

# Bridging Success Roundtable

*Elevating Opportunities, Shaping Tomorrow's Workforce*

March 26, 2025



# The Importance of IBCs

**Verification/  
Certification of  
Industry-Required  
Skills**

**Enhanced  
Employability and  
Job Readiness**

**Pathway to Higher  
Wages and Career  
Advancement**

**Support for  
Economic Growth**

# Criteria for Inclusion on LWC's State Focus List

## Fit the Definition of an Industry-Based Certification (IBC)

Credential issued by an industry

Certifying skills

Through a test or assessment

For specific occupations

## Support Entry-Level Employment in High-Demand Occupations

Must align with Louisiana Workforce Commission's 4- or 5-Star jobs

Workforce Investment Council and Occupational Forecasting Conference

## State, National, or International Recognition

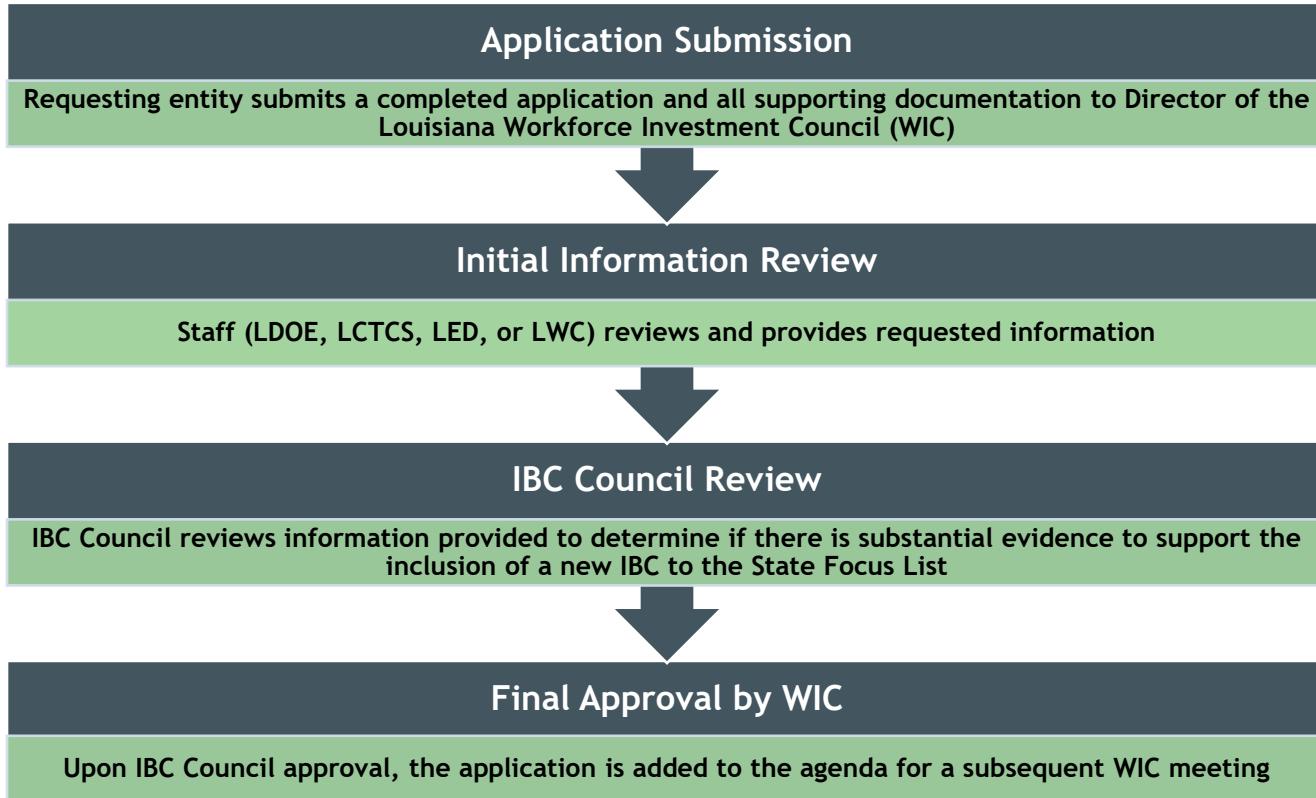
Demonstrates skill competencies in specific work-related tasks or occupational clusters

Verification through required assessment components

## Backed by Louisiana Employers

Minimum of three (3) employers must support the credential with letters on company letterhead

# LWC's IBC Focus List Approval Process



# IBC Bundles

- A **Basic Bundle** is a set of related credentials, where each earned credential adds value to a student's qualifications enhancing their competitiveness in the market.
  - While individual credentials may have limited value to employers, the bundle objectively demonstrates to employers that a student possesses a highly valued set of technical skills
- Process to approve bundles mirrors approval process for single IBCs:
  - Submit application to WIC
  - Application is reviewed by WIC staff
  - Approval by IBC Council
  - Approval by WIC

# Approved Basic Bundles

## ***Bundle 1***

- Forklift Operator (with hands-on training)
- NCCER Basic Rigger
- NCCER Signal Person
- NCCER Level 1 (any craft area)

## ***Bundle 2***

- Certified Nurse Assistant
- Certified Phlebotomy Technician
- EKG Technician

## ***Bundle 3***

- Emergency Medical Responder
- IFSAC FireFighter I

## ***Bundle 4***

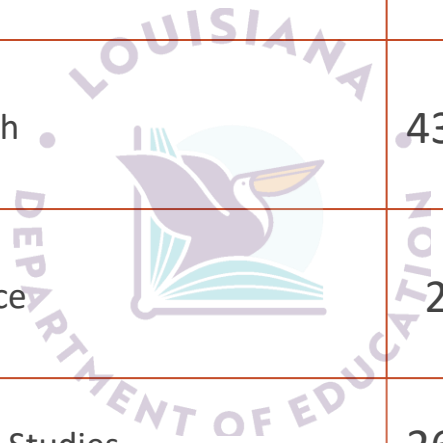
- Fundamentals of JavaScript, Functional Programming and Web Development Level 1
- PYTHON Certification

## ***Bundle 5***

- American Welding Society 3G and 3F (plate or pipe)
- American Welding Society 4G and 4F (plate or pipe)

## Louisiana's Accountability Scorecard

% of Students Growing		% of Students Who Are Proficient		% of High School Students Thriving	
Math	41.5	Math	34.1	Graduation Rate	82.7
English	46.5	English	43.9	Ready based on a nationally recognized exam	34.7
Math Growth for lowest 25% of students	50.1	Science	29	College coursework, Career training, or Service	23.5
English Growth for lowest 25% of students	49.9	Social Studies	26.8		
English Language Acquisition (ELL)	31.1				
				<b>Average:</b>	<b>41.2</b>



# Career Acceleration

## Career Accelerator

(High-Quality Credentials)\*

- IBC Bundle + Internship, or
- Advanced IBC + Internship, or
- 2 years of a Fast-Forward Aligned Registered Apprenticeship, or
- Certificate of technical studies in a high wage / high demand industry.

**\*All apprenticeships, and credentials must be LWC approved.**





# Key Takeaways

- Industry-Based Certifications (IBCs)
  - Validate/certify essential skills,
  - Provide a clear path to higher wages,
  - Support economic growth by matching employee and employers,
  - Align Advanced IBCs and IBC Bundles with 4- or 5-Star jobs.
- Visit [https://www.laworks.net/PublicRelations/WIC\\_IndustryBasedCertification.asp](https://www.laworks.net/PublicRelations/WIC_IndustryBasedCertification.asp)
- Or, search Louisiana Workforce Commission Industry Based Certification.



LOUISIANA  
**WORKFORCE**  
COMMISSION

Jim Garvey  
Executive Counsel  
[jgarvey@lwc.la.gov](mailto:jgarvey@lwc.la.gov)  
Office: 225-342-3001

Osmar Padilla  
Assistant Secretary  
[OPadilla@lwc.la.gov](mailto:OPadilla@lwc.la.gov)  
Office: 225-342-7690

Kaffia Arvie  
IBC Director  
WIC Director  
[karvie@lwc.la.gov](mailto:karvie@lwc.la.gov)  
Office: 225-342-3471