

THE POWER TO EXCEL



# Instructor Training and Certification

NIEHS WETP Meeting

April 9, 2014

## Who we are:

- Joint Labor-Management Training Trust Fund—Est.1969
- Training Arm of LIUNA
- Services 70+ Affiliated Training Centers in the US and Canada
- Roughly 140,000 workers trained per year



## What we do:

- Competency-based industry curriculum
  - Instructor development and credentialing
  - Instructor and worker skills standards
  - Affiliate capacity building



# Commitment to Quality

- Quality management
  - Standards-based curriculum and training
  - Accreditation and certification
  - Industry credentials
  - Partnerships – industry, education, government



# Accreditation

- Accreditation provides assurance that an institution or program meets standards of quality set forth by a third party accrediting agency.



# Certification

- Professional Certification is a high level designation earned by a person to assure qualification to perform a job. This requires passing a rigorous standardized exam, compliance with a code of ethics, and ongoing education.
- Another form of recognition of competence are Certificates



# LIUNA Training Accreditation

- International Accreditation Service (IAS)
  - **AC 371** Accreditation for Training Agencies for Work Force Qualification Programs
    - Instructor Training Program
  - **AC372** Accreditation for Curriculum Development for Work Force Qualification Programs
- American National Standards Institute (ANSI)
  - **ANSI/ISO/IEC 17024** Accreditation for Bodies Operating Certification of Persons
    - LIUNA Training Instructor Certification

# ANSI Accreditation Process

## Preparation

- QMS: SOPs, management system, record keeping, internal audits, evaluation
- JTAs and Skills Standards
- Scheme Committee - Certification requirements and exam review
- Training and Certification - separation of functions

## Application and Review

- Certification Body - structure, policies, qualifications, etc.
- Certification Scheme - qualifications, candidate competence, evaluation criteria, objectivity and fairness
- Exam - criteria, psychometrics, controls
- Recertification and surveillance, suspension

# Instructor Training and Certification

Placement  
Assessment

math  
reading  
computer  
teaching

Training

online  
classroom  
external

Certification  
Exam

written  
proctored

Certification  
Maintenance

continuing  
education  
teaching  
monitoring



# Teaching and Adult Learning

- Training and assessment linked to skills standards
- Core Skills
  - Engaging Students
  - Getting Students Ready to Learn
  - Delivering Content
  - Moving Students Toward Objectives
  - Planning
  - Reflecting



# Capable Instructors

LIUNA Training's definition of a capable instructor guides our instructor development program. It also addresses the qualities provided in the Minimum Criteria document:

- Industry knowledge – training and/or professional practice
- Excellence in Teaching – Adult teaching techniques, learning-centered, activity-based, learning objectives, and competency assessment
- Passion for the industry and improving worker safety
- Continuous learning and professional growth, annual training
- Respect and embrace diversity; teach for diverse learners
- Commitment to continued professional development and evaluation

# Why Become Accredited

- Quality Assurance – Standards based, process guided, results oriented
- Credibility – Independent assessment, professional evaluation
- Accountability – Reaccreditation requirements, QMS, internal audits, corrective actions
- Other Benefits – Professional recognition, industry advantage, effective, relevant

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