# Professional Credentials at a Glance

<table>
<thead>
<tr>
<th>About the Credential</th>
<th>Industry Certification</th>
<th>Certificate</th>
<th>License</th>
</tr>
</thead>
<tbody>
<tr>
<td>Required to practice in a particular industry</td>
<td>No, but may be required for particular jobs</td>
<td>No, but may be required or preferred for particular jobs</td>
<td>Yes</td>
</tr>
<tr>
<td>Awarded by</td>
<td>Industry association, trade group or corporation</td>
<td>Educational institution</td>
<td>Government licensing agency</td>
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</tbody>
</table>
| Requirements | Varies by certification, but may include a combination of:  
  - 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:  
  - 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 | • Cisco CCNA and CCNP certifications  
  • Microsoft certifications  
  • CompTIA certifications  
  • Project Management Professional (PMP) certification  
  • Professional in Human Resources (PHR) certification | Paralegal Certificate | • Doctors, nurses, physical therapists and other medical professionals  
  • Building contractors  
  • Electricians  
  • Cosmetologists  
  • Social workers, counselors, therapists  
  • Teachers |