Arvind K.N. Nandedkar, Ph.D., DABCC, ERT, ATS, FSOT, FAIC, DABFM., DBCFE
Professor of Biochemistry and Molecular Biology, College of Medicine, Howard University, Washington, DC 20059

Certification, Licensure, Accreditation, Education
Definitions of Terms

*Common Dictionary definitions*

- Certification = the act of certifying, the state of being certified……..
- Licensure = the granting of a license esp. to practice a profession……..
- Accreditation = to recognize as maintaining standards that qualify……..
- Education = the action or process of educating or of being educated……..
Definitions of Terms

- Professional certification, trade certification, or professional designation, often called simply certification or qualification, is a designation earned by a person to assure that he/she is qualified to perform a job or task.
Certification Terminology

- Certifications are earned from a Professional Society and, in general, must be renewed periodically, or may be valid for a specific period of time (e.g., the life-time of the product upon which the individual is certified).
- As a part of a complete renewal of an individual's certification, it is common for the individual to show evidence of continued learning, often termed Continuing Education or earning continuing education units (CEU).
Certification Assessment

- It is important to note that certifications are usually earned from a professional society, not the government.
- If a demonstration of ability or knowledge is required by law before being allowed to perform a task or job, this is referred to as licensure.
- In the United States, professional licenses are usually issued by state agencies.
- The assessment process is often similar, even the same; certification and licensure differ only in terms of legal status.
Certification Assurance

- The National Organization of Competency Assurance (NOCA) is a US-based organization that helps certification bodies, primarily in healthcare and related fields, by providing them with information on the latest trends and issues of concern to practitioners and organizations focused on certification, obtaining licenses, and human resource development.

- Many members of the Association of Test Publishers (ATP) are also certification organizations.
Types of Certification

- There are three general types of certification. Listed in order of development level and portability, they are: A) corporate (internal), B) product-specific, and C) profession-wide.

- Corporate, or internal certifications, are made by a corporation or low-stakes organization for internal purposes. For example, a corporation might require a one-day training course for all sales personnel, after which they receive a certificate. While this certificate has limited portability - to other corporations, for example - it also is the simplest to develop.
Types of Certification (continued)

- Product-specific certifications are more involved, and are intended to be referenced to a product across all applications.
- This approach is very prevalent in the information technology (IT) industry, where personnel are certified on a version of software or hardware.
- This type of certification is portable across locations (for example, different corporations that use that software), but not across other products.
Types of Certification (continued)

- The most general type of certification is profession-wide. In order to apply professional standards, increase the level of practice, and possibly protect the public (though this is also the domain of licensure), a professional organization might establish a certification. This is intended to be portable to all places a certificant might work.

- Of course, this generalization increases the cost of such a program; the process to establish a legally defensible assessment of an entire profession is very extensive.

- An example of this is a certified public accountant, who would not be certified for just one corporation or one piece of accountancy software but for general work in the profession.
Criticism of certain programs

- The current proliferation of IT certifications (both offered and attained, has led some technologists to question their value.
- Proprietary content that has been distributed on the Internet allows some to gain credentials without the implied depth or breadth of expertise.
- Certifying agencies have responded in various ways: Some now incorporate hands-on elements, anti-cheating methodologies or have expanded their content.
- Others have expired and restructured their certificate programs, and/or raised their fees to deter abuse.
Criticism of certain programs (continued)

- Certification programs that take into account length of service, and demonstrated experience, via industry peer and/or employer recommendation avoid some of the issues associated with purely passing an examinations; however, certification remains a contentious issue.

- Also, most professional certifications require a criminal record check for the certification to be approved. The presence of a criminal history when applying for certification may be grounds for denial of certification.
Definitions of Terms

- Safety = the condition of being safe from undergoing or causing hurt, injury, or loss.
- Public Safety = Safety relating to or affecting all the people, or the whole area of a whole nation or state.

About the Information:

- Quality = peculiar and essential character.
- Reliability = the quality or state of being suitable, fit to be relied on.
- Significance = having meaning, important, distinct.
What offers solution to these concerns Regarding the Public Safety?

- Role of education
- Specialty
- Sub-Specialty
- Broad-based education
- Population foci (Targeted population)
- Core examination
Certification & Licensure

- These appear to offer a solution to these concerns.
- Contribute to the process of defining the field.
- Provide assurance of quality delivery
- Publish results of the monitoring
- Recommend sanctions to agencies
- Confirm status of the operation
Basic Assumptions

- must address current issues facing the affected community
- The ultimate goal of accreditation, education, licensure and certification is to promote (patient, client, established groups, ) safety and public protection.
- Goal must be forward looking and do no harm
Definition Elements

- Completed graduate education
- Acquired advanced clinical knowledge and skills
- Acquired specialty knowledge through practical and formal didactic education
- Built on established practitioner
- Prepared to assume responsibility and accountability for use of standard procedure
- Assume responsibility for the outcome of experimentation
Broad-based professional Education

- Graduate or post graduate certificate awarded by accredited academic institution
- Have pre-approval, pre-accreditation or accreditation
- Prepares graduate in one of the mandatory roles
- Prepares graduate in at least one of the population foci
- Includes at least recertification
- Provides basic understanding of decision-making principles
Credentials

Indepedently established by:

- The process of submission of the proof of the education
- Letters of reference
- Peer evaluation
- Examinations
  - Written
  - Oral
  - Practical
    - Skill
    - Knowledge
Relationship between Educational Competencies, Licensure and Certification

Competencies

- Identified by Professional Organizations
- MD, DO, DDS, CE in Population context
- Core Courses: Patho/phys, Pharmacology, physical/health assess

Measures of competencies

- Specialty Certification*
- Licensure: based on Education And certification**

Diagram:
- Specialty
- Population Foci
- Role
- Association, organization
Requirements for Educational Programs

- Follow established educational standards and ensure attainment of core, role and population competencies

- Be accredited

- Be pre-approved, pre-accredited, or accredited prior to acceptance of students

- Ensure graduates are eligible for national certification and state licensure

- Ensure transcript specifies role and population focus of graduate
Certification and Licensing: Key Differences

- These are widely used terms
- Often confusing in their usage
- Legal writing on the subject makes an important distinction

**Certification** shows that a standard or level of quality has been met. In contrast,

**Licensing** is the regulation of a profession by a government.
Certification and Licensing:
Key Differences

- Certificate can be awarded by any organization or association. Therefore,

- **Certification**, legally, understood is the formal “assertion in writing of some facts”. It declares one to be competent to perform the tasks due to approved educational credentials and may be possessing the requisite practical knowledge. In contrast,

- **Licensing**, being regulated, thus from the legal perspective “professional licensing” gives permission to do what is otherwise restricted, prohibited or illegal.
Certification and Licensing: Key Differences

- **Licensing** is the government exercise of its police power, which is the constitutional law concept that empowers the government to restrict individual's freedom to protect “public safety, health and welfare”.

- **Therefore**, the relevant difference between certification and licensing is governmental regulation and restriction of activities.
Certification and Licensing: Key Differences

• Based on the legal distinction, any organization can certify people under its own authority, whereas licensing is established only through governmental legislation.

• “Unfortunately, the terminology distinction is thoroughly muddled in practice”.

• Certificates of licensing are awarded.

• The term “certified” is often mistakenly used to designate licensed persons.
Certification and Licensing: Impact on the practice

- This terminological imprecision also masks the common practices through which professional associations provide documentations and criteria that legislative acts implement as licensing law and requirements.
Certification and Licensing:
Relevant Considerations for certification and licensing discussions.

Is there a test (licensing examination) that will assure the person who passes the test will be qualified to conduct the projects that would never endanger public safety?

- Are groups attempting to use licensing/certification as a means to generate income for their professional organizations and assert control over a burgeoning field?
- Does the participation in licensing and certification proposals indicate tacit approval of incomplete and insufficient criteria?
Certification and Licensing:
Relevant Considerations for certification and licensing discussions.

- **In project management**
- Certification is of significant importance in the project management (PM) industry. Certification refers to the evaluation and recognition of the skills, knowledge, and/or competence of a practitioner in the field.
- Project management certifications come in a variety of flavors:
Certification and Licensing:
Relevant Considerations for certification and licensing discussions.

- **Competence-based programs** wherein an individual must provide evidence of actual, on-the-job performance.
- **Knowledge-based programs** wherein an individual must pass an exam.
- **Experience-based programs** wherein an individual must provide evidence of training or education in the field.
Certification and Licensing:
Relevant Considerations for certification and licensing discussions.

- PM organizations which run certification programs include:
  - Stanford University Advanced Project Management (SAPM)
  - Associate for Project Management (APM)
  - Project management Institute (PMI)
  - International Project Management Association (IPMA)
  - Australian Institute of Project Management (AIPM)
Certification and Licensing: Impact on the practice and conclusion

- Although Certification and Licensure may appear to be distinct in their reception in the work world, maintaining both provides an edge over educational degree alone.

- Although not guaranteed, these can provide an ample negotiating power in the job market, and additional pecuniary stability.

- The certification criteria developed by a professional group can evolve and its effect become a protectionist means to control entry to a professional field.
CENTERS FOR MEDICARE & MEDICAID SERVICES
CLINICAL LABORATORY IMPROVEMENT AMENDMENTS
CERTIFICATE OF COMPLIANCE

LABORATORY NAME AND ADDRESS
BIOCHEMICAL GENETICS
2041 GEORGIA AVENUE ROOM 3C-27
WASHINGTON, DC 20001

LABORATORY DIRECTOR
ARVIND K N NANDEDKAR

CLIA ID NUMBER
09D0682550

EFFECTIVE DATE
07/26/2005

EXPIRATION DATE
07/25/2007

Pursuant to Section 353 of the Public Health Services Act (42 U.S.C. 263a) as revised by the Clinical Laboratory Improvement Amendments (CLIA), the above named laboratory located at the address shown hereon (and other approved locations) may accept human specimens for the purposes of performing laboratory examinations or procedures.

This certificate shall be valid until the expiration date above, but is subject to revocation, suspension, limitation, or other sanctions for violation of the Act or the regulations promulgated thereunder.

Judith A. Yost, Director
Division of Laboratory Services
Survey and Certification Group
Center for Medicaid and State Operations
If you currently hold a Certificate of Compliance or Certificate of Accreditation, below is a list of the laboratory specialties/subspecialties you are certified to perform and their effective date:

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FOR MORE INFORMATION ABOUT CLIA, VISIT OUR WEBSITE AT WWW.CMS.HHS.GOV/CLIA OR CONTACT YOUR LOCAL STATE AGENCY. PLEASE SEE THE REVERSE FOR YOUR STATE AGENCY'S ADDRESS AND PHONE NUMBER. PLEASE CONTACT YOUR STATE AGENCY FOR ANY CHANGES TO YOUR CURRENT CERTIFICATE.
The Future
Acknowledgments:

• Special thanks are due to CETLA for providing encouragement and the appropriate media for wider participation of HU colleagues in this ELI Event.

• Dr. Teresa Redd, Professor and Director, CETLA has provided the professional venue for this special week, when ELI has launched several events.

• Drs. J. Hardy, ELI Executive Director and A. Theophile-LaFond ELI, Academic director deserves my special thanks for providing an opportunity to enhance my e-spirit.

• Kauffman Foundation for keeping the commitment and sponsoring/funding our efforts in the HU-ELI.
Certification and Licensing:

In Appreciation:

धन्यवाद  ௉  Merci  ௉  Gracias

Vielen Dank  ௉  شكراً  ௉  Thank you