

# CREDENTIALS OF VALUE

## CTE and Indiana's New Diploma

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HIGHER EDUCATION



# CREDENTIALS OF VALUE



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- ▶ [Memo](#) includes eligibility information organized by career cluster.
- ▶ List includes postsecondary credentials (AS/AAS, TC/CG, CT/CPC, etc.), industry certifications, and licenses.
- ▶ Effective for the class of 2029 or sooner if a school opts in to the new diploma.
- ▶ Each credential on the list is scored on a 5-point scale.
- ▶ Indiana's new [Top Jobs methodology](#) informs the CoV scores.





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# TOP JOBS METHODOLOGY BACKGROUND

## Examples of Top Jobs Policy Applications & Other Uses

Career Coaching

Career & Technical Education

CHE Workforce Ready Grant (noncredit  
and credit bearing training providers)

Credentials of Value

DOC HIRE program

- ▶ [HEA 1609](#) required Indiana to review and update the Flames methodology by January 1, 2025.
- ▶ The [INDemand Jobs](#) system (“Flames”) was adopted in 2017 to identify the in-demand occupations by state and region based on demand, growth, and earnings.
- ▶ States are required to align workforce training funding to in-demand occupations under the Workforce Innovation and Opportunity Act ([WIOA](#)).
- ▶ Flames has been used to set policy across a range of workforce and education programs.

## 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%                       |

# 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.



### 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**.





INDIANA  
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## 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.



### ENROLLMENT



### EMPLOYMENT



### ENLISTMENT & SERVICE



## HONORS SEAL

- Complete at least 4 World Language and 6 Social Studies credits
- Complete at least 8 Math credits
  - 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
  - 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:
  - 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 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

- 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



## HONORS PLUS SEAL

- Earn the Honors Enrollment Seal, **plus:**
- Earn a credential of value\* that may include, for example:
    - Associate degree;
    - Technical Certificate;
    - Indiana College Core;
    - AP Scholar with Distinction;
    - Cambridge AICE 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

- Earn the Honors Employment Seal, **plus:**
- Earn a market-driven credential of value\* that may include, for example:
    - Associate degree;
    - Technical Certificate;
    - Indiana College Core; or
    - Advanced industry certificate
  - Complete additional work-based learning (total of 650 hours in one or more experiences) that may include, for example:
    - Pre-Apprenticeship
    - Modern Youth Apprenticeship
  - Demonstrate skill development in Communication, Collaboration, 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
    - Enrollment in ROTC at the collegiate level
    - Acceptance to a 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

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

[in.gov/doc](http://in.gov/doc)

# DIPLOMA SEALS

## ▶ ENROLLMENT HONORS PLUS SEAL

- ▶ CoV Required

## ▶ EMPLOYMENT HONORS SEAL

- ▶ Option to complete a CoV

## ▶ EMPLOYMENT HONORS PLUS SEAL

- ▶ CoV Required

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# 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.
- ▶ Enrollment Honors Plus Seal List includes:
  - ▶ Indiana College Core
  - ▶ Multiple Technical Certificates (Ivy Tech) and Certificates of Graduation (Vincennes)
  - ▶ Numerous Associate Degrees

# 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.
- ▶ The [list of eligible credentials](#) for the employment seals include both postsecondary credentials and industry certifications.

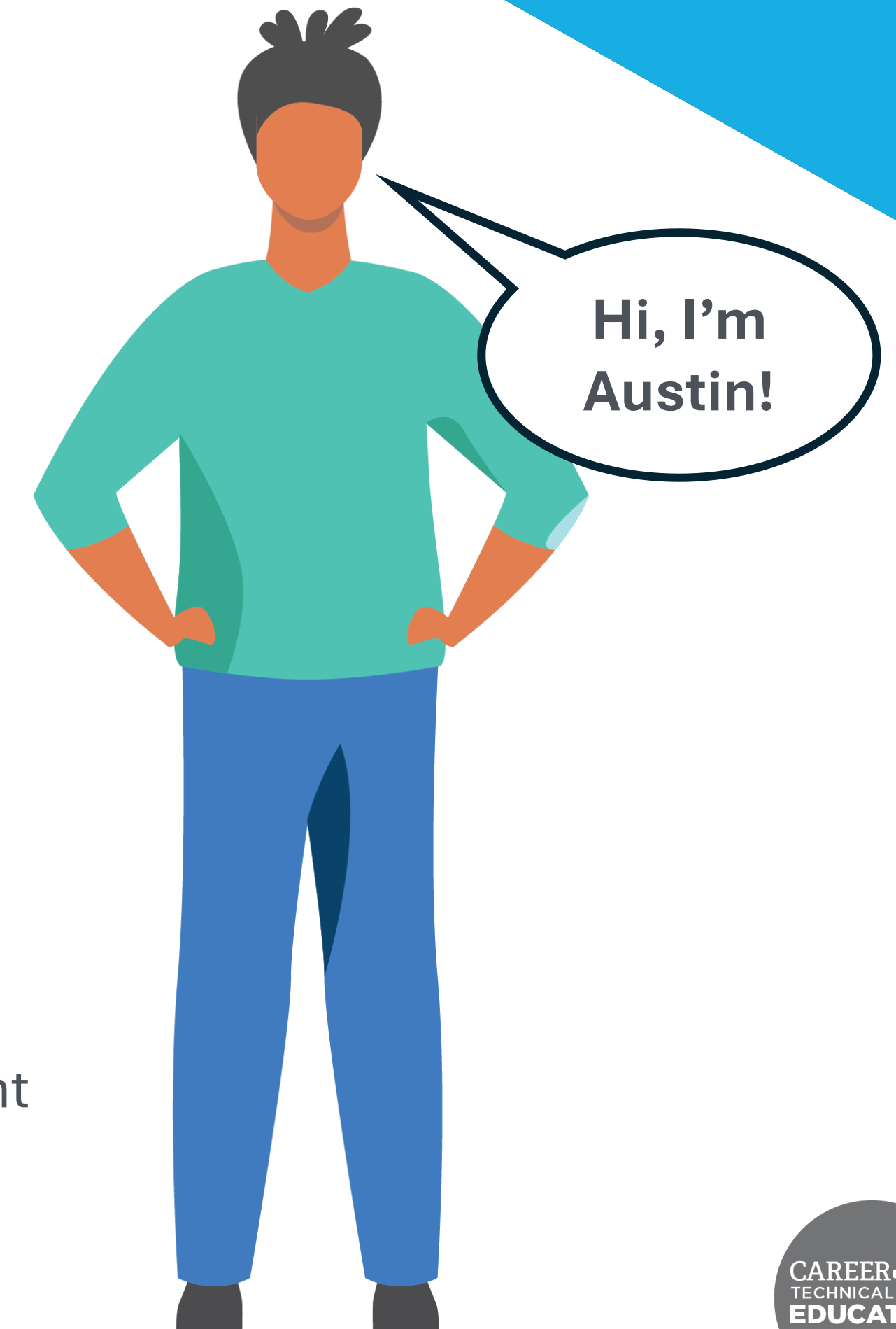


# COV EXAMPLE - HEALTHCARE



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- ▶ Austin is interested in a career in the healthcare field and decides to take the Pre-Nursing Healthcare Specialist CTE Program of Study.
- ▶ Available pathway industry certifications on the CoV list:
  - ▶ Certified Nursing Aide (CNA) – 2.3
  - ▶ Certified Medical Assistant (CMA) – 2.3
  - ▶ Combining both credentials would meet the credential option for the **Employment Honors Seal**.
- ▶ This pathway also aligns with the Healthcare Specialist Technical Certificate through Ivy Tech.
  - ▶ By earning the full Technical Certificate Austin would meet the credential requirement for the **Enrollment Honors Plus Seal**.





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Hi, I'm  
Morgan!

# CTE STUDENT PROFILE

- ▶ Morgan is an incoming freshman who has identified an interest in becoming a network administrator through exposure to career options in middle school.
- ▶ She wants to attend a 4-year public institution to earn her bachelor's degree in cybersecurity. However, she is nervous she will not be able to attend a 4-yr college without scholarship or financial support.

# PREPARING FOR COLLEGE AND CAREERS (PCC)

- ▶ Requirement for incoming graduating class of 2029.
  - ▶ Can take as early as 8th grade.
- ▶ 1-credit foundational CTE course, funded at \$150/enrollment.
- ▶ **Meets the College and Careers Graduation Requirement** within the New Indiana Diploma.
- ▶ Standards for Preparing for College and Careers were revised in December 2023 following HEA-1002 requirements.





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# CYBERSECURITY & INFORMATION ASSURANCE

## Aligned to Postsecondary Credentials

- ▶ ITCC: TC – Cybersecurity & Information Assurance
- ▶ Stacks into an Associates

## Embedded Industry Certifications

- ▶ CompTIA A+
- ▶ CompTIA Security+

| Digital Technology                             |                         |                    |                                     |                    |   |                   |                                   |
|--|-------------------------|--------------------|-------------------------------------|--------------------|---|-------------------|-----------------------------------|
| Cybersecurity and Information Assurance (ITCC) |                         |                    |                                     |                    |   |                   |                                   |
| Principles                                     |                         | CTE Concentrator A |                                     | CTE Concentrator B |   | Pathways Capstone |                                   |
| 7183   | Principles of Computing | 7180               | Information Technology Fundamentals | 7181               | Networking and Cybersecurity Operations | 7249              | Cybersecurity Operations Capstone |

# SAMPLE STUDENT PROFILE

|           | Sample Elective Courses*   |  | Postsecondary Credits  |
|-----------|--|--|--|
| 8th Grade | <ul style="list-style-type: none"><li>• PCC (1 Cr)</li></ul>   | <ul style="list-style-type: none"><li>• Introduction to Computer Science and Digital Technology (1 Cr)</li></ul>   | N/A  |
| Freshman  | <ul style="list-style-type: none"><li>• Intro to 2D Art (2 Cr)</li><li>• <b>Spanish I (2 Cr)</b></li></ul> | <ul style="list-style-type: none"><li>• Yearbook (1 Cr) / Computing Foundations for a Digital Age (1 Cr)</li></ul> | N/A  |
| Sophomore | <ul style="list-style-type: none"><li>• <b>Principles of Computing (2 Cr)</b></li></ul>                    | <ul style="list-style-type: none"><li>• Drawing 2 (Cr)</li><li>• <b>Spanish II ( 2 Cr)</b></li></ul>               | <ul style="list-style-type: none"><li>• SDEV 120: Computing Logic</li><li>• INFM 109: Informatics Fundamentals</li></ul> |

\*Core required courses are not included in this chart

Courses that meet **Enrollment Seal** requirements are denoted with **bold blue font**.  
Courses that meet **Employment Seal** requirements are denoted with **bold orange font**.



# SAMPLE STUDENT PROFILE

|        | Sample Elective Courses*  |  | Postsecondary Credits  |
|--------|---|--|--|
| Junior | <ul style="list-style-type: none"> <li>• <b>Information Technology Fundamentals (2 Cr)</b></li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Networking and Cybersecurity Operations (2 Cr)</b></li> <li>• French I (2 Cr)</li> <li>• Adv 2D Art ( 2 Cr)</li> </ul> | <ul style="list-style-type: none"> <li>• ITSP 132: IT Support Essentials I</li> <li>• ITSP 134: IT Support Essentials II</li> <li>• <b>ITSP 136: Workforce Preparation – CompTIA A+ Certification</b></li> <li>• NETI 104: Introduction to Networking</li> <li>• CSIA 105: Introduction to Cyber Security/Information Assurance</li> </ul>                               |
| Senior | <ul style="list-style-type: none"> <li>• <b>IT Operations: Cybersecurity Operations Capstone (4 Cr)</b> <ul style="list-style-type: none"> <li>• (Students can complete a TC through Ivy Tech with Dual Enrollment in Part II of the Capstone and 150 hrs. of WBL in Part III when the Capstone is taken for 6 credits.)</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• Personal Financial Responsibility (1 Cr) / Sociology (1 Cr)</li> <li>• French II ( 2 Cr)</li> </ul>                       | <ul style="list-style-type: none"> <li>• CSIA 115: Cyber Ops</li> <li>• SVAD 111: Linux and Virtualization Technologies Fundamentals</li> <li>• CSIA 210: Network Protocol Analysis*</li> <li>• CSIA 225: Ethnical Hacking *</li> <li>• <b>CSIA 106: Workforce Preparation – CompTIA Security+ Certification</b></li> <li>• Additional possible through AP/DC</li> </ul> |

\*Core required courses are not included in this chart

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# WORK-BASED LEARNING & DIPLOMA SEALS



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- ▶ Morgan's pursuit of the **Enrollment Honors Plus** and **Employment Honors Seals** requires her to participate in WBL.
  - ▶ For the **Enrollment Plus Seal**, she will need **75 hours** of WBL.
  - ▶ She will need an additional 75 WBL hours to reach the **150 WBL hours** required for the **Employment Seal**.
- ▶ Morgan can reach the hour requirements by participating in 1 to 3 WBL experiences.

# WORK-BASED LEARNING EXPERIENCES



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- ▶ Industry-Developed Team Challenge, Project-Based Learning (11th grade)
  - ▶ As a part of Morgan's **Networking and Cybersecurity Operations** course, a local company presented an issue they were facing and asked the class to create a possible solution.
    - ▶ Morgan and her classmates applied what they were learning, and with guidance from the local company, produced an IT program that solved the issue at the company.
- ▶ This semester-long project allowed Morgan (and her classmates) to earn **75 WBL hours** through their normal class time.

# WORK-BASED LEARNING EXPERIENCES



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## ► Technical Internship (12th grade)

- As a part of Morgan's **IT Operations: Cybersecurity Operations Capstone** course, she participated in an internship with a local IT and cybersecurity company.
- Morgan spent time in the second semester at the company working with employees to complete meaningful tasks and apply course competencies in a hands-on, real-world environment.
- This WBL experience added another **125 hours** that exceeds her **Employment Seal** requirement.





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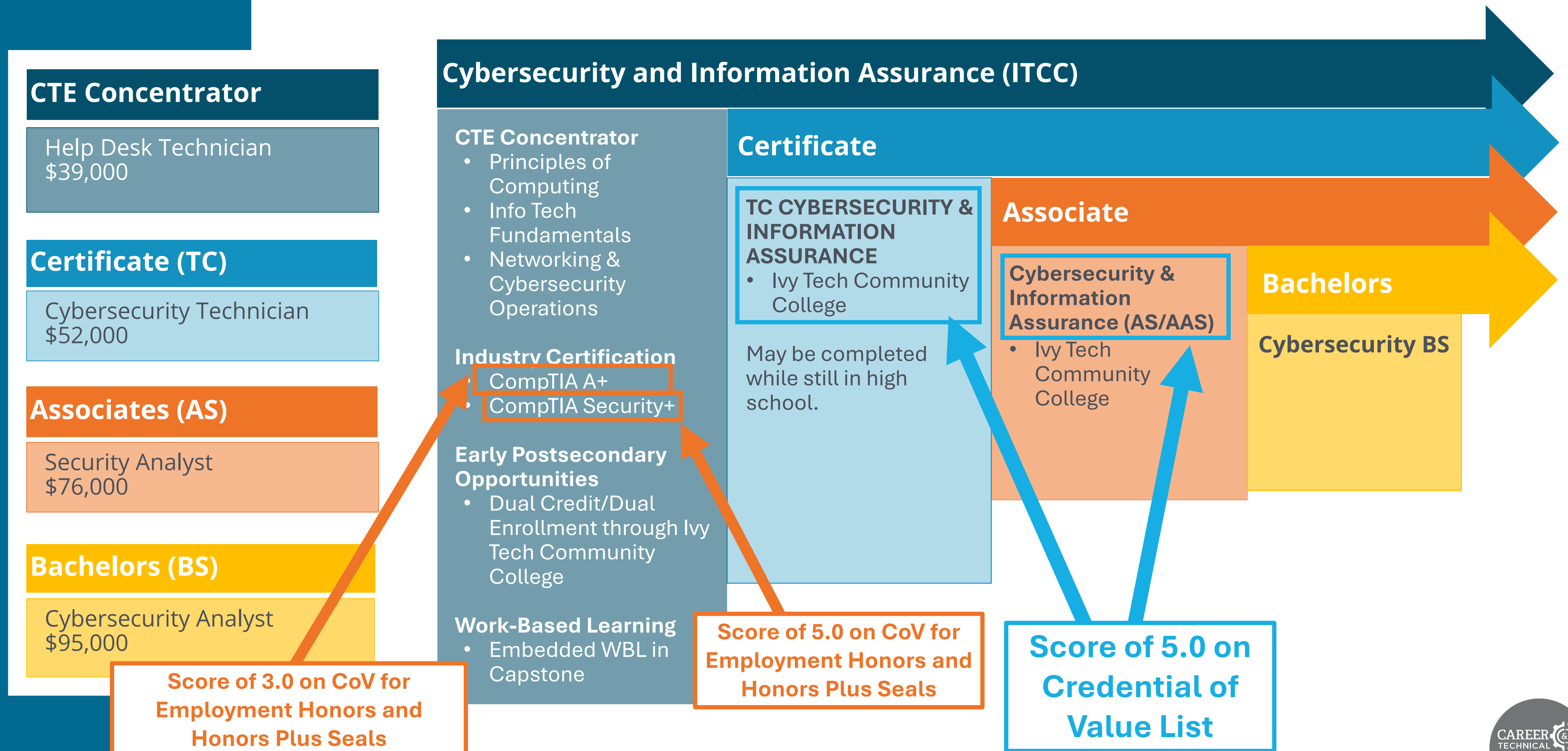
College,  
here I  
come!



# STUDENT OUTCOMES

- ▶ Morgan earned **56 high school credits**.
- ▶ She earned both the **Employment Honors** and **Enrollment Honors Plus** seals.
- ▶ She met requirements to earn the **Indiana College Core** and obtained more than 30 dual credits, between Core and CTE courses.
- ▶ She earned the **CompTIA A+ & CompTIA Security+** certifications.
- ▶ She earned the **Cybersecurity & Information Assurance Technical Certificate (TC)** through Ivy Tech.

# CAREER LADDER



# CONTACT INFORMATION

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