



Kathleen Babineaux Blanco  
Public Policy Center

# Industry-Based Credentials, Higher Education, and Workforce Earnings

2026 Preliminary Review

Ben Vincent, MA  
Stephen Barnes, PhD

April 2026

## Executive Summary

Pursuit and completion of Industry-Based Credentials for secondary students has rapidly increased since the program's beginning in 2009, particularly following the establishment of the Jump Start Pathways in the 2014-2015 school year. Preliminary comparisons suggest that IBC completers are more likely to have been employed and have been earning wages in the 2024 wage data, although employed IBC non-completers appear to earn more than employed IBC completers. Early evidence suggests that this is likely due to insufficient time for the effects of the program to take effect on the individual careers and earnings trajectories for completers. Additionally, policymakers continue to work to increase the effectiveness of the program and the value of certifications offered.

Analysis of LAFIRST data on program participants leads us to anticipate that material advantages in earnings for IBC completers will be demonstrated, with time, clearly in the broad data.

# Table of Contents

## Contents

Executive Summary .....	1
Table of Contents.....	2
Background: Industry-Based Credentials .....	3
1. How many IBCs are being completed?.....	4
2. How do IBC students appear as a share of the broader student population?.....	4
3. How do IBC completers compare in terms of wage and employment outcomes? .....	5
4. Which IBCs are students earning? (by year) .....	7
5. Which Post-Secondary Programs do IBC Completers Pursue?.....	9
6. Which post-secondary programs do IBC Completers complete?.....	9
7. Which levels of education have Completers tended to complete? .....	10
8. How do earnings stack up over time for IBC Completions? .....	10
9. Which levels of education have Completers tended to complete? .....	11
10. Initial Evidence: Relationship between specific IBCs to earnings, and year of IBC completion to earnings.....	12
Conclusions and Next Steps.....	15
Appendix A: Detail, Effect of IBC & Year Completed.....	16

## Background: Industry-Based Credentials

Industry-Based Certifications or Credentials (IBC) are credentials issued by an independent third party that are intended to affirm knowledge and skills in specific work-related areas. In Louisiana, the Workforce Investment Council approves a list of certain IBCs that meet their requirements for inclusion on an IBC focus list. The list provides guidance to schools and training providers on workforce development priorities for policymakers and businesses.

Act 187 of the 2025 Regular Session requires an annual analysis of these credentials, including employment rates and wage outcomes, to evaluate the relationship between attaining these credentials and successfully finding employment in high-wage, high-demand occupations. The first IBCs recorded under this program in Louisiana started appearing in 2009.

Numerous courses of study have qualified as valid IBCs, with well over 300 distinct IBCs reporting some number of completions since 2009. Over time, policymakers charged with workforce coordination and planning such as the Board of Secondary and Elementary Education (BESE)<sup>1</sup> and LA Works<sup>2</sup> have worked to prioritize the most valuable credentials via the IBC focus list.

Additionally, policymakers have woven IBCs into requirements for career technical education (CTE), which is one of the two pathways for secondary students in LA Department of Education schools (students are required to pursue one of the two pathways). This “Jump Start Pathways” requirement, established in the 2014-15 school year<sup>3</sup>, coincides with a ramp-up in IBC completions.

In the inaugural year of this annual analysis, we introduce some broad performance characteristics as the IBC program has ramped up. We discuss some metrics that assess outcomes and show how they are still shaping up as the program matures, and as initial IBC completers’ careers develop.

Investments in human capital such as skills training and education impact an individual’s earnings and other attributes of their employment experience over their entire career and lifetime. As such, a comprehensive assessment of the impacts of this program at this stage of its existence may miss some of the long-term impacts. Regardless, we show some of the outcomes to date of this program’s investment in students and workers.

This analysis was made possible by the LAFIRST data system, which is administered by the Blanco Center for Public Policy at the University of Louisiana at Lafayette<sup>4</sup>. At present, certain realities of the development of LAFIRST limit the sample of students that can be analyzed to those within Local Education Authorities (LEAs) who have opted in to the system. At the time of writing this analysis, opt-in LEAs accounted for approximately 67% of the LDOE students in Louisiana. Students outside of opt-in districts are necessarily excluded from this analysis.

---

<sup>1</sup> <https://doe.louisiana.gov/docs/default-source/jumpstart/2019-jump-start-2-0-blueprint.pdf> ,  
[https://doe.louisiana.gov/docs/default-source/financial-data/h-cdf-guidance-and-allocation-fy2025-2026-final.pdf?sfvrsn=8c5b70b8\\_3](https://doe.louisiana.gov/docs/default-source/financial-data/h-cdf-guidance-and-allocation-fy2025-2026-final.pdf?sfvrsn=8c5b70b8_3)

<sup>2</sup> [https://www.laworks.net/PublicRelations/WIC\\_Reports.asp](https://www.laworks.net/PublicRelations/WIC_Reports.asp)

<sup>3</sup> [https://www.rand.org/pubs/research\\_reports/RR2303z4.html](https://www.rand.org/pubs/research_reports/RR2303z4.html)

<sup>4</sup> <https://blancocenter.louisiana.edu/sites/blancocenter/files/Blanco%20Center%20-%20LA%20First%20-%20Implementation%20Report%202023-2024.pdf>  
[https://blancocenter.louisiana.edu/research#:~:text=Parish%20Manufacturing%20Facility-,Louisiana%E2%80%99s%20Foundational%20Integrated%20Research%20System%20for%20Transformation%20\(LA%20FIRST\),-Louisiana%E2%80%99s%20Foundational%20Integrated](https://blancocenter.louisiana.edu/research#:~:text=Parish%20Manufacturing%20Facility-,Louisiana%E2%80%99s%20Foundational%20Integrated%20Research%20System%20for%20Transformation%20(LA%20FIRST),-Louisiana%E2%80%99s%20Foundational%20Integrated)

## 1. How many IBCs are being completed?

LDOE data indicates that since 2009, approximately 644,000 (644,242) IBCs have been completed by approximately 252,000 individuals (252,153). Figure 1 indicates the timing of these IBC completions. Noteworthy is a rapid increase beginning in 2013, leading to a peak in 2018 of approximately 84,000, followed by relative stability in the number of credentials earned by year (approximately 70,000).

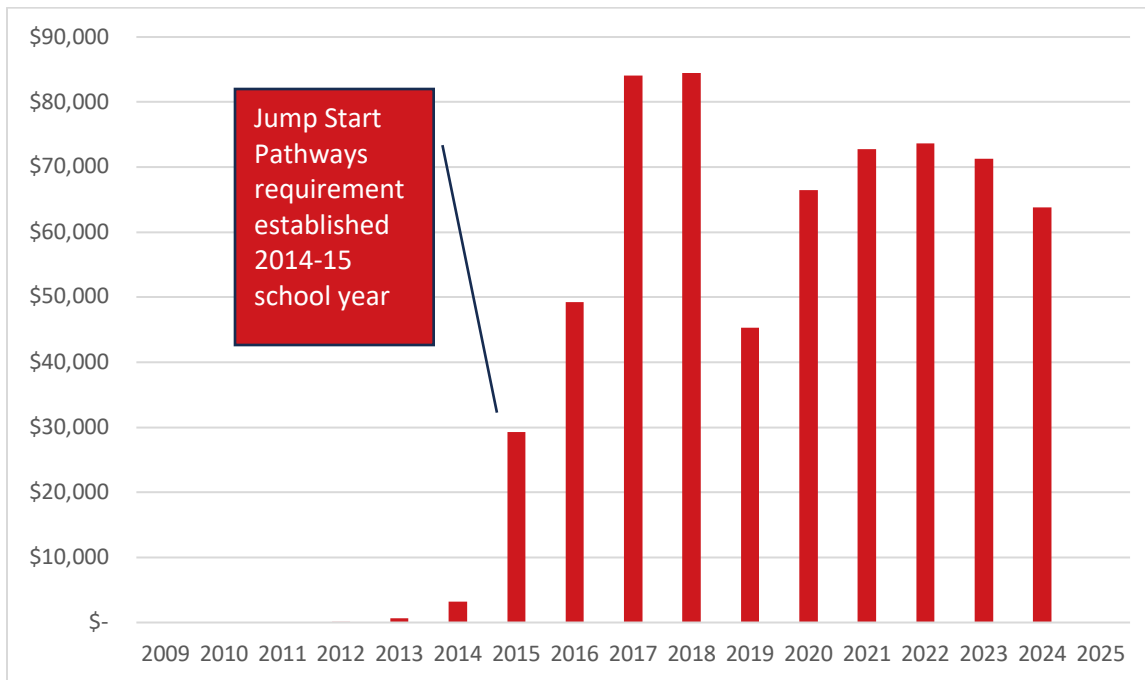
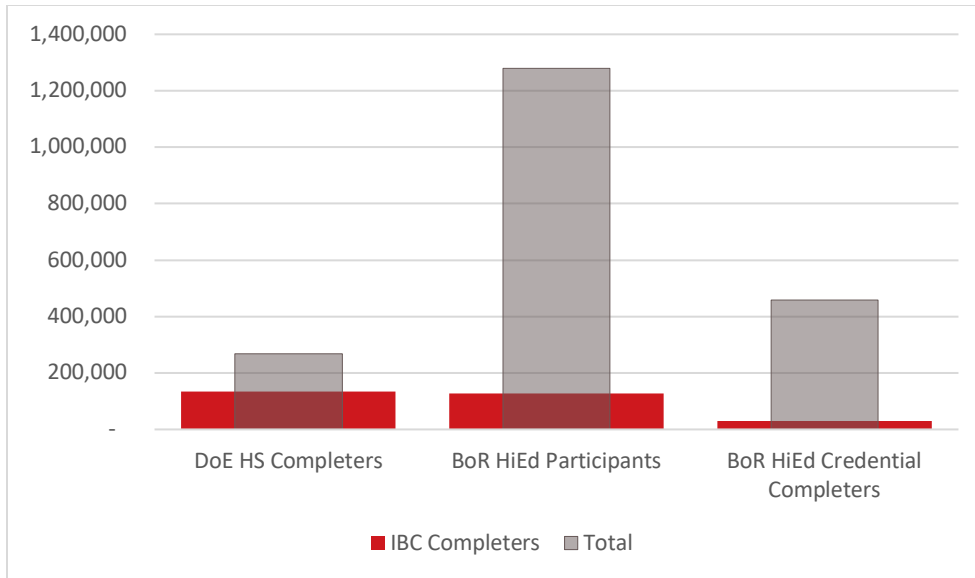


Figure 1: Number of LA IBC completers by year

## 2. How do IBC students appear as a share of the broader student population?

LDOE and BOR data show that IBC completers account for a significant share of secondary completers (more than half) and post-secondary students (approximately 10%). An important caveat is that LA FIRST data can be matched between secondary and post-secondary data for only about two-thirds of LDOE students. For this reason, an estimate of 10% of postsecondary students holding an IBC may understate the true value because some students who earned their IBC through the secondary school system cannot be matched due to data limitations. The share of IBC completers who have completed a post-secondary credential is lower (approximately 6%), but these comparison samples need to be refined to account for the length of time that a postsecondary credential takes and the relatively short existence of the IBC program to date. Similar to the caveat offered regarding post-secondary students, some post-secondary completers may have completed IBCs, but could not be matched due to data limitations and the true percentage of IBC completers within this group may be higher.

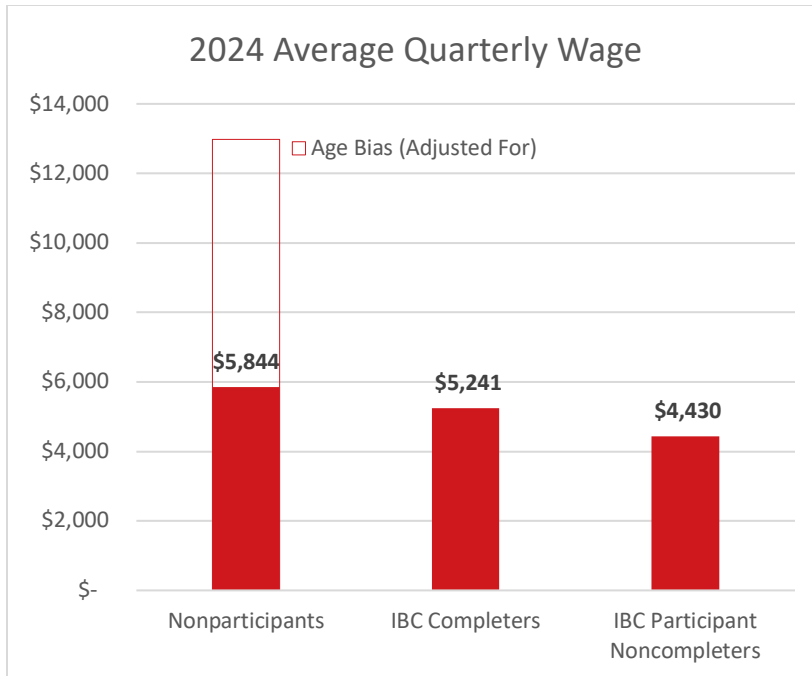


**Figure 2: LA Share of IBC Completers for Selected Educational Attainment Levels**

### 3. How do IBC completers compare in terms of wage and employment outcomes?

An initial comparison of employment and wage outcomes is necessary as a step towards the goal of comprehensively assessing the IBC program. Given available data and limited processing time available for this year’s report, it is important to note that this comparison, and other measures offered in this report represent only rough measures of value and may not capture important complexities related to education and career pathways, or choices individuals make to pursue one track relative to another. These complexities deserve time for careful consideration and modeling and should be considered in future analysis of IBCs.

However, it is perhaps useful to see that a simple comparison does not immediately show a self-evident advantage for IBC completers. In fact, 2024 earnings in Louisiana were significantly higher on average for non-completers, which may seem counterintuitive. Specifically, completers earned a quarterly average of \$5,188 in 2024, while non-completers earned a quarterly average of \$12,970. However, there are potentially significant differences in the composition of these two groups.



**Figure 3:** Basic 2024 Wage Comparison: LA IBC Participants & Nonparticipants

Given the length of time of the existence of these programs, the average age and extent of experience of an IBC non-completer is significantly higher than the average age for an IBC completer and this appears to be a major factor in the higher earnings observed among all nonparticipants. Age and/or experience are known to be primary drivers of earnings, and in the aggregate, this effect seems to easily outweigh the potential benefit of IBC completion. This is but one factor that must be incorporated for reliably ascertaining the career impacts of IBCs.

If we exclude earners who are too old to have been in high school since the first IBCs start appearing in the LDOE data, the earnings comparison immediately becomes very close- although non-completers still appear to have a small overall edge. Although there are good reasons for why a non-completer edge also may be a premature conclusion, more investigation and careful data work are needed for the clear answers that an apples-to-apples comparison can eventually yield.

Comparisons of IBC completers to non-completers does imply that IBC completers are more prepared for immediate workforce integration, as a far greater share of IBC completers were employed in the 2024 LA wage data than non-completers. However, this comparison includes individuals who may not have completed high school, individuals who may still be in or have very recently completed an advanced post-secondary program, or have left the state for employment, and is thus subject to the same need for more thorough investigation.

## 4. Which IBCs are students earning? (by year)

Maximizing the impact of the IBC program could arguably be best supported in the short term by prioritizing particular IBCs and enhancing funding to the most valuable. The existing IBC focus list maintained by the Workforce Investment Council supports this aim, an effort which we hope to augment with detailed data in this analysis.

LDOE data indicates that of the approximately 644,000 IBCs that have been earned since 2009, there have been 389 unique credential types earned. Figure 4 (Page 8) provides a heatmap illustrating some of the most popular IBCs over the years. As a general pattern, the increase in IBC completion that aligns with the 2015 Jump Start Pathways stands out as the most notable pattern with far more IBCs completed after that time than before, but patterns for individual IBCs vary greatly. Among the most common IBCs, including all of the 6 most commonly completed IBCs, there is often a pattern of increasing completions followed by some decline. This may suggest that as schools and students learn about particular IBCs, there may be improvements in the targeting of certain IBCs over time. Among common IBCs, the Adobe Certified Professional Photoshop IBC began to increase more slowly over time but has ramped up considerably in recent years. These dynamics may capture in part changes in demand for particular skills, a natural evolution of new IBCs that may grow following early indications of their value followed by a period of decline if more IBCs are awarded than may be needed in the labor market, as well as a range of other factors.

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025		
			11	16	28	2491	6706	9316	8176	5239	7512	7804	8349	7370	5065		ACT National Career Readiness - (Silver, Gold and Platinum)	
						456	907	8089	11163	8003	13095	8958	5978	2078	667		S/P2 Automotive Service Safety and Automotive Service Pollution Prevention	
			23	358	934	6155	8047	9271	9152	4466	4841	5223	4439	2573	1552		Microsoft Office Specialist (MOS) Word Associate	
			13	172	914	5808	8175	9291	7721	3424	3357	4126	3548	2100	1070		Microsoft Office Specialist (MOS) PowerPoint Associate	
							46	1280	3740	5508	5596	2916	3922	4945	4271	3460	3206	Customer Service and Sales
					33	500	2965	4251	5338	4449	1959	3882	2809	2159	2311	2093		NCCER Core
						25	319	574	1223	1537	1356	2082	2799	3807	5519	5067		Adobe Certified Professional Photoshop
								742	2706	2911	1820	2104	2535	2365	2667	1873		Basic Life Support (BLS)
								43	2323	4422	4568	1755	1492	1806	1321	864	491	First Aid/CPR/AED - American Red Cross, American Heart Association or approved equivalent
					33	911	1503	2782	2534	764	1643	2082	1998	2095	1691			Emergency Medical Responder
						27	650	3248	3722	1896	1916	2229	1729	1059	773			CPR/AED - American Red Cross, American Heart Association or approved equivalent
					17	438	859	2504	1896	1390	1939	2480	1861	1246	844			OSHA 10 General Industry Safety
						501	947	4148	3401	1081	1381	892	741	186	49			FEMA-IS-700.B National Incident Management Systems
			42	160	1290	1407	1749	1651	439	711	963	963	963	567	407			Microsoft Office Specialist (MOS) Excel Associate
						52	76	85	127	184	390	640	1033	1832	2046			CIW Internet Business Associate
					41	402	546	702	738	399	493	524	701	696	606			ServSafe Food Protection Manager Certificate
					51	467	766	902	449	313	130	131	236	313	322			Certified Nursing Aide (CNA)
					34	319	444	394	394	156	356	214	274	259	303			NCCER Welding Level 1
						11	11	35	121	167	264	560	656	599	568			Autodesk Inventor Certified User
					15	1737	911	70										Heartsaver First Aid CPR
					186	1047	1026	345										First Aid and CPR for Students Certification (Safety*)
					14	127	282	569	536	166	287	175	125	149	149			NCCER Carpentry Level 1
							63	794	416	115	346	154	80	51	50			First Aid - Red Cross, American Heart Association or approved equivalent
						115	243	370	310	125	162	122	190	200	184			NCCER Electrical Level 1
						11	31	46	39	20	29	129	102	288	825			CIW Site Development Associate
						13	40	139	133	106	161	119	157	211	326			Autodesk AutoCAD Certified User
						25	358	350	264	14								Microsoft Office Specialist Other (Computer Lit*)
							146	196	129	58	85	156	91	72	46			Microsoft Office Specialist Word Expert
			20	71	136	166	93	64	24			10						Internet and Computing Core Certification (IC3) Digital Literacy Certification
						54	31	69	66	34	76	72	36	51	56			AWS Certified Welder Level 1
						91	89	168	55	51		30	18					Adobe Certified Professional Dreamweaver
					12	33	69	69	59	17	41	30	40	40	59			NCCER Electrical Level 2
						66	44	105	69	18	31	65	42	12	14			T2 Production Safety Systems
					10		33	87	97		61	25	29	74	43			NCCER Pipefitting Level 1
						88	49	69	46	20	19	22	65	45				Microsoft Office Specialist (MOS) Outlook Associate
						49	26	61	24		27	36	23	88	39			ABC-Pelican Level 1 Basic AWS Welding Modules
						176	38	127	20									ProStart
					10	105	127	24	51			16			14			Microsoft Office Specialist (MOS) Access Associate
						19		90	100	13	28	23	16					Certification for Manufacturing (C4M)
						18	47	39	50	17		17	17					NCCER Electrical Helper
			38			22	22	30	32	32								QuickBooks Certification
						11	16	88										NCCER Electrical Level 3
						59	28	16										Canine Care and Training
							44	14										Microsoft Office Specialist Master
						20	18											NCCER Millwright Operator Level 2
											18							NCCER Construction Technology
					14													Emergency Telecommunicator (formerly Priority Dispatch)
																		NCCER Rigger Basic Level I
																		OSHA 30 Maritime Industry

Figure 4: Heatmap, Specific IBCs Earned by Year

## 5. Which Post-Secondary Programs do IBC Completers Pursue?

LDOE and Board of Regents data indicate that of the 252,153 IBC completers, 127,776 have participated in (or remain in) a post-secondary program. As Figure 6 (below) demonstrates, Liberal Arts & Sciences, General Studies and Humanities programs have seen the largest participation for IBC completers by a significant margin.

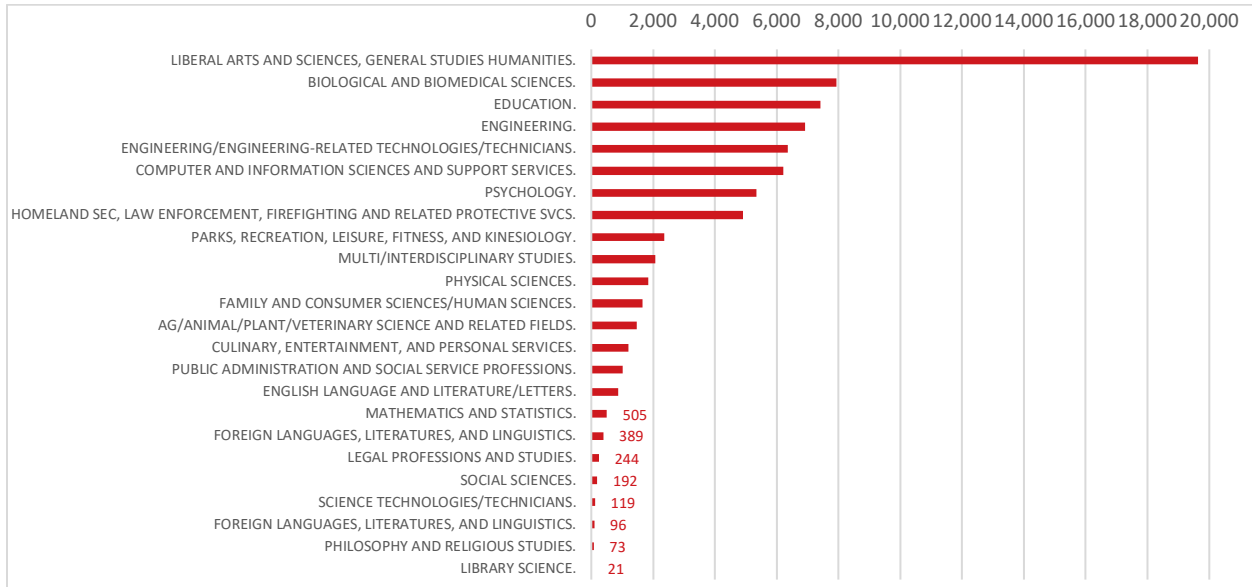


Figure 5: Post-secondary Instructional Programs Participated in by IBC Completers.

## 6. Which post-secondary programs do IBC Completers complete?

LDOE and Board of Regents data similarly show that among IBC completers who also complete a post-secondary credential, Humanities/General Studies/ Liberal Arts & Sciences programs also easily leads as the largest category.

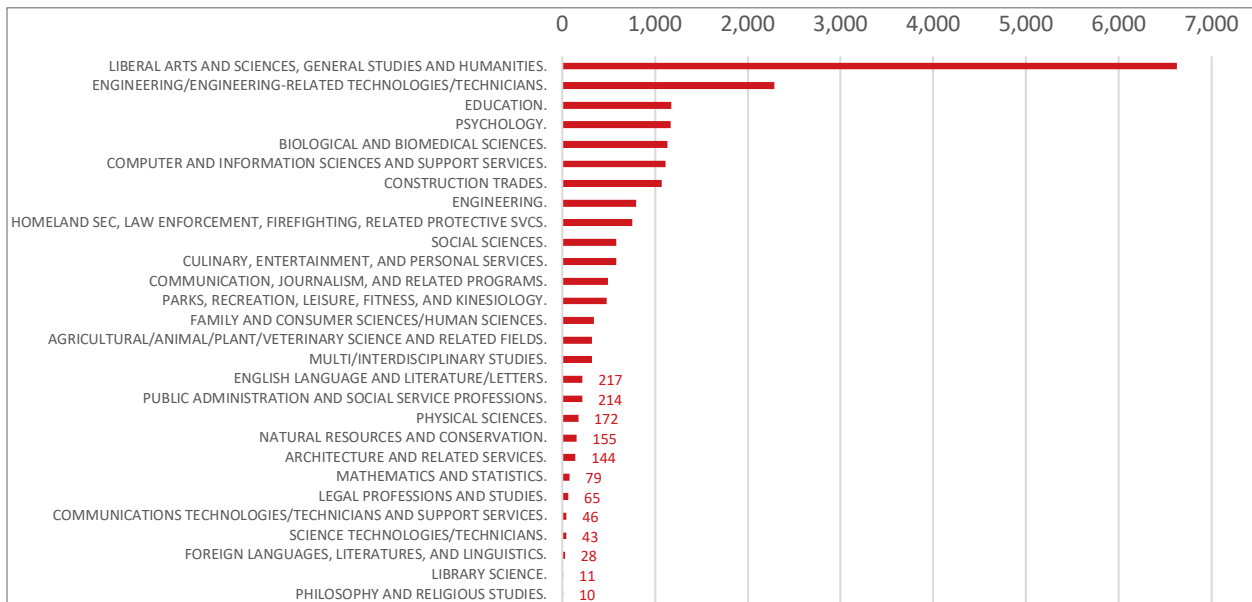
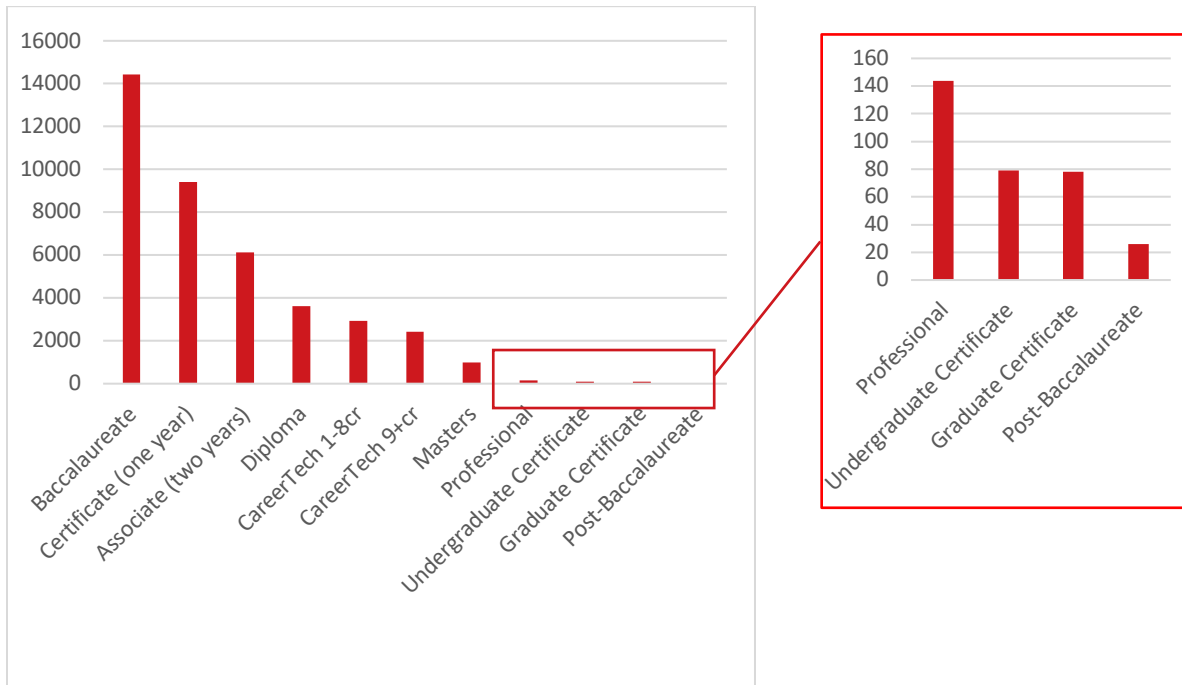


Figure 6: Post-secondary Instructional Programs Completed by IBC Completers.

## 7. Which levels of education have Completers tended to complete?

Baccalaureate & one-year certifications dominate accounting for approximately 23,000 of the 29,062 post-secondary credential completers (of the 252,153 IBC plus secondary education completers). A sizeable number are also obtained by those who complete associate degrees with smaller numbers across other credential levels.

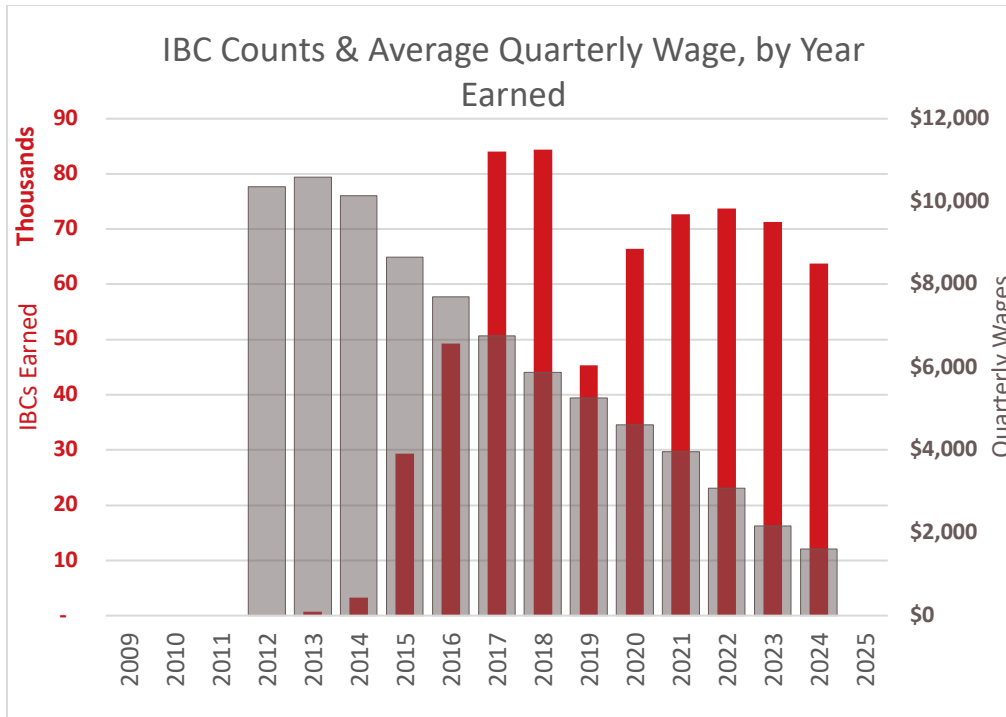


**Figure 7:** Ultimate Levels of Educational Attainment by IBC Completers.

## 8. How do earnings stack up over time for IBC Completions?

Figure 8 is a visualization of the average quarterly wage earnings (right axis, red) in 2024 for IBC completers, by the year of their IBC completion. It additionally shows the number of completions by year (left axis, grey).

The figure illustrates that earnings tend to increase with experience, as those who completed their IBC earliest tend to earn more than those who completed later.



**Figure 8:** IBCs Earned by Year (left axis, red), Compared to Average Quarterly Wage by Year of IBC Completion (right axis, gray).

Noteworthy here is that seven of the eight highest-completion years, including the 2018 peak, are near or below the overall average quarterly wage for IBC Completers (\$5,188). Completers from years prior to the 2018 peak earn an average of \$8,832 – significantly more than the average for non-completers.

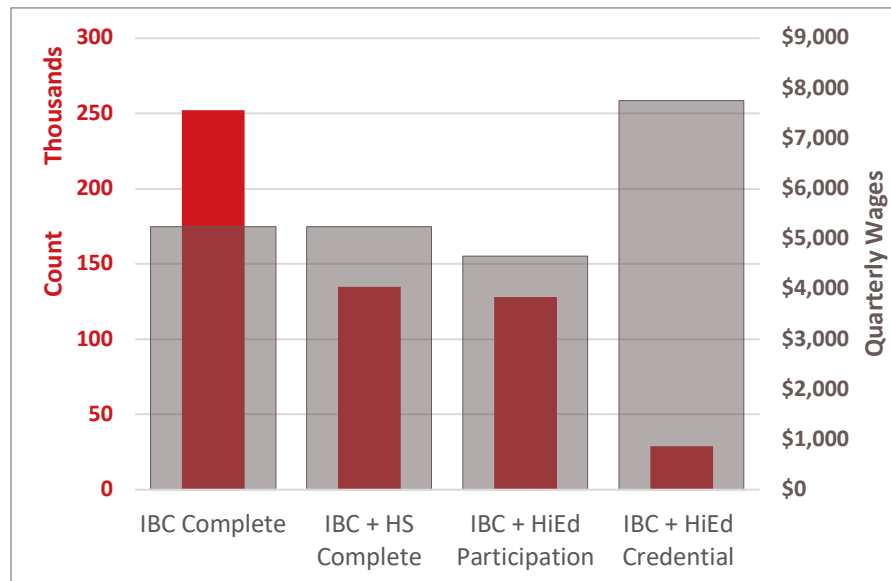
This suggests that as earnings climb with experience for those who completed IBCs in 2017 and later (and the age distribution of completers becomes more similar to the overall age distribution of workers as a whole), the average wage for completers will likely surpass the average for non-completers. If average wages for 2017 and 2018 completers track the average growth that we observe for 2012-2015 IBC completers, the earnings of the average completer is likely to surpass that of the average non-completer with only a few additional years of data.

## 9. Which levels of education have Completers tended to complete?

The interaction between wages for IBC completers and their post-IBC educational attainment also shows a relationship that is not obviously straightforward, meriting careful investigation. Figure 9 shows a basic breakdown.

We observe that on average, completing secondary education increases earnings for IBC completers to an average of \$5,371, nearly \$200 quarterly from the overall average of \$5,188. We see a slight negative effect on average for IBC completers who participate in post-secondary education but have no credential to date (\$5,336, which may ultimately be explained by increased

education time coming at the cost of reduced experience, or simply potential work time being crowded out by instruction time for active students. Finally, we see a large and unsurprising increase in quarterly earnings of IBC completers who attain some post-secondary credential (\$7,305), the highest-earning category based on educational attainment.



**Figure 9:** Number of Completers (left axis, red) and Quarterly Wages (right axis, gray) for IBC Completers, by Educational Attainment.

## 10. Initial Evidence: Relationship between specific IBCs to earnings, and year of IBC completion to earnings

A preliminary investigation of the relationship of quarterly wages to IBCs completed over time yields an early indication of the value of these credentials that can lead to higher earnings in the workforce. Certain industrial instrumentation technology and carpentry credentials are associated with the largest wage effects, accounting for the highest earners in the sample of IBC completers in the wage records (see Table 1).

Some additional certifications that have led to high earnings relative to non-completers include: Oracle Database PL/SQL Developer Certified Associate, Safe Gulf or Safe Land, Electrician (LCTCS TD), Industrial Technology/Technician (LCTCS TCA), NCCER Millwright Operator Level 4, Class A Commercial Driver's License, Class C Commercial Driver's License, General Industry Technician (LCTCS TCA), NCCER Industrial Maintenance Mechanic Helper, and NCCER Plumbing Level 1.

Some of the IBCs where completers appearing in the wage data tend to earn lower wages include: CIW Web Design Professional, OSHA 2015 Hazardous Materials, Certified in Logistics, Transportation and Distribution (ASTL), Certified Coding Associate (CCA), Arts, A/V Technology & Communication (LCTCS TD), Junior Master Gardener, CIW Web Security Associate, LSU Pre-Engineering Certification of Completion, Fast Forward Apprenticeship: Electrical, CIW Web Security Specialist, Network Cabling Specialist, Mason (LCTCS CTS), Industrial Technology

(Associate Degree), Water Production/ Treatment Operator/ Distribution Operator I, OSHA 30 Maritime Industry Technology Specialist (LCTCS TD), Emergency Medical Technician (EMT) (LCTCS CTS), Hospitality and Tourism (LCTCS CTS), Cyber Engineering (LCTCS TD).

Table 1 includes these selected IBCs alongside the average estimated quarterly wage difference for employed completers of the indicated credential. This wage effect should be thought of as an “all else equal” estimate that also takes the year of IBC completion into account for each participant. If the difference/effect is negative, this parameter in isolation should be interpreted as “the estimated effect of earning the IBC on an individual’s earnings, had they earned the IBC in 2018”. As this model also accounts for the actual year that the IBC was earned, and since earnings tend to rise with experience, the longer or shorter employment tenures will enhance (mitigate) the wage premium (penalty) for any individual worker.

For comparison, the baseline wage in this model is represented as the average wage earned by a 2018 completer of the “S/P2 Automotive Safety & Pollution Prevention”. The 2024 average quarterly wage for completers of this IBC was \$7,476. The “all else equal” impact for each year of IBC completion follows in Table 2.

**Table 1. Highlights, Estimated Wage Effects of Selected IBCs. Detail in Appendix A.**

<b>IBC</b>	<b>Wage Impact</b>
Carpentry (LCTCS TD)	<b>\$21,426</b>
Industrial Instrumentation Technician (LCTCS TD)	<b>\$14,682</b>
Oracle Database PL/SQL Developer Certified Associate	<b>\$9,959</b>
Safe Gulf or Safe Land	<b>\$9,000</b>
Electrician (LCTCS TD)	<b>\$8,843</b>
NCCER Millwright Operator Level 4	<b>\$7,966</b>
Class A Commercial Driver's License	<b>\$7,917</b>
Class C Commercial Driver's License	<b>\$7,651</b>
NCCER Industrial Maintenance Mechanic Helper	<b>\$7,369</b>
NCCER Plumbing Level 1	<b>\$7,074</b>
No IBC	<b>\$357</b>
CIW Web Design Professional	<b>- \$3,085</b>
OSHA 2015 Hazardous Materials	<b>- \$3,144</b>
Logistics, Transportation and Distribution (ASTL)	<b>- \$3,199</b>
Certified Coding Associate (CCA)	<b>- \$3,224</b>
Arts, A/V Technology & Communication (LCTCS TD)	<b>- \$3,239</b>
Junior Master Gardener	<b>- \$3,288</b>
CIW Web Security Associate	<b>- \$3,421</b>
LSU Pre-Engineering Certification of Completion	<b>- \$3,478</b>
Fast Forward Apprenticeship: Electrical	<b>- \$3,636</b>
CIW Web Security Specialist	<b>- \$3,664</b>
Network Cabling Specialist	<b>- \$3,679</b>
Mason (LCTCS CTS)	<b>- \$3,985</b>
Industrial Technology (LCTCS AS degree)	<b>- \$4,356</b>
Water Production/ Treatment/ Distribution Operator I	<b>- \$4,524</b>

OSHA 30 Maritime Industry	- \$4,703
Technology Specialist (LCTCS TD)	- \$4,931
Emergency Medical Technician (EMT) (LCTCS CTS)	- \$5,140
Hospitality, Tourism 9LCTCS CTS)	- \$5,792
Cyber Engineering (LCTCS TD)	- \$5,860
Emergency Medical Technician (EMT) (LCTCS TD)	- \$6,533
National Certified Insurance and Coding Specialist (NCICS)	- \$6,685

**Table 2.** Highlights, Estimated Wage Effects of IBC Completion Years. Detail in Appendix A.

<b>Year IBC Completed</b>	<b>Wage Impact</b>
2013	\$5,426
2012	\$4,805
2014	\$4,635
2009	\$3,126
2015	\$3,021
2016	\$1,920
2017	\$896
2019	- \$647
2011	- \$1,335
2020	- \$1,439
2021	- \$2,100
2022	- \$3,031
2025	- \$3,253
2010	- \$3,377
2023	- \$4,038
2024	- \$4,601

When considering the implications of these preliminary results, it should be noted that further work is needed to refine effects of these credentials. Important next steps include but are not limited to modeling the effects of individual worker characteristics, occupation characteristics, and potentially other items such as industry characteristics, to better isolate the effect of credentials.

## Conclusions and Next Steps

This analysis presents an initial review of the workforce outcomes related to IBC completions, along with information on the population of completers since they have begun appearing in the data. Early results imply that completers generally appear significantly more likely to be employed than non-completers, but not necessarily with higher earnings on average than (employed) non-completers. However, there is evidence that as time passes and the focus of the IBC program continues to refine itself, wage advantages for completers will become apparent.

A handful of enhanced pieces of information will allow increasingly reliable and thorough estimates of the impacts of these programs in the future. Anticipated information on expenditures related to IBC completion will allow a more comprehensive view on the return to the workforce investments being made by the state, by school systems, and by non-profit and industry partners. Additionally, further LAFIRST data sharing opt-ins by LEAs will rapidly expand the sample size for LDOE enrollees (IBC participants and non-participants alike). Further, every additional year of workforce experience and new data is expected to improve the precision of wage impact estimates. Finally, additional iterations of this annual report will allow for more in-depth investigation of the data available, particularly by expanding the analysis beyond the 2024 wage data only, and by incorporating occupation information.

## Appendix A: Detail, Effect of IBC & Year Completed

**Table A1:** Detailed Results of Regressing Quarterly Wage on IBC + Year IBC Earned.

Average Wage (\$Quarterly)	Count (IBC only)	IBC_Description	Impact Estimate (Quarterly Wage, \$)
\$7,022	-	(Intercept)	\$7,022
\$10,862	22	ADDA Certified Mechanical Apprentice Drafter	\$2,927
\$10,758	418	AWS Certified Welder Level 1	\$4,437
\$3,828	47	AVID Media Composer Certified User	-\$1,408
\$9,177	83	Canine Care and Training	-\$397
\$2,796	550	CIW Web Foundations Associate	-\$1,159
\$5,295	3,081	Certified Nursing Aide (CNA)	-\$1,882
\$13,336	5	Certified Nursery & Landscape Professional	\$3,641
\$2,780	4	Child Development Associate (CDA)	-\$1,392
\$3,298	1	Cisco Certified Network Associate	-\$5,644
\$6,346	10	CompTIA A+	-\$1,010
\$6,271	26	Cosmetology	-\$2,215
\$4,991	25,569	Customer Service and Sales	-\$1,315
\$5,901	121	Dental Radiology	-\$2,676
\$4,533	82	Emergency Medical Technician (EMT)	-\$132
\$3,865	1	Equine Care and Training	-\$2,511
\$5,020	12,662	Emergency Medical Responder	-\$1,170
\$6,627	100	Four Stroke Engine Technician	\$985
\$6,126	1	(Landscape Horticulturist (formerly Landscape Horticulturist License)	-\$3,917
\$9,792	6	HVAC Excellence Heat, Electrical, and Air Conditioning	\$3,016
\$7,715	376	Internet and Computing Core Certification (IC3) Digital Literacy Certification	-\$1,432
\$7,207	5	Landscape Contractor	-\$1,202
\$5,006	5	National Academy of Finance (NAF)	-\$2,657
\$8,829	1,796	NCCER Carpentry Level 1	\$1,844
\$4,607	23	NCCER Construction Technology	-\$1,242
\$9,312	1,475	NCCER Electrical Level 1	\$2,708
\$7,469	49	NCCER HVAC Level 1	\$564
\$10,159	47	NCCER Industrial Maintenance Mechanic Level 1	\$4,008
\$6,877	8	NCCER Insulating Level 1	\$1,421
\$8,916	338	NCCER Pipefitting Level 1	\$2,485
\$16,054	2	NCCER Plumbing Level 1	\$7,074
\$9,163	2,214	NCCER Welding Level 1	\$2,439
\$17,877	1	Oracle Database PL/SQL Developer Certified Associate	\$9,959
\$9,626	23	Pharmacy Technician	\$636
\$6,682	5	PrintED	-\$1,796

\$6,407	248	ProStart	-\$2,562
\$8,739	117	Students Teaching and Reaching (STAR)	-\$782
\$5,390	1	Two Stroke Engine Technician	\$1,400
\$6,091	1	American Culinary Federation Certified Junior Culinarian	-\$931
\$5,535	775	Autodesk AutoCAD Certified User	-\$76
\$7,061	150	ASE Student Certificate Automobile Service Technology	\$1,888
\$8,314	10	Licensed Barber	\$189
\$8,973	3	CompTIA Network+	\$155
\$7,473	1,144	Meat Processing	\$581
\$7,613	130	QuickBooks Certification	-\$779
\$5,301	35,340	Microsoft Office Specialist (MOS) Word Associate	-\$2,186
\$5,769	46,966	ACT National Career Readiness - (Silver, Gold and Platinum)	-\$305
\$4,451	7	ADDA Certified Architectural Apprentice Drafter	-\$1,884
\$6,529	336	Adobe Certified Professional Dreamweaver	-\$1,511
\$7,191	35	Adobe Certified Associate Flash Professional	-\$566
\$4,750	2,311	Adobe Certified Professional Premiere Pro	-\$1,320
\$3,765	12,042	Adobe Certified Professional Photoshop	-\$1,499
\$3,305	5,670	Adobe Certified Professional Illustrator	-\$1,334
\$3,723	1,667	Adobe Certified Professional InDesign	-\$1,505
\$2,208	99	Adobe Certified Expert Illustrator	-\$2,279
\$2,499	14	Adobe Certified Expert InDesign	-\$2,148
\$2,690	146	Adobe Certified Expert Photoshop	-\$1,679
\$4,273	33	Adobe Certified Expert Premier Pro	-\$2,259
\$6,952	95	ASE Student Certificate Automotive Transmission and Transaxle	\$1,920
\$7,046	635	ASE Student Certificate Brakes	\$1,244
\$6,211	397	ASE Student Certificate Electrical / Electronic	\$1,273
\$7,094	127	ASE Student Certificate Engine Performance	\$1,900
\$7,748	289	ASE Student Certificate Engine Repair	\$2,246
\$6,564	322	ASE Student Certificate Heat and Air Conditioning	\$1,447
\$7,135	575	ASE Student Certificate Maintenance and Light Repair	\$1,349
\$7,276	108	ASE Student Certificate Manual Drive Train and Axles	\$1,791
\$7,141	402	ASE Student Certificate Steering and Suspension	\$1,276
\$6,942	629	ASE Entry Level: Three or more Entry Level ASE modules	\$1,648
\$5,828	81	AVID ProTools User	-\$768
\$9,477	83	AWS Certified Welder Level 2	\$4,420
\$10,871	266	ABC-Pelican Level 1 Basic AWS Welding Modules	\$4,568
\$10,896	91	ABC-Pelican Level 1 Advanced AWS Welding Modules	\$5,034
\$10,165	215	ABC-Pelican AWS Welder's Helper (Partial)	\$2,614
\$3,508	1,413	Autodesk Inventor Certified User	-\$1,306
\$7,579	50	Basic Access Training - Scaffolding	\$43
\$7,128	120	Basic Orientation Plus	-\$56

\$10,110	4	Basic Sheet Metal Apprenticeship	\$3,448
\$4,392	3	Certification for Machining (C4Machining)	-\$2,630
\$8,524	204	Certification for Manufacturing (C4M)	\$1,443
\$2,360	5	Certified Coding Associate (CCA)	-\$3,224
\$4,453	152	Certified Front Desk Representative	-\$2,272
\$3,079	110	Certified Guestroom Attendant	-\$1,515
\$4,258	3,498	Certified Guest Service Professional	-\$1,294
\$4,009	1,773	Certified Hospitality and Tourism Management (CHTMP), Year II	-\$1,048
\$4,869	225	Certified Logistics Associate (MSSC)	\$302
\$5,228	25	Certified Logistics Technician (MSSC )	\$331
\$3,117	4	Certified Maintenance Employee	-\$2,604
\$2,850	770	Certified Patient Care Technician / Assistant	-\$1,150
\$4,534	621	Certified Restaurant Server	-\$1,704
\$3,422	3	CIW Advanced HTML5 and CSS3 Specialist	-\$3,072
\$2,552	854	CIW Network Technology Associate	-\$1,309
\$3,049	2,705	CIW Internet Business Associate	-\$1,355
\$2,961	715	CIW Site Development Associate	-\$1,141
\$1,837	3	CIW Web Design Professional	-\$3,085
\$6,043	11	CIW E-Commerce Specialist	-\$2,181
\$2,163	1	CIW Web Security Associate	-\$3,421
\$2,468	4	CIW Web Security Specialist	-\$3,664
\$2,470	10	CIW Web Development Professional	-\$1,863
\$3,133	4	CIW Database Design Specialist	-\$2,450
\$4,665	10	CIW JavaScript Specialist 2.0	-\$1,841
\$3,133	4	CIW Perl Specialist	-\$2,450
\$12,781	2	Class A Commercial Driver's License	\$7,917
\$4,425	1	Class B Commercial Driver's License	-\$2,597
\$13,235	1	Class C Commercial Driver's License	\$7,651
\$5,973	1	Class D Commercial Driver's License	-\$1,946
\$5,504	348	CompTIA IT Fundamentals+	-\$760
\$5,352	89	Fashion Design for Costume in Film (Pre-PAC Fashion, Textiles, Apparel)	-\$2,248
\$4,917	8,874	FEMA-IS-700.B National Incident Management Systems	-\$2,178
\$7,580	1872	First Aid and CPR for Students Certification (Safety*)	-\$1,841
\$1,723	1	Certified in Logistics, Transportation and Distribution (ASTL)	-\$3,199
\$7,432	1,919	Heartsaver First Aid CPR	-\$2,169
\$4,780	42	EPA Section 608 Certification AND Air Conditioning, Electrical, OR Heating Employment Ready	\$1,274
\$6,554	215	EPA Section 608 Certification	\$1,452
\$6,641	98	I-CAR Platinum Role: Refinish Technician and NonStructural Technician	-\$146
\$3,021	13	Junior Master Gardener	-\$3,288
\$4,784	10,950	Louisiana Micro-Enterprise Credential - REGIONAL CORE	-\$991

\$3,890	4	Microsoft Certified Solutions Associate (MCSA)	-\$1,240
\$5,852	6,699	Microsoft Office Specialist (MOS) Excel Associate	-\$1,529
\$5,432	31,201	Microsoft Office Specialist (MOS) PowerPoint Associate	-\$2,212
\$7,152	248	Microsoft Office Specialist (MOS) Access Associate	-\$1,467
\$5,294	295	Microsoft Office Specialist (MOS) Outlook Associate	-\$2,263
\$6,345	632	Microsoft Office Specialist Other (Computer Lit*)	-\$2,812
\$6,429	11	Microsoft Technology Associate (MTA)	-\$1,562
\$1,233	1	National Certified Insurance and Coding Specialist (NCICS)	-\$6,685
\$8,779	477	NCCER Carpenter Helper	\$1,947
\$8,206	283	NCCER Carpentry Level 2	\$1,868
\$5,667	2	NCCER Carpentry Level 4	-\$1,803
\$6,203	51	NCCER Construction Craft Laborer Level 1	-\$34
\$7,408	21,139	NCCER Core	\$265
\$9,859	173	NCCER Electrical Helper	\$2,435
\$10,698	346	NCCER Electrical Level 2	\$4,075
\$11,583	96	NCCER Electrical Level 3	\$3,418
\$12,069	38	NCCER Electrical Level 4	\$4,144
\$3,833	36	NCCER Heavy Equipment Operator Level 1	\$409
\$2,804	1	NCCER Heavy Equipment Operator Level 2	-\$1,187
\$8,063	3	NCCER HVAC Level 2	\$1,966
\$6,446	9	NCCER Industrial Maintenance Electrical & Instrumentation Technician Lvl 1	\$2,791
\$15,531	13	NCCER Industrial Maintenance Mechanic Helper	\$7,369
\$9,511	21	NCCER Industrial Maintenance Mechanic Level 2	\$2,773
\$9,762	193	NCCER Instrumentation Level 1	\$4,000
\$4,011	3	NCCER Instrumentation Level 2	\$1,196
\$10,626	89	NCCER Millwright Operator Level 1	\$3,448
\$13,437	62	NCCER Millwright Operator Level 2	\$5,042
\$13,685	20	NCCER Millwright Operator Level 3	\$5,559
\$16,704	10	NCCER Millwright Operator Level 4	\$7,966
\$3,381	1	NCCER Millwright Operator Level 5	-\$2,202
\$10,349	4	NCCER Pipefitting Helper	\$4,410
\$7,542	42	NCCER Pipefitting Level 2	\$1,254
\$9,076	7	NCCER Pipefitting Level 3	\$134
\$12,275	4	NCCER Pipefitting Level 4	\$3,333
\$8,102	3	NCCER Sheet Metal Level 1	\$183
\$7,770	1,116	NCCER Welding Helper	\$1,649
\$8,395	374	NCCER Welding Level 2	\$3,093
\$8,883	9	NCCER Welding Level 3	\$4,132
\$8,016	167	NIMS Machining Level 1 Certification	\$2,529
\$9,373	53	NIMS Machining Level 2 Certification	\$4,259
\$5,753	1470	OSHA 10 Construction Industry	-\$316

\$5,631	9,,860	OSHA 10 General Industry Safety	-\$611
\$2,589	4	OSHA 10 Maritime Industry	-\$2,033
\$1,345	4	OSHA 30 Maritime Industry	-\$4,703
\$3,894	7	OSHA 2015 Hazardous Materials	-\$3,144
\$3,753	2	OSHA 2255 Principles of Ergonomics	-\$531
\$6,501	17	Emergency Telecommunicator (formerly Priority Dispatch)	-\$4,513
\$4,174	417	ProStart National Certificate of Achievement (Including ServSafe Food Protection Manager)	-\$1,394
\$10,469	2	Randolph-Sheppard Vending Certification	\$2,039
\$16,237	40	Safe Gulf or Safe Land	\$9,000
\$4,687	3,880	ServSafe Food Protection Manager Certificate	-\$1,677
\$5,142	39,967	S/P2 Automotive Service Safety and Automotive Service Pollution Prevention	-\$965
\$10,733	333	T2 Production Safety Systems	\$3,621
\$7,599	7	Water Survival / Helicopter Underwater Egress Training	\$1,009
\$4,517	3,136	Louisiana Micro-Enterprise Credential - REGIONAL Complementary	-\$1,193
\$2,833	3	Nursing Assistant (LCTCS TD)	-\$1,593
\$3,160	77	Nursing Assistant (LCTCS CTS)	-\$2,150
\$2,058	1	Information Technology - MJ Foster Aligned (LCTCS TD)	-\$5,860
\$12,401	2	Architecture & Construction - MJ Foster Aligned (LCTCS TD)	\$8,843
\$6,811	8	Architecture & Construction - MJ Foster Aligned (LCTCS CTS)	\$2,809
\$ 489	1	Health Sciences - MJ Foster Aligned (LCTCS TD)	-\$6,533
\$3,035	2	Health Sciences - MJ Foster Aligned (LCTCS CTS)	-\$5,140
\$2,538	4	HVAC Technician (LCTCS CTS)	-\$1,118
\$3,024	3	Industrial Maintenance Mechanic (LCTCS TD)	-\$1,259
\$8,572	3	Industrial Maintenance Mechanic (LCTCS CTS)	\$4,891
\$2,477	1	Business Management (LCTCS CTS)	-\$2,445
\$6,644	4	Manufacturing - MJ Foster Aligned (LCTCS TD)	\$1,339
\$9,476	6	Manufacturing - MJ Foster Aligned (LCTCS CTS)	\$4,397
\$5,117	1	Web Design (LCTCS TD)	-\$466
\$3,934	1	Mason (LCTCS CTS)	-\$3,985
\$6,373	13	Agriculture, Food, and Natural Resources (LCTCS CTS)	\$367
\$1,683	1	Arts, A/V Technology & Communication (LCTCS TD)	-\$3,239
\$3,731	6	Health Sciences (LCTCS CTS)	-\$327
\$1,604	4	Hospitality and Tourism (LCTCS CTS)	-\$5,792
\$4,342	3	Manufacturing, Construction (LCTCS CTS)	-\$1,423
\$6,635	41	Maritime (LCTCS CTS)	\$1,781
\$2,988	1	Technology Specialist (LCTCS TD)	-\$4,931
\$9,068	39	Oil & Gas Production Tech (LCTCS Associate Degree)	\$1,658
\$4,218	2	Petroleum Technology/Technician (LCTCS Associate Degree)	-\$2,287
\$5,732	28	Auto body / Collision and Repair Technology / Technician (LCTCS TD)	-\$845
\$29,345	1	Architecture & Construction (LCTCS TD)	\$21,426

\$3,582	7	Culinary Arts (LCTCS TD)	\$196
\$5,050	16	Welding Technology / Welder (LCTCS TD)	\$1,355
\$3,106	31	Transportation, Distribution, & Logistics (LCTCS CTS)	-\$755
\$1,182	3	Architecture & Construction (LCTCS CTS)	-\$2,809
\$1,721	20	Culinary Arts (LCTCS CTS)	-\$913
\$10,536	7	Architecture & Construction (LCTCS CTS)	\$3,784
\$8,724	4	Health Information/Medical Records Technology/Technician (LCTCS CTS)	\$859
\$4,692	4	Petroleum Technology/Technician/Oil & Gas Production Tech (LCTCS CTS)	-\$891
\$10,746	24	Welding Technology/Welder (LCTCS CTS)	\$3,846
\$18,130	14	Industrial Technology/Technician (LCTCS TCA)	\$8,088
\$6,398	2	Instrumentation Technology/Technician (LCTCS TCA)	-\$624
\$6,167	5	AutoDesk Maya Certified User	-\$1,281
\$4,438	13,087	Basic Life Support (BLS)	-\$1,351
\$4,280	3,097	Carpenter International Training Fund (CITF) Career Connections, Carpentry Level 1	\$84
\$4,550	1,074	Carpenter International Training Fund (CITF) Career Connections, Carpentry Level 2	\$694
\$4,889	7	Carpenter International Training Fund (CITF) Career Connections, Carpentry Level 3	\$584
\$4,772	11,704	CPR/AED - American Red Cross, American Heart Association or approved equivalent	-\$1,506
\$4,688	8	EDDA Dental Assistant	-\$1,091
\$4,819	1,490	First Aid - Red Cross, American Heart Association or approved equivalent	-\$1,958
\$5,156	12,021	First Aid/CPR/AED - American Red Cross, American Heart Association or approved equivalent	-\$1,810
\$10,054	72	Maritime Safety Credentials Suite: Personal Safety/Social Responsibilities, Basic Water Survival, Basic Firefighting AND Basic First Aid/CPR AED	\$3,332
\$10,255	85	Maritime Safety Credentials Suite: Basic Firefighting	\$3,288
\$10,621	94	Maritime Safety Credentials Suite: Personal Safety/Social Responsibilities	\$3,614
\$6,941	56	Microsoft Office Specialist Master	-\$1,735
\$4,749	602	Microsoft Office Specialist Word Expert	-\$2,038
\$3,628	440	Dental Assistant (NOCTI)	-\$1,256
\$4,575	23	Qualified Rigger, American Petroleum Institute	-\$154
\$15,114	99	General Industry Technician (LCTCS TCA)	\$7,511
\$6,011	606	Louisiana Agritechnology Specialist	\$714
\$3,694	5,394	Carpenter International Training Fund (CITF) - Pre-Apprentice Core Skills	-\$518
\$3,847	10	Microsoft Office Specialist Word Expert 2	-\$2,907
\$3,065	1	Certification for Machining (C4Machining) Helper	-\$3,310
\$6,115	74	Certification for Manufacturing (C4M) Helper	-\$445
\$4,183	561	Fundamentals of JavaScript, Functional Programming and Web Development, Level 1	-\$1,473
\$3,888	85	Fundamentals of JavaScript, Functional Programming and Web Development, Level 2	-\$1,563
\$3,061	7,957	ServSafe Food Handler Certification	-\$1,811

\$5,202	11	LA Nursery & Landscape Student Certification	-\$2,575
\$4,049	2,203	Louisiana Micro-Enterprise Credential - Statewide	-\$940
\$4,161	153	OSHA 30 General Industry	-\$543
\$3,758	83	OSHA 30 Construction Industry	-\$280
\$5,255	75	300 hours of Barbering	-\$561
\$3,870	292	300 hours of Cosmetology	-\$1,787
\$3,840	1,683	Certified Hospitality and Tourism Management AND Certified Guest Service Professional	-\$1,036
\$2,859	4,505	Adobe Certified Professional Visual Design Specialist	-\$1,275
\$2,503	23	Geographic Information System - Entry Level Technician Certification	-\$2,336
\$1,243	1	Network Cabeling Specialist	-\$3,679
\$3,109	929	Certified Clinical Medical Assistant (CCMA)	-\$1,126
\$1,093	4	ManageFirst Professional	-\$1,553
\$2,132	4	LSU Pre-Engineering Certification of Completion	-\$3,478
\$3,627	28	Microsoft Office Specialist Excel Expert	-\$1,628
\$5,185	23	Forestry	\$175
\$3,562	21	Pharmacy Technician Certification - Exam for the Certification of Pharmacy Technician (ExCPT)	-\$271
\$2,574	202	ETC - 1 Certified Emergency Telecommunicator (911 Dispatch)	-\$1,367
\$8,224	1	ETC - 1 Certified Emergency Telecommunicator (911 Dispatch) PLUS Emergency Police (EPD), Fire (EFD) or Medical Dispatch (EMD)	\$3,302
\$2,943	111	FAA Part 107: Small Unmanned Aircraft Operation	-\$1,296
\$1,881	3	Manufacturing Skill Standards Council (MSSC) Certified Production Technician (CPT) & CPT+	-\$1,774
\$5,168	168	Electrical Training ALLIANCE Interim Credentials Curricuilum	\$1,170
\$2,348	67	App Development with Swift Associate	-\$1,481
\$4,054	8	LSU Digital Design and Emergent Media Certification of Completion	-\$868
\$4,395	68	2013 Microsoft Office Specialist Master	-\$2,569
\$3,590	9	2016 Microsoft Office Master	-\$3,092
\$1,190	1	Criminal Justice/Political Science (Associate Degree)	-\$1,794
\$2,894	283	General Studies (Associate Degree)	-\$726
\$4,082	400	Liberal Arts, Sciences, General Studies, Humanities, Other (Associate Degree)	-\$595
\$3,322	89	Associate Degree - LSMSA	-\$957
\$1,227	1	Industrial Technology (Associate Degree)	-\$4,356
\$8,300	1	Cyber Technology (Associate Degree)	-\$1,743
\$4,953	1	Food Prep/Professional Cooking/Kitchen Assistant, Health Aide (LCTCS TCA)	-\$1,423
\$5,303	2	Nursing Assistant/Aide and Patient Care Assistant/Aide (LCTCS TCA)	-\$1,719
\$10,594	1	Welding Technology/Welder (LCTCS TCA)	\$4,218
\$7,130	5	NCCER Technical Core (LCTCS TCA)	-\$531
\$9,094	11	Global Logistic Assistant (LCTCS TCA)	\$1,176
\$3,016	1	Web Design (LCTCS TCA)	-\$4,006
\$2,976	1	Petroleum Technology/Technician/Oil & Gas Production Tech (LCTCS CTS)	-\$8
\$7,544	34	Transportation, Distribution, & Logistics - MJ Foster Aligned (LCTCS CTS)	\$3,897

\$18,673	1	Industrial Instrumentation Technician (LCTCS TD)	\$14,682
\$9,573	1	Process Technology (LCTCS TD)	\$3,197
\$5,278	1	Industrial Maintenance Technology (LCTCS TD)	-\$2,640
\$8,753	1	Transportation, Distribution, & Logistics - MJ Foster Aligned (LCTCS TD)	\$5,769
\$9,509	7	Marine Diesel Engine Tech (LCTCS TD)	\$6,206
\$8,933	14	Transportation, Distribution, & Logistics (LCTCS TD)	\$4,690
\$1,060	1	Water Production, Treatment, AND Distribution Operator I	-\$4,524
\$2,285	93	ProStart National Certificate of Achievement (incl ServSafe Food Handler)	-\$1,459
\$5,513	489	Electrical training ALLIANCE Interim Credential(etA) Levels 1-3	\$1,510
\$5,058	167	Electrical training ALLIANCE Interim Credential(etA) Level 4	\$1,040
\$4,924	143	Electrical training ALLIANCE Interim Credential(etA) Level 5	\$921
\$2,461	82	North America's Building Trades Unions (NABTU) (MC3)	-\$849
\$2,679	27	Autodesk Revit Certified User	-\$924
\$4,185	2	EPA Air Conditioning Employment Ready	\$455
\$4,516	25	EPA Electrical Employment Ready	\$1,112
\$2,137	12	RobotC	-\$1,608
\$2,111	35	Adobe Certified Professional Animate	-\$1,594
\$2,129	58	Adobe Certified Professional After Effects	-\$1,749
\$2,237	365	Adobe Certified Professional Video Design Specialist	-\$1,450
\$1,276	1	Aerospace Manufacturing (LCTCS Associate Degree)	-\$1,145
\$3,670	606	Agricultural Career Development Events (CDE)	-\$831
\$2,008	69	EKG Technician	-\$1,039
\$1,993	50	Phlebotomy Technician	-\$1,228
\$3,578	6	AWS Welding 1G	\$228
\$1,308	5	Adobe Certified Professional Web Design Specialist	-\$1,845
\$2,509	99	American Hotel & Lodging Association – Educational Certified Hospitality and Tourism Management Professional AND Certified Guest Service Professional	-\$710
\$4,752	62	ASE Entry Level Collision Repair & Refinish: Mechanical and Electrical	\$695
\$3,561	95	ASE Entry Level Collision Repair & Refinish: Non-structural Analysis & Damage	-\$26
\$3,581	99	ASE Entry Level Collision Repair & Refinish: Painting and Refinishing	-\$78
\$3,622	70	ASE Entry Level Collision Repair & Refinish: Structural Analysis Damage	-\$134
\$4,940	15	ASE Entry Level Medium/Heavy Truck: Brakes	\$1,310
\$5,307	38	ASE Entry Level Medium/Heavy Truck: Diesel Engines	\$1,680
\$4,814	27	ASE Entry Level Medium/Heavy Truck: Electrical/Electronic Systems	\$1,170
\$4,606	17	ASE Entry Level Medium/Heavy Truck: Suspension & Steering	\$958
\$5,412	18	ASE Entry Level Med/Heavy Truck: Inspection Maintenance & Minor Repair	\$1,764
\$2,365	6	CIW Data Analyst	-\$56
\$1,977	26	I-CAR Platinum: Role: Refinish Technician and Non-Structural Technician	-\$1,675
\$1,839	63	Louisiana Pre-Educator Credential - Basic	-\$1,346
\$1,761	7	Louisiana Pre-Educator Credential - Advanced	-\$885
\$2,069	3	Fundamentals: JavaScript, Functional Programming, Web Development Lvl 3	-\$2,504

\$2,407	1	Oracle Certified Professional (OCP) Java Programmer II	-\$14
\$2,315	4,357	NRF Foundation - Business of Retail: Operations & Profit	-\$955
\$3,282	80	Carpenter International Training Fund (CITF) Career Connections, Millwright Level 1	-\$66
\$4,664	8	Carpenter International Training Fund (CITF) Career Connections, Millwright Level 2	\$794
\$4,213	1,007	Carpenter International Training Fund (CITF) Career Connections, Welding Level 1	\$545
\$4,814	349	Carpenter International Training Fund (CITF) Career Connections, Welding Level 2	\$1,265
\$4,283	1	Fast Forward Apprenticeship: Electrical	-\$3,636
\$11,067	5	Fast Forward Associate of Applied Science: Business Administration (General Concentration)	\$3,642
\$5,125	10	Fast Forward Associate of Applied Science: Business Administration Concentration Hospitality Management	-\$2,793
\$8,757	1	Fast Forward Associate of Applied Science: Business Office Administration	\$4,766
\$12,904	6	Fast Forward Associate of Applied Science: Cloud Computing	\$4,986
\$ 281	1	Fast Forward Technical Diploma: Business Office Technology General Office Concentration	-\$2,703
\$9,757	3	Fast Forward Technical Diploma: Industrial Marine Electronics Technology	\$4,834
\$5,629	2	Fast Forward Technical Diploma: Information Technology	\$707
\$1,524	165	Microsoft Word, PowerPoint, AND Excel	-\$1,702
\$1,765	24	Agricultural Leadership Development Events (LDE)	-\$1,279
\$2,570	8	IFSAC Fire Fighter I	-\$81
\$1,838	22	PYTHON Certification	-\$1,389
\$1,382	5	AutoDesk Fusion 360 Certified User	-\$2,005
\$1,860	863	Ducks Unlimited Ecology Conservation & Management Certification	-\$1,041
\$3,407	3	Architecture & Construction (LCTCS CTC)	\$781
\$2,079	7	Business Management (LCTCS CTC)	-\$592
\$2,086	13	Health Sciences (LCTCS CTC)	-\$532
\$1,842	18	Manufacturing (LCTCS CTC)	-\$616
\$2,412	1	Transportation, Distribution, & Logistics (LCTCS CTC)	-\$573
\$2,570	8	IFSAC Fire Fighter II	-\$81
\$3,162	4	Unity Certified User	\$647
\$1,624	5	Agriculture Mechanics	-\$973
\$2,374	20	App Development with Swift – Certified User	-\$329
\$3,829	465	Act 833	-\$1,409
\$5,261	276	COVID 19 IBC Waiver	-\$1,118
\$5,765	93	2020-21 graduate IBC substitution (WorkKeys Silver or higher)	\$182
\$ 995	1	2021-22 graduate IBC substitution (WorkKeys Silver or higher)	-\$3,927
-	-	No IBC	\$357
\$2,796	-	IBC_Completion_2009	\$3,126
\$5,295	-	IBC_Completion_2010	-\$3,377
\$13,336	-	IBC_Completion_2011	-\$1,335

\$2,780	-	IBC_Completion_2012	\$4,805
\$3,298	-	IBC_Completion_2013	\$5,426
\$6,346	-	IBC_Completion_2014	\$4,635
\$6,271	-	IBC_Completion_2015	\$3,021
\$4,991	-	IBC_Completion_2016	\$1,920
\$5,901	-	IBC_Completion_2017	\$896
\$3,865	-	IBC_Completion_2019	-\$647
\$5,020	-	IBC_Completion_2020	-\$1,439
\$6,627	-	IBC_Completion_2021	-\$2,100
\$6,126	-	IBC_Completion_2022	-\$3,031
\$9,792	-	IBC_Completion_2023	-\$4,038
\$7,715	-	IBC_Completion_2024	-\$4,601
\$7,207	-	IBC_Completion_2025	-\$3,253