
- ▶ **Tab 17 – Full List:** The final tab hosts every credential that is recognized as a credential of value, with additional scoring detail.

NEW COV LIST UPDATES



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- ▶ CTE Pathway – COV Alignment Layout
 - ▶ Single file for Enrollment Honors+ and Employment Honors/Honors+ credentials
- ▶ COV addition process outline
- ▶ Further clarification of TopJobs data and scoring methodology
- ▶ Annual credential scoring changes policies
- ▶ Cross-listing of industry credentials that have applicability in multiple career clusters (e.g., welding credentials)

CREDENTIAL ADDITIONS



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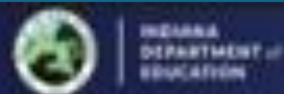
- ▶ Apprenticeship Certifications - IKORCC, ABC and IBEW
- ▶ AP Capstone Diploma and Indiana Professional Pathways Credential
- ▶ Several new CPCs from Vincennes University (approx. 15 credit hours)
- ▶ Postsecondary credentials from Ivy Tech Community College aligned with new digital technology pathways included for 26-27
- ▶ **A full list of additions can be found in the “Summary of Changes” tab**

CREDENTIAL ADDITIONS



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- ▶ Education - Paraprofessional
- ▶ Healthcare - EKG and Phlebotomy
- ▶ Automotive Pathways – I-CAR and AST series additions
- ▶ Precision Machining – additional Tooling-U and NIMS options
- ▶ Agriculture – Additions, plus cross-listing of a few credentials currently on the list in other career clusters
- ▶ **A full list of additions can be found in the “Summary of Changes” tab**



BLUEPRINT FOR SUCCESS: READINESS-SEALS

Readiness seals are designed to be permeable, allowing students to update their graduation plan and pivot, if their original interests and goals change. Although seals are optional, students are encouraged to utilize the blueprints below to focus their flexible credits into a connected pathway that aligns with their future goals. Students may earn one or multiple seals. Graduation Pathways requirements will be satisfied through completion of any seal.



- | | | |
|---|---|--|
| <ul style="list-style-type: none"> Complete at least 4 World Language and 6 Social Studies credits Complete at least 8 Math credits <ul style="list-style-type: none"> Algebra I plus Geometry, Algebra II, and Pre-Calculus or any advanced math credits aligned to their course of study Complete at least 6 Science credits <ul style="list-style-type: none"> Biology I plus Chemistry and Physics or any advanced lab science credits aligned to their course of study Earn a C or higher in all courses and earn a cumulative B average Complete one of the following: <ul style="list-style-type: none"> Earn 4 credits in AP, IB, or Cambridge courses and take corresponding exams Earn 6 college credits Score a 1250 on the SAT or a 26 on the ACT Earn two of the following: <ul style="list-style-type: none"> At least 3 college credits 2 credits in AP courses and take corresponding exams 2 credits in IB courses and take corresponding exams 2 credits in Cambridge courses and take corresponding exams | <ul style="list-style-type: none"> Complete one of the following: <ul style="list-style-type: none"> A market-driven credential of value* aligned to a specific occupation 3 courses in a Career and Technology Education (CTE) pathway An approved career preparation experience aligned to Indiana's CSA program, or An approved, locally created pathway Complete 150 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated) Demonstrate skill development in Communication, Collaboration, and Work Ethic Meet attendance goal | <ul style="list-style-type: none"> Complete one of the following: <ul style="list-style-type: none"> Introduction to Public Service course or approved locally created equivalent <ul style="list-style-type: none"> Emphasis on developing an awareness of the physical standards and character required for service One year of ROTC in high school Achieve a score of 31 on the ASVAB and complete one of the following: <ul style="list-style-type: none"> All three components of the Career Exploration Program A career exploration tool approved by IDOE Meet attendance goal Demonstrate skill development in Communication, Collaboration, and Work Ethic <ul style="list-style-type: none"> Externally verified through a mentorship experience with current military personnel, veterans, or other public safety professionals |
|---|---|--|



- | | | |
|---|---|---|
| <p>Earn the Honors Enrollment Seal, plus:</p> <ul style="list-style-type: none"> Earn a credential of value* that may include, for example: <ul style="list-style-type: none"> Associate degree Technical Certificate Indiana College Care AP Scholar with Distinction Cambridge ACE Diploma or IB Diploma Complete at least 75 hours of work-based learning (may include multiple experiences that are paid, unpaid, on-site, or simulated) Demonstrate skill development in the following areas: Communication, Collaboration, and Work Ethic | <p>Earn the Honors Employment Seal, plus:</p> <ul style="list-style-type: none"> Earn a market-driven credential of value* that may include, for example: <ul style="list-style-type: none"> Associate degree Technical Certificate Indiana College Care; or Advanced industry certificate Complete additional work-based learning (total of 650 hours in one or more experiences) that may include, for example: <ul style="list-style-type: none"> Pre-Apprenticeship Modern Youth Apprenticeship Demonstrate skill development in Communication, Collaboration, Work Ethic, and any additional skills determined locally | <p>Earn the Honors Enlistment Seal, plus:</p> <ul style="list-style-type: none"> Complete one of the following: <ul style="list-style-type: none"> Achieve a score of 50 or higher on the ASVAB Enrollment in ROTC at the collegiate level Acceptance to a service academy Demonstrate excellence in leadership through one of the following: <ul style="list-style-type: none"> Completion of at least 100 hours of public service Holding a leadership role in a co-curricular activity Completion of two seasons of a team-based physical sport or activity |
|---|---|---|

*Note: the credential of value levels are currently being determined by business and industry.

in.gov/dec

DIPLOMA SEALS

▶ ENROLLMENT HONORS PLUS SEAL

- ▶ CoV Required

▶ EMPLOYMENT HONORS SEAL

- ▶ Option to complete a CoV

▶ EMPLOYMENT HONORS PLUS SEAL

- ▶ CoV Required

ENROLLMENT HONORS PLUS CREDENTIALS OF VALUE



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- ▶ Postsecondary credential containing at least 30 college credit hours and with a score of 3.0 or greater qualify.
- ▶ Including:
 - ▶ Indiana College Core
 - ▶ Multiple Technical Certificates (Ivy Tech) and Certificates of Graduation (Vincennes)
 - ▶ Professional Pathways Credential
 - ▶ New option combining ICC and CTE courses is in development

EMPLOYMENT HONORS/HONORS PLUS CREDENTIALS OF VALUE



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- ▶ For the [Employment Honors Seal](#), an individual credential must score [at least a 3.0](#) or multiple credentials within the same career cluster may be combined to equal 3.0 or greater to qualify.
- ▶ For the [Employment Honors Plus Seal](#), an individual credential must score [at least 4.0](#) or multiple credentials within the same career cluster may be combined to equal 4.0 or greater to qualify.

COV EXAMPLE - HEALTHCARE



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- ▶ A student is interested in a career in the healthcare field and decides to take the Pre-Nursing Healthcare Specialist CTE Program of Study.
- ▶ Through this pathway, a student could earn two industry certifications on the CoV list, the Certified Nursing Aide (CNA) and the Certified Medical Assistant (CMA).
 - ▶ Each of these credentials scores a 2.3 on the CoV list. Combining both credentials would meet the credential option for the Employment Honors Seal or the Employment Honors Plus Seal.
- ▶ This pathway also aligns with a Technical Certificate through Ivy Tech, the Healthcare Specialist Technical Certificate.
 - ▶ By earning the full Technical Certificate (3.0 score) a student would meet the credential requirement for the Enrollment Honors Plus Seal.

COV EXAMPLE - CARPENTRY



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- ▶ A student is interested in a career in construction and decides to take the Construction Trades – Carpentry CTE program of study.
- ▶ Through this pathway, a student can earn 4 industry certifications on the CoV list, Level 1 and Level 2 NCCER certifications in both Carpentry and Masonry.
- ▶ The Carpentry Level 1 certification **scores a 3.6**. Earning this credential would meet the credential option for the Employment Honors Seal. The student could earn the Level 2 carpentry certification (3.6) or add a masonry certification (3.0) to meet the requirements for the Employment Honors Plus Seal.

CREDENTIAL SCORE CHANGES

Example #1: NCCER Masonry Level 1

CoV 25-26 List: 2.9

CoV 26-27 List: 3.0

- ▶ Students who earned the NCCER Masonry Level 1 certification in 25-26 would have needed an additional 2.0+ CoV to reach the 3.0 Employment Honors threshold.
- ▶ With the score increase for this credential in 26-27, a current high school student will no longer need an additional CoV as they will be awarded with the higher score (3.0).
 - ▶ Will still need an additional 2.0+ CoV to meet Employment Honors Plus threshold.
- ▶ The minimum score a student will receive for a credential is the score at the time of their freshman year

TOP JOBS METHODOLOGY

All 867 federally-defined occupations are indexed relative to each other on the four indicators below, then assigned a ranking between 1 and 5, with 5 representing the most in-demand occupations.

EARNINGS POTENTIAL

Star Rating	Earnings Threshold	Share of Average Earnings
4/5	\$56,488+	100%
3	\$42,366 - \$56,487	75%
2	\$28,245 - \$42,365	50%
1	\$0 - \$28,244	25%



Demand

Signals the likelihood that employment opportunities will be consistently available



Retention

Indicates an occupation's stability and counteracts churn



Growth

Measures how quickly employer demand is growing



Earnings

Indicates the relative value employers place on an occupation

Each occupation's earnings are then evaluated against the state's average of **\$56,487**. Occupations are limited in their max rating based on the relationship between the occupation's wages and the state's average earnings.

COV METHODOLOGY



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1. Credential → Occupation Linkages

- ▶ National data for sample size
- ▶ High-employer effort postings for quality control
- ▶ At least 15% of the job postings for the occupation must include the core skills related to the credential.

2. Occupation Linkages → Credential's Value



Workforce Score

TopJobs score for all linked occupations that typically require up to an associate's degree



Upskilling Score

TopJobs score for all linked occupations that typically require up to a bachelor's degree



Signaling Value

Bonus given for name-brand recognition in Indiana – mechanism for incorporating employer feedback



Stackability Bonus

Assigns greater value to the progression from a 15 hr certificate → 30 hr certificate → 60 hr Associate's degree (high school context only)



Over **600** academic (up to associate's degree) and industry-recognized credentials are assigned a ranking between 1 and 5, with 5 representing the most **in-demand skills**.

TRACKING STUDENT CREDENTIAL ATTAINMENT IN DATA EXPLORER

Icon Legend

Both Perkins 5 NLPS All Concentrator

Pathways Courses Grad Pathway Approved Certs SEALs and Experiences GR File Submission History

Print

Name	Code	Source	COV
Certificate in Certified Nursing Aide	51.3902	Post-Secondary	2
Home Health Aide (HHA) - Indiana State Dept. of Health	108324	Enrollments	2.3
Indiana State Certified Nursing Assistant (CNA)	NURSE	Enrollments	0

GRADUATION PATHWAYS

- ▶ Prior to the class of 2029, students will continue to utilize the Graduation Pathways list to meet current graduation requirements.
- ▶ The Graduation Pathways list is also being utilized to complete industry certification reimbursement for the 24-25 school year (paid in fall of 2025).

COV ADDITION PROCESS



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- ▶ An entity interested in adding an industry certification to the Credentials of Value List for High Schools will first review and submit Indiana's Promoted Industry Certification List application. This process is led by the Department of Workforce Development.
 - ▶ The application for the Promoted Industry Certification List can be [found here](#). Industry support is key to a successful application.
 - ▶ Submit the Microsoft Form and email supporting documents to industrycertifications@dwd.in.gov.
 - ▶ There are two application windows for the Promoted Industry Certification List. Applications close on April 15, in the spring and again on October 15, in the fall.

POLICY APPLICATIONS

- ▶ Top Jobs
 - ▶ CTE Funding Memo
- ▶ Credentials of Value
 - ▶ Career Scholarship Account Program
 - ▶ Industry Certification Reimbursement
 - ▶ Credential Completion Grant
 - ▶ Perkins Credential Attainment Indicator
 - ▶ School Accountability and Diploma Seals

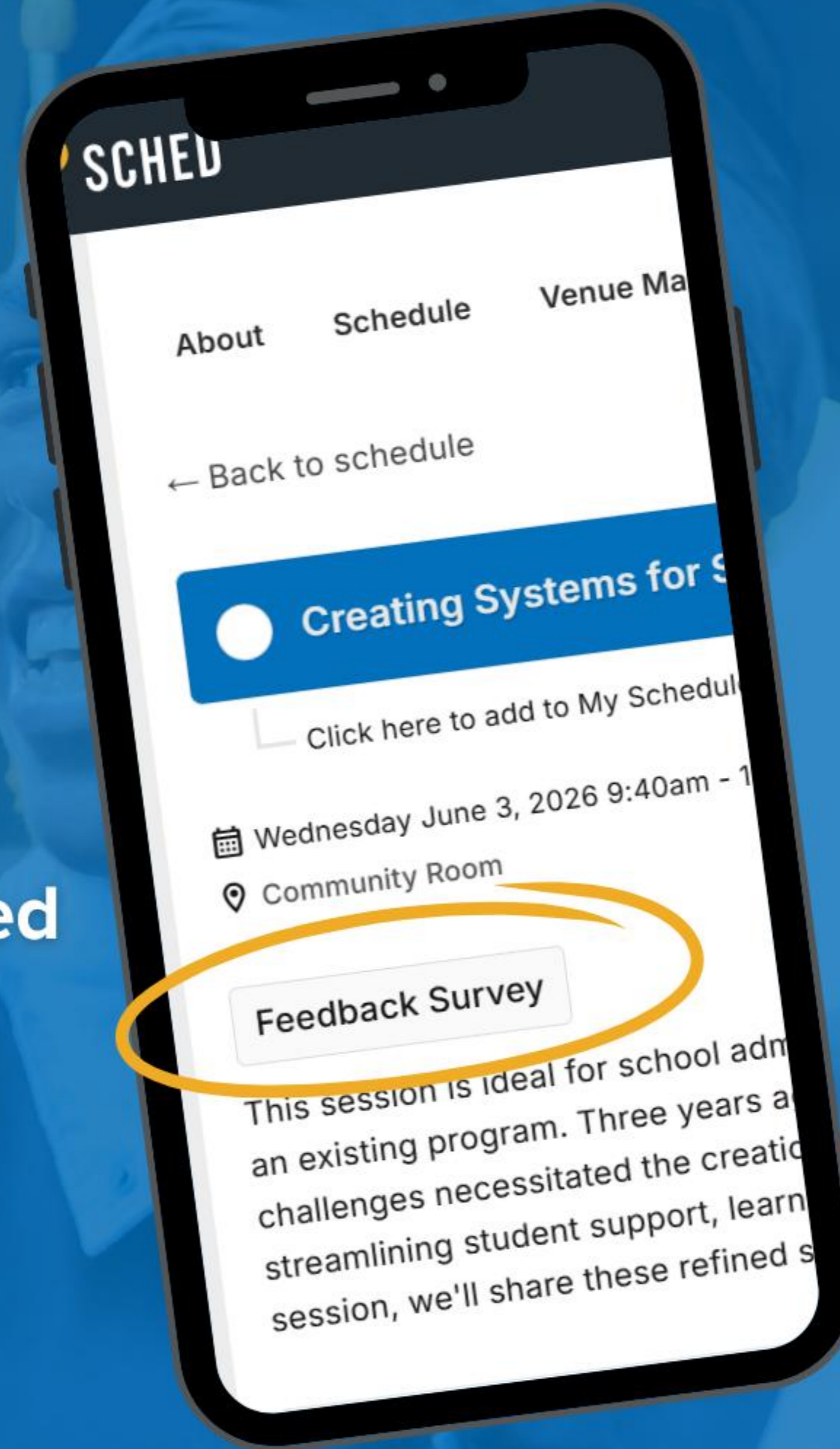
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SURVEY REMINDER

Please complete a survey in Sched
for each session you attend.



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