

APPENDIX G: PROMISING CREDENTIALS JANUARY 2024 UPDATE

After the publication of the Promising Credentials in Hawai'i report in February 2023, the public was given the opportunity to submit other credentials via an online form for consideration to be added to the list of Promising Credentials. To determine whether these credential submissions qualified as Promising Credentials based on the report methodology⁹, Hawai'i P-20 and SMS Research conducted an updated labor market data analysis in January 2024, utilizing Hawai'i job postings from December 2022 to December 2023, sourced from Lightcast. The same list of Promising Occupations that met the demand and wage thresholds (see Table 2) was utilized to identify Promising Credentials in the new labor market dataset.

Based on credential submissions from the public and the updated labor market data analysis, **29 new Promising Credentials** were identified that did not appear in the February 2023 Promising Credentials in Hawai'i report (see Table 1). Two of the credential submissions, ParaPro Certification and Substitute Teacher Certification, did not appear in the labor market dataset; however, data from the Hawai'i Department of Education demonstrated that they met the demand and wage thresholds for inclusion as Promising Credentials.

The public may continue to submit credentials for review via the online [Promising Credential Request Form](#). Hawai'i P-20 and SMS Research will conduct the next review of credential submissions and an updated labor market data analysis in summer 2024. Any new Promising Credentials and supporting data will then be published in a new appendix to the February 2023 Promising Credentials in Hawai'i report.

⁹ See Appendix A: Methodology for a detailed description of the report methodology.

The 29 new Promising Credentials identified during the January 2024 credential review and updated labor market data analysis are listed in Table 8 below, along with supporting data. Each credential also has a link to additional information on the credential provider.¹⁰

Table 8: New Promising Credentials Identified in January 2024 Credential Review and Labor Market Data Analysis

Architecture & Construction						
Credential	Prerequisite Education	Age Requirement	Total Associated Occupations	Total Annual Openings	Median Hourly Earnings	Typical Entry Level Education for Associated Occupations
10-Hour OSHA General Industry Card	None	None	22	7,499	\$34.59	High school diploma or equivalent
30-Hour OSHA General Industry Card	None	None	17	4,495	\$34.64	High school diploma or equivalent
Airframe & Powerplant (A&P) Certificate	None	18	22	5,549	\$35.81	High school diploma or equivalent
EPA 608 Technician Certification	None	None	17	6,467	\$35.11	High school diploma or equivalent
Business, Management & Administration						
Credential	Prerequisite Education	Age Requirement	Total Associated Occupations	Total Annual Openings	Median Hourly Earnings	Typical Entry Level Education for Associated Occupations
SHRM-CP (Society for Human Resource Management Certified Professional)	None	None	20	6,709	\$36.77	Bachelor's degree
Education & Training						
Credential	Prerequisite Education	Age Requirement	Total Associated Occupations	Total Annual Openings	Median Hourly Earnings	Typical Entry Level Education for Associated Occupations

¹⁰ For the Promising Credentials identified in the February 2023 Promising Credentials in Hawai'i report, a unique resource page was created and linked for each credential (see Table 1). For Promising Credentials identified in the January 2024 update and any future appendices to the February 2023 report, the website of the credential provider will be linked in lieu of resource pages.

ParaPro Certification	High school diploma or GED	18	1	601 unfilled positions ¹¹	\$18.79 ¹²	High school diploma or GED
Substitute Teacher Certification	High school diploma or GED	18	1	Average 2,502 unfilled jobs per month ¹³	\$20.02 ¹⁴	Postsecondary nondegree award
Health Science						
Credential	Prerequisite Education	Age Requirement	Total Associated Occupations	Total Annual Openings	Median Hourly Earnings	Typical Entry Level Education for Associated Occupations
American Registry for Diagnostic Medical Sonography (ARDMS) Certification	Some postsecondary education	None	14	2,684	\$38.52	Bachelor's degree
American Society for Clinical Pathology (ASCP) Certification	Some postsecondary education	None	17	4,068	\$33.51	Postsecondary nondegree award
Automated External Defibrillator (AED) Certification	None	None	19	7,915	\$30.10	High school diploma or equivalent
Cardiopulmonary Resuscitation (CPR) Certification	None	None	21	7,933	\$30.84	High school diploma or equivalent
Certificate Of Clinical Competence in Speech-Language Pathology (CCC-SLP)	Advanced degree	None	16	4,922	\$38.87	Master's degree
Certified Veterinary Technician	Some postsecondary education	18	7	1,254	\$28.82	Postsecondary nondegree award
Clinical Psychology License	Advanced degree	18	15	4,802	\$36.41	Doctoral or professional degree
Emergency Medical Technician (EMT)	Some postsecondary education	18	18	6,449	\$38.13	Bachelor's degree
First Aid Certification	None	None	20	11,102	\$27.77	High school diploma or equivalent

¹¹ Data on current job vacancies for Educational Assistants from the Hawai'i Department of Education was substituted for data on annual openings.

¹² Hourly earnings for an Educational Assistant I in the Hawai'i Department of Education were substituted for data on median hourly earnings.

¹³ Data on average monthly unfilled substitute teacher positions from July 2022-June 2023 was substituted for data on annual openings.

¹⁴ Hourly earnings for a Class I Substitute Teacher (does not possess a bachelor's degree) in the Hawai'i Department of Education were substituted for data on median hourly earnings.

Patient Identification and Matching Microcredential	None	None	21	7,873	\$33.90	Bachelor's degree
Phlebotomy Certification	High school diploma or GED	None	16	4,180	\$35.90	Postsecondary nondegree award
Physical Therapy Assistant License	Some postsecondary education	18	5	1,187	\$32.62	Postsecondary nondegree award
Registered Behavior Technician (RBT)	High school diploma or GED	18	18	5,801	\$36.48	Bachelor's degree
Registered Pharmacist (RPh)	Advanced degree	18	18	5,170	\$39.88	Doctoral or professional degree
Registered Respiratory Therapist (RRT)	Some postsecondary education	18	17	4,963	\$36.55	Bachelor's degree
Registered Vascular Technologist (RVT)	Some postsecondary education	None	4	252	\$28.52	Associate degree
Speech-Language Pathology License	Advanced degree	18	7	2,932	\$41.96	Master's degree

Human Services

Credential	Prerequisite Education	Age Requirement	Total Associated Occupations	Total Annual Openings	Median Hourly Earnings	Typical Entry Level Education for Associated Occupations
Barber License	High school diploma or GED	16	2	526	\$23.57	Postsecondary nondegree award
Certified Substance Abuse Counselor (CSAC)	Some postsecondary education	None	21	6,307	\$35.76	Bachelor's degree

Information Technology

Credential	Prerequisite Education	Age Requirement	Total Associated Occupations	Total Annual Openings	Median Hourly Earnings	Typical Entry Level Education for Associated Occupations
CompTIA A+	None	13 to take exam	19	5,083	\$37.47	Bachelor's degree
IAT Level III Certification	None	None	20	3,715	\$41.76	Bachelor's degree

Law & Public Safety

Credential	Prerequisite Education	Age Requirement	Total Associated Occupations	Total Annual Openings	Median Hourly Earnings	Typical Entry Level Education for Associated Occupations
Security Guard License	High school diploma or GED	18	12	3,282	\$32.28	Bachelor's degree