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**MEMORANDUM**

**TO:** Secondary Career and Technical Education Directors

**FROM:** Anna Reynolds, Director, Office of Career Readiness, Adult Learning, and Education Options (CRALEO) *Ann Reynolds*

**DATE:** September 11, 2025

**SUBJECT:** Industry Recognized Credential Updates

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This memorandum outlines important changes to Industry Recognized Credentials (IRCs) related to Career and Technical Education (CTE) Programs in Nevada.

Regulation [R019-24](#) filed September 16, 2024 permits students to earn an Industry Recognized Credential (IRC) in lieu of passing the End of Program (EOP) Assessment in order to earn the Certificate of Skill Attainment and was effective on the date filed. IRCs earned prior to September 16, 2024 may not be utilized in lieu of the EOP for this purpose.

IRCs earned by students must be on the list of industry-recognized credentials identified by the Governor's Office of Workforce Innovation (OWINN previously identified as GOWINN), pursuant to NRS 232.975 as stated in R019-24. This list is maintained by the OWINN office and is located on OWINN website on the [Nevada Industry Recognized Credentials page](#). You should review the list regularly for updates, and the posted date is specified at the top of the OWINN list. It is recommended that your district review the current version of the list for items that are no longer on the list, or items that may have been updated due to other changes (ex. vendor name change, certification name change, etc.) as these items are no longer valid for students to earn going forward.

IRCs must meet the criteria specified by the Workforce Innovation and Opportunity Act (WIOA) for a recognized postsecondary credential. Information regarding WIOA criteria is found on the Department of Labor website on the [Post Secondary Credential Attainment Tool page](#). On this page, the [WIOA Desk Reference: Certificate vs Certification](#) document provides clarification regarding certificates versus certification, and outlines items that do not meet the standard of a recognized credential including "certificates for discrete skills such as general hygiene (handwashing), general safety, cardiopulmonary resuscitation (CPR), work readiness, and food handling certificates." Items that are not compliant with WIOA criteria have been removed from the OWINN list.

While "certificates for discrete skills such as general hygiene (handwashing), general safety, cardiopulmonary resuscitation (CPR), work readiness, and food handling certificates" are not considered IRCs and should not be referred to as such, it is recognized that these items may still be relevant to a program of study and to the

workplace. While not considered IRCs, certificates related to a program of study or workplace readiness may still be considered an allowable use of funds.

If it is believed that an item that was on the OWINN list has been removed in error or if an item on the list is incorrectly listed, the NDE CRALEO director may coordinate with the OWINN office to discuss the item. If a district believes that an item has been erroneously removed or is incorrectly listed, please provide the following information to the NDE CRALEO director via email:

1. Name of IRC
2. Registration link
3. Issuing Organization (Vendor)
4. Aligned CTE Program

If a district has recommendations for IRCs to add to the OWINN list that meet WIOA criteria and are aligned to a CTE program of study, the district should utilize the form provided on the [Nevada Industry Recognized Credentials page](#) to submit the credential to the OWINN office for review and possible addition to the list. It is recommended that districts review the list regularly for additions and submit items for review that can provide opportunities for students throughout the state.

Item placement on the OWINN IRC list should not be conflated with diploma requirements. Updated diploma guidance is found on the NDE website on the [High School Diplomas and Graduation Page](#). Specifically within this page, the document titled [Nevada Diploma Requirements for the 2025-2028 Classes and for the 2029 Class and Beyond](#) provides the information regarding the requirements for the College-Ready Endorsement and Career-Ready Endorsement. The Career-Ready Endorsement specifically states that students must “Pass one of the two State Board of Education’s approved career readiness assessments (ACT NCRC  $\geq$  Silver; or ASVAB  $\geq$  50); OR Earn the CTE Skill Attainment Certificate (NAC 389.800); OR Obtain an industry-recognized credential (approved and on GOWINN’s Nevada Industry-Recognized Credential List)”. The following items should be noted:

- While ASVAB is on the OWINN list as a credential, it may be used independently to meet the Career-Ready Endorsement requirement per the guidance document linked above. Diploma guidance is provided from the NDE Office of Teaching and Learning (OTL).
- The CTE Skill Attainment Certificate is not a credential and is another method that may be utilized to satisfy the Career-Ready Endorsement requirement. The Skill Attainment Certificate does not require a student to earn an IRC.
- Credentials must be on the OWINN list at the time they are earned to be valid. If a student has completed an item that was on a previous iteration of the OWINN list, it is valid for the student to meet the Career-Ready Endorsement requirement of an industry-recognized credential if they completed the item when it was on the list.
- For further questions regarding diploma requirements, it is recommended that districts reach out to the OTL via the contact information provided on the High School Diplomas and Graduation Page.

We appreciate your careful review of these updates and encourage your district to disseminate the information provided as needed. CRALEO is committed to supporting districts and schools throughout this transition. Please let us know if you have any questions.