



Professional Credentials at a Glance

About the Credential	Industry Certification	Certificate	License
Required to practice in a particular industry	No, but may be required for particular jobs	No, but may be required or preferred for particular jobs	Yes
Awarded by	Industry association, trade group or corporation	Educational institution	Government licensing agency
Requirements	Varies by certification, but may include a combination of: <ul style="list-style-type: none"> • Work experience • Degree completion (high school diploma, associate's degree, bachelor's degree, etc.) • Continuing education or training • Assessments/exams 	Varies by certification program. Some may have no pre-requisites.	Varies by license, but may include a combination of: <ul style="list-style-type: none"> • Work experience • Degree completion • Certifications • Certificates • Assessments/ exams • Apprenticeship programs • Continuing education or training
Does it expire?	Usually expires within a specified time period, requiring re-certification	No	Usually expires within a specified time period, requiring re-licensing
Examples	<ul style="list-style-type: none"> • Cisco CCNA and CCNP certifications • Microsoft certifications • CompTIA certifications • Project Management Professional (PMP) certification • Professional in Human Resources (PHR) certification 	Paralegal Certificate	<ul style="list-style-type: none"> • Doctors, nurses, physical therapists and other medical professionals • Building contractors • Electricians • Cosmetologists • Social workers, counselors, therapists • Teachers