

## UNDERSTANDING DIFFERENT TYPES OF CERTIFICATION

It's important to understand there are different types of certification processes that are used by Associations (for recognition of professional status) and by education providers (for achievement of qualifications). The diagram and information below explains these differences.

The different types of certification are:

- Portfolio-based – a peer reviewed process requiring extensive documentation to show competencies are covered either by previous training and or professional experience (sometimes referred to as recognition of prior learning). An exam may be part of the eligibility requirements. *An example is a Certified Emergency Manager CEM® as certified by the International Association of Emergency Managers (IAEM)*
- Competency-based – demonstrated mastery of the required body of knowledge through a combination of assessed qualifications, supervised and relevant practical experience and/or contribution to the industry. *An example is a Certified Practicing Accountant (CPA) who is required to demonstrate foundation and professional level education, plus practical experience as certified by CPA.*
- Curriculum-based – completion of subject based approved programs of study. *An example is a Graduate of the Australian Institute of Company Directors course (GAICD) who has been assessed as meeting the minimum requirements of the course as certified by the AICD.*

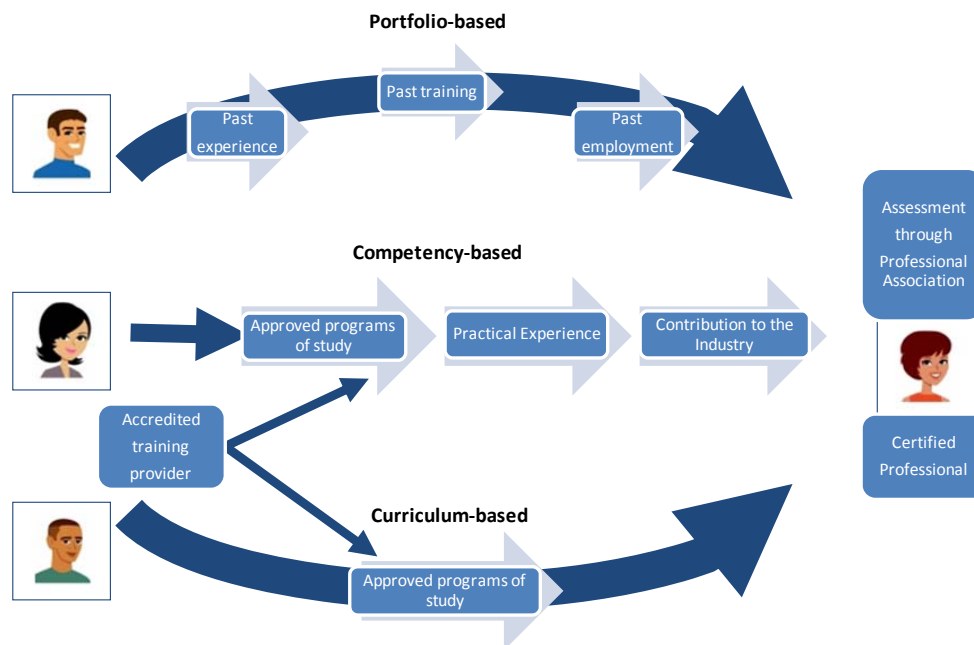


Figure1: Different types of Certification<sup>1</sup>

### ***Transforming an Occupation into a Profession***

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<sup>1</sup> Figure 1: adapted from ELRHA, Professionalising the Humanitarian Sector: a scoping study (2010), p.41