

Occupational Educator Licensure

Occupational Licensure Overview

In accordance with [Educator Licensure Rule 0520-02-03-.04](#), occupational licensure includes endorsements in occupational content areas that are focused on preparing students in career and technical content areas (*Health Science 6-12, Cosmetology 6-12, Distribution & Logistics 6-12, etc.*). Occupational endorsements can be granted on an Emergency Credential, known as an **Occupational Permit** or, on an **Occupational Teaching License**. There are two levels of occupational licensure, **Practitioner 3-Year** (initial-level) and **Professional 6-Year**.

This Occupational Licensure Guide covers the following information:

1. [Occupational Permits](#)
2. [Occupational Licensure Pathways](#)
3. [Licensure Renewal, Advancement, and Reactivation](#)
4. [Additional Occupational Endorsements](#)
5. [Occupational Endorsement Requirements](#)

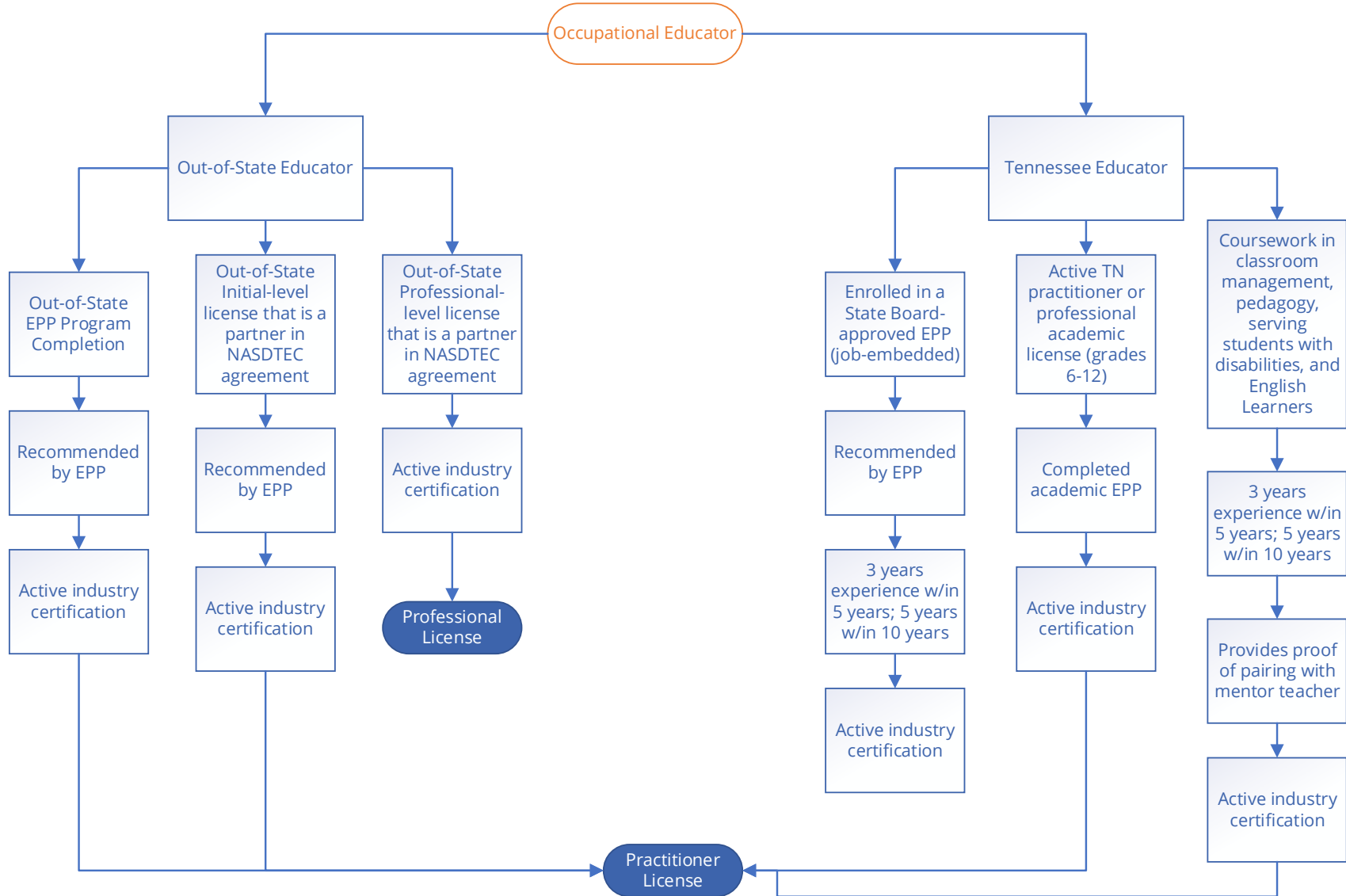
Occupational Permits

Individuals recommended for an occupational permit must meet one of the following pathways:

| | Permit Pathway 1 | Permit Pathway 2 | Permit Pathway 3 |
|--------------------------------|--|--|--|
| Minimum Education | High School Diploma | | |
| Additional Requirements | An active industry certification for the area of endorsement, as defined by the department | A <u>minimum</u> of three (3) years of relevant work experience, completed within the last five (5) years (or five (5) within the last ten (10), in the area of endorsement or equivalent educational attainment, as defined by the department | Is an honorably discharged veteran of the armed forces, who has a minimum of three (3) years of relevant work experience (which can be defined as, but is not limited to, military service, training, and experience), completed within the last five (5) years, in the area of endorsement or equivalent educational attainment, as defined by the department |

Occupational permits are valid until June 30 following the date of issuance and cannot be renewed. An individual may only be issued **one (1)** occupational permit. Occupational permit applications must be submitted by the requesting district on behalf of the educator with documented evidence of a targeted recruitment strategy. **Please note: some occupational areas may require the instructor of record to hold an active industry certification for students to be able to sit for any certification/exam at the end of the course.** Please contact CTE.Questions@tn.gov for additional information.

Occupational Licensure Pathways



Individuals recommended for an occupational license must meet one of the following pathways:

| | In-State | | | Out-of-State | | |
|------------------------------|--|---|--|--|--|--|
| | Practitioner | | | Practitioner | Professional | |
| | Licensure Pathway 1 | Licensure Pathway 2 | Licensure Pathway 3 | Licensure Pathway 1 | Licensure Pathway 2 | Licensure Pathway 1 |
| Minimum Education | High School Diploma | Bachelor's Degree | High School Diploma | High School Diploma | High School Diploma | High School Diploma |
| Licenses Held | N/A | Holds an active Tennessee practitioner academic teacher license or professional academic teacher license with an endorsement covering any of the grades six (6) through twelve (12) | N/A | N/A | Holds a full and valid initial-level license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement | Holds a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement |
| Education Preparation | Be enrolled in a State Board-approved educator preparation program with a job-embedded clinical practice | Has completed a State Board-approved academic educator preparation program | Has completed coursework in classroom management, pedagogy, serving students with disabilities and English learners, and the teacher code of ethics as set forth in § 49-5-5615, from a state board-approved educator preparation provider | Has completed an educator preparation program approved by a state other than Tennessee | Has completed an educator preparation program approved by a state other than Tennessee | N/A |
| Recommendation | Be recommended by the approved educator preparation provider | N/A | N/A | Is recommended by the approved educator preparation provider | Is recommended by the approved educator preparation provider | N/A |
| Experience | Have a minimum of three (3) years of work experience completed within the last five (5) years, five (5) years of relevant work experience, completed within the last ten (10) years, in the area of endorsement or | N/A | Has a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, or three (3) years of relevant work experience, completed within the last five (5) years, in the area of | N/A | N/A | N/A |

| | | | | | | |
|--------------------------------|---|--|--|--|---|---|
| | equivalent education attainment as defined by the department, documented in the Occupational Experience and Qualification Form | | endorsement or equivalent education attainment as defined by the department | | | |
| Industry Certification | Hold an active industry certification for the area of endorsement as defined by the department* | Holds an active industry certification for the area of endorsement as defined by the department* | Holds an active industry certification for the area of endorsement as defined by the department* | Holds an active industry certification for the area of endorsement as defined by the department* | Holds an active industry certification for the area of endorsement as defined by the department* | Holds an active industry certification for the area of endorsement as defined by the department* |
| Additional Requirements | Candidates will submit a CTE Request in TNCompass , along with a completed experience form and documentation of industry certification, for review and approval by the department prior to being recommended for licensure by the educator preparation provider where the candidate will be enrolled in an occupational preparation program | N/A | Provides proof of pairing with a highly effective mentor teacher | Candidates will submit an Out-of-State Practitioner Teacher transaction in TNCompass , along with documentation of industry certification for review by the department and qualifying scores on all required assessments as defined in the Professional Assessments for Tennessee Educators Policy | Candidates will submit an Out-of-State Practitioner Teacher transaction in TNCompass , along with a copy of the initial-level out-of-state license and documentation of industry certification for review by the department | Candidates will submit an Out-of-State Professional Occupational Teacher transaction in TNCompass , along with a copy of the professional-level out-of-state license and documentation of industry certification for review by the department |

***Note: Most occupational endorsements require an active industry certification. Currently, there are three occupational areas that do NOT require an active industry certification: Broadcasting, Public Health, and Supply Chain Management.**

Occupational Teacher Renewal, Advancement, and Reactivation

Practitioner Renewal

To renew a practitioner occupational license, an educator must:

- a. **Practitioner Occupational 1st issuance:** Complete an approved educator preparation program prior to the end of the validity period of the issuance of the practitioner license.
- b. **Practitioner Occupational:**
 - Earn thirty (30) qualifying professional development points as defined in the Educator Licensure Policy 5.502; **and**
 - Hold an active industry certification for the area of endorsement as defined by the department, if applicable.

If the requirements for practitioner license renewal are not met prior to the end of the validity period of the practitioner license, the license shall become inactive.

Professional Occupational Teacher License Renewal

To renew the professional occupational teacher license educators must meet the following requirements:

- a. Earn sixty (60) [professional development points](#) or two (2) years' experience within the license validity period as indicted by SBE [Educator Licensure Policy 5.502](#); **and**
- b. Provide verification of an active industry certification for the area of endorsement as defined by the department, if applicable.

If the educator has not met the requirements for renewal at the end of the validity period of the professional license, then the license shall become inactive. Inactive licenses must be reactivated.

Advancement

To advance from a practitioner occupational teacher license to a professional occupational teacher license, an educator shall meet one of the following sets of requirements:

1. Option 1:
 - (a) Complete three (3) years of [qualifying experience](#) as an educator as defined by the department;
 - (b) Complete a State Board-approved educator preparation program;
 - (c) Earn thirty (30) [professional development points](#), a minimum of twenty (20) which shall come from new teacher training provided by the department as indicated by SBE [Educator Licensure Policy 5.502](#); and
 - (d) Hold an active industry certification for the area of endorsement as defined by the department, if applicable.
2. Option 2:
 - (a) Holds a full and valid professional-level occupational license from a state other than Tennessee that is a partner in the NASDTEC interstate agreement; **and**
 - (b) Holds an active industry certification for the area of endorsement as defined by the department, if applicable.
3. Option 3:
 - (a) Holds a full and valid professional-level Academic Tennessee license; and
 - (b) Holds an active industry certification for the area of endorsement as defined by the department, if applicable.

Reactivation

An occupational teacher license may be reactivated by meeting the following requirements:

- (a) Hold an active industry certification, as determined by the department, for the area of endorsement, if applicable; or
- (b) If the endorsement area does not require a certification, then have a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, or three (3) years of relevant work experience, completed within the last five (5) years, in the area of endorsement or equivalent education attainment as defined by the department; **and**
- (c) Meeting one (1) of the following requirements:

| Practitioner/Apprentice/Other Expired License | Professional Expired License |
|--|---|
| Professional-Level License from a State Other than Tennessee | 60 Professional Development points OR two (2) years' qualifying experience as an educator |
| National Certification | Professional-Level License from a State Other than Tennessee |
| Submission of Current Professional Assessment Scores | National Certification |
| | Submission of Current Professional Assessment Scores |

Adding Occupational Endorsements

Teachers who hold an active professional occupational teacher license may add additional occupational endorsements through one (1) of the following pathways:

- 1. Hold an active industry certification, as determined by the department, for the area of endorsement, if applicable; **or**
- 2. If the endorsement area does not require a certification, then have a minimum of five (5) years of relevant work experience, completed within the last ten (10) years, in the area of endorsement or equivalent education attainment as defined by the department.

Educators who hold an academic teaching license and are pursuing occupational licensure must meet the industry certification or work experience requirements of the area of endorsement sought.

Occupational Endorsement Area Requirements: *Educators must meet ONE option from each section*

| Automotive 6-12 (770) | |
|-------------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <ul style="list-style-type: none"> a. 5 years of relevant work experience, completed within the last 10 years; b. 1 year of work experience, completed within the last 10 years and Associate degree in automotive technology; or c. Bachelor's degree in automotive technology. <p>Example Qualifying Experience: Auto body technician, automotive technician, mechanic, service technician.</p> |
| Industry Certification | Automotive Service Excellence (ASE) A-4, A-5, A-6, and A-8; or G-1. |

| Aviation Ground School 6-12(774) | |
|---|---|
| Minimum Education | High School Diploma |
| Experience | <ul style="list-style-type: none"> a. 5 years of relevant work experience, completed within the last 10 years; b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in aviation/commercial or private pilot; or c. Bachelor's degree in aviation/commercial or private pilot . <p>Example Qualifying Experience: Aircraft flight instructor, pilot.</p> |
| Industry Certification | Federal Aviation Administration Ground Instructor Certificate or Private Pilot License. |

| Aviation Maintenance (782) | |
|-----------------------------------|---|
| Minimum Education | High School Diploma |
| Experience | <ul style="list-style-type: none"> a. 5 years of relevant work experience, completed within the last 10 years; b. 1 year of relevant work experience, completed within the last 10 years and an Associate aviation maintenance; or c. Bachelor's degree in aviation maintenance. <p>Example Qualifying Experience: Aviation maintenance technician, airframe and powerplant mechanic, air crew chief, aircraft maintenance trainer, or avionics technician</p> |
| Industry Certification | FAA Airframe and Powerplant certifications |

| Barbering 6-12 (780) | |
|-------------------------------|--|
| Minimum Education | High School Diploma and completion of a barbering instructor curriculum |
| Experience | 5 years of relevant work experience, completed within the last 10 years. Example Qualifying Experience: barber, cosmetologist. |
| Industry Certification | State Barbering Instructor License (from TN or another state) |

| Broadcasting 6-12 (710) | |
|--------------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 3 years of relevant work experience, completed in the last 10 years and an Associate degree in broadcasting/digital media;</p> <p>c. 1 year of relevant work experience, completed in the last 10 years and a Bachelor's degree in broadcasting/digital media; or</p> <p>d. Master's degree in broadcasting/digital media.</p> <p>Example Qualifying Experience: Audio/video technology, audio/video/DVD networking, broadcaster with production experience, camera operators, electronic concept design and creation, electronic engineering, electronic recording, film and video editors, sound board networking, sound board operations, studio production manager.</p> |
| Industry Certification | N/A |

| Carpentry 6-12 (706) | |
|-------------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an associate degree in building construction; or</p> <p>c. Bachelor's degree in building construction.</p> <p>Example Qualifying Experience: Carpenter, construction project manager, construction superintendent, foreman, general contractor, home repair technician, journeyman, mechanical maintenance technician.</p> |
| Industry Certification | U.S. Department of Labor Office of Apprenticeship Certificate of Completion of Apprenticeship, NOCTI assessment (Carpentry 5265), state contractor license (from TN or another state), or NCCER certifications: Certified Instructor, Core, Carpentry Level 1, and Carpentry Level 2*. *NCCER must have all 4. |

| Collision Repair 6-12 (771) | |
|------------------------------------|---|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years, an Associate degree in collision repair/refinishing; or</p> <p>c. Bachelor's degree in collision repair/refinishing.</p> <p>Example Qualifying Experience: Auto body painter, auto body technician, automotive technician, mechanic.</p> |
| Industry Certification | Automotive Service Excellence (ASE) B-2, B-3, and B-4; or any Inter-Industry Conference on Auto Collision Repair (I-CAR). |

| Concrete/Masonry 6-12 (702) | |
|------------------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years, and an Associate degree in building construction; or</p> <p>c. Bachelor's degree in building construction.</p> <p>Example Qualifying Experience: Cement masons, concrete finishers, concrete operations manager, concrete paving foreman.</p> |
| Industry Certification | <p>U.S. Department of Labor Office of Apprenticeship Certificate of Completion of Apprenticeship, NOCTI assessment (Masonry 5933), state contractor license (from TN or another state), or NCCER certifications: Certified Instructor, Core, Masonry or Concrete Level 1, and Masonry or Concrete Level 2*.</p> <p>*NCCER must have all 4.</p> |

| Cosmetology 6-12 (781) | |
|-------------------------------|---|
| Minimum Education | High School Diploma and completion of a cosmetology instructor curriculum |
| Experience | <p>5 years of relevant work experience, completed within the last 10 years.</p> <p>Example Qualifying Experience: Cosmetologist, barber.</p> |
| Industry Certification | State Cosmetology Instructor license (from TN or another state) |

| Culinary Arts 6-12 (730) | |
|---------------------------------|---|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 3 years of relevant work experience, completed within the last 10 years, and an Associate degree in culinary arts; or</p> <p>c. 1 year of relevant work experience, completed within the last 10 years and a Bachelor's degree in culinary arts.</p> <p>Example Qualifying Experience: Caterer, executive chef, head chef, pastry chef, personal chef, restaurant manager.</p> |
| Industry Certification | Certified Culinary Educator (CCE) Certification, National Registry of Food Safety Professionals , or Serve-Safe . |

| Diesel Technician (783) | |
|--------------------------------|---|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years, and an Associate's degree in Diesel Maintenance or Diesel Technology; or</p> <p>c. Bachelor's degree in Diesel Maintenance or Diesel Technology.</p> <p>Example Qualifying Experience: Diesel maintenance technician, bus and truck mechanic, diesel engine specialist, heavy equipment mechanic, or diesel technician</p> |
| Industry Certification | Automotive Service Excellence (ASE) T-4, ASE T-6, and ASE T-8 |

| Digital Arts & Design 6-12(711) | |
|--|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years, and an Associate degree in graphic design; or</p> <p>c. Bachelor's degree in graphic design.</p> <p>Example Qualifying Experience: Commercial artist, desktop publisher, digital imaging, digital printing, electronic publishing, graphic design, image conversion, page composition, photographer, press operations and finishing.</p> |
| Industry Certification | Adobe Certified Expert Certification , ADDA Certified Digital Designer , or NOCTI assessment (Advertising & Design 5261). |

| Drafting/CAD 6-12 (700) | |
|--------------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in drafting; or</p> <p>c. Bachelor's degree in drafting.</p> <p>Example Qualifying Experience: Architect; individuals with experience in the following areas: manual drafting and computer aided design skills, orthographic projection, scale drawings, technical drawings, two- and three-dimensional drawings.</p> |
| Industry Certification | ADDA Certified Drafter, Autodesk , or Certified Solidworks Associate - Academic |

| Electrical 6-12(701) | |
|-------------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in building construction; or</p> <p>c. Bachelor's degree in building construction and industry certification.</p> <p>Example Qualifying Experience: Electrical engineering technicians, electrical engineers, electricians.</p> |
| Industry Certification | U.S. Department of Labor Office of Apprenticeship Certificate of Completion of Apprenticeship, NOCTI assessment (Electrical 5271), state contractor license (from TN or another state), or NCCER certifications: Certified Instructor, Core, Electrical Level 1, and Electrical Level 2*. *NCCER must have all 4. |

| Fire Safety 6-12 (751) | |
|-------------------------------|---|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in fire science; or</p> <p>c. Bachelor's degree in fire science.</p> <p>Example Qualifying Experience: Firefighter</p> |
| Industry Certification | Fire Fighter Instructor 1 |

| Health Informatics 6-12 (721) | |
|-------------------------------|---|
| Minimum Education | Associate degree or above in endorsement area |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years; or</p> <p>b. Bachelor's degree in health informatics.</p> <p>Example Qualifying Experience: Clinical analyst, data analyst, informatics specialist, medical and health services manager, medical biller, medical coder, pharmacy technician.</p> |
| Industry Certification | CPC-Certified Professional Coder , CCA-Certified Coding Associate , CCS- Certified Coding Specialist , RHIT- Registered Health Information Technician , RHIA-Registered Health Information Administrator , or MCT-Medical Coding Technician . |

| Health Science 6-12 (720) | |
|-------------------------------|--|
| Minimum Education | Associate degree that is related to/led to the candidate's health care license, registration, or certification. |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and a Bachelor's degree that is related to/led to the candidate's health care license; or</p> <p>c. A master's degree that is related to/led to the candidate's health care license.</p> <p>Example Qualifying Experience: Athletic trainer, audiologist, chiropractor, clinical exercise physiologist*, clinical perfusionist, dental hygienist, dentist, diagnostic medical sonographer**, dietitian, EMT Paramedic***, licensed practical nurse, medical laboratory technician, nuclear medicine technologist**, occupational therapist, occupational therapy assistant, optometrist, paramedic, pharmacist, physical therapist, physical therapist assistant, physician, physician's assistant, podiatrist, radiology technician, registered nurse, respiratory therapist, speech therapist, veterinarian.</p> <p>Example Non-Qualifying Experience: Certified dental assistant, medical assistant, nursing assistant, ophthalmic, technician, or personal trainer; advanced emergency medical technician, emergency medical responder, EMT/Advanced EMT***, massage therapist, or phlebotomist.</p> <p><i>*Clinical exercise physiologists are not required to be licensed to practice in TN, so only those who have chosen to become certified are eligible for a Health Science endorsement. American College of Sports Medicine, Certified Clinical Exercise Physiologist credential is required.</i></p> <p><i>**Radiologic technologists, nuclear medicine technologists, and diagnostic medical sonographers are not required to be licensed to practice in TN, but must have a degree in radiologic technology AND a national certification from the American Registry of Radiologic Technologists to practice and be eligible for a Health Science endorsement. Radiology and sonography certificates that are "add-ons" for other allied health professionals are not equivalent.</i></p> <p><i>***EMT/Advanced EMT experience does not qualify; however, EMT Paramedic (EMT-P) experience is eligible.</i></p> |
| Industry Certification | State board of health issued license/certification (from TN or another state); or a license, registration, or certification verified by a national license accreditation agency. |

| HVAC 6-12 (707) | |
|-------------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>d. 5 years of relevant work experience, completed within the last 10 years;</p> <p>e. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in building construction; or</p> <p>f. Bachelor's degree in building construction.</p> <p>Example Qualifying Experience: First-line supervisors of mechanics, HVAC technicians, installers, repairers.</p> |
| Industry Certification | <p>U.S. Department of Labor Office of Apprenticeship Certificate of Completion of Apprenticeship, ESCO Group HVAC Excellence Certification (EPA, Employment Ready, Specialty, Professional Technician, Master Specialist, Certified Subject matter Expert, Certified Master HVAC Educator), or any Refrigeration Service Engineers Society (RSES) Certification, or NCCER certifications: Certified Instructor, Core, HVAC Level 1, and HVAC Level 2*.</p> <p>*NCCER must have all 4.</p> |

| Information Technology 6-12 (740) | |
|-----------------------------------|---|
| Minimum Education | Associate degree or above in endorsement area |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years; or</p> <p>b. Bachelor's degree in endorsement area.</p> <p>Example Qualifying Experience: Business analyst, business intelligence developer, cable technician, computer engineer, computer maintenance, computer networking, computer programmer, computer support specialist, computer system analysis, host web manager, information technology systems manager, IT project manager, network designer, quality assurance software developer, software architect, software developer, technology business analyst, telecommunication technician, web master, web page designer.</p> |
| Industry Certification | A+ , CISCO , CIW , or Network+ . |

| Legal and Protective Services 6-12 (750) | |
|--|---|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 3 years of relevant work experience, completed within the last 10 years and an Associate degree in criminal justice;</p> <p>c. 1 year or relevant work experience, completed within the last 10 years and a Bachelor's degree in criminal justice; or</p> <p>d. Master's degree in criminal justice (or closely-related field) or juris doctorate.</p> <p>Example Qualifying Experience: Correctional officer, crime scene investigator, judge, lawyer, military police, police officer, parole officer, probation officer, sheriff, sheriff's deputy, state or federal bureau of investigation officer, wildlife officer.</p> |
| Industry Certification | NOCTI assessment (Criminal Justice 5269, or Protective Services 5916), Peace Officer Standards & Training (POST) Commission, or state law license (from TN or another state). |

| Manufacturing 6-12 (760) | |
|--------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in manufacturing operations/technology; or</p> <p>c. Bachelor's degree in manufacturing operations/technology.</p> <p>Example Qualifying Experience: Computer aided drafting (CAD), electronic engineer, electronic semi-conductor processor, electronic technician, engineer, industrial maintenance, industrial production manager, machinist, numerical control machine tool programmer, plant manager.</p> |
| Industry Certification | National Institute of Metalworking Skills (NIMS) Certification, Siemens Mechatronic Systems Certification Program (SMSCP) Instructor Certification – Level 1, or U.S. Department of Labor Office of Apprenticeship Certificate of Completion of Apprenticeship. |

| Plumbing 6-12 (703) | |
|------------------------|---|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in building construction; or</p> <p>c. Bachelor's degree in building construction.</p> <p>Example Qualifying Experience: Pipefitter, plumber, steamfitter.</p> |
| Industry Certification | NOCTI assessment (Plumbing 5175), Tennessee Contractor's License , U.S. Department of Labor Office of Apprenticeship Certificate of Completion of Apprenticeship, or NCCER certifications: Certified Instructor, Core, Plumbing Level 1, and Plumbing Level 2*. *NCCER must have all 4. |

| Programming 6-12 (742) | |
|------------------------|--|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last ten 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in endorsement area; or</p> <p>c. Bachelor's degree in endorsement area.</p> <p>Example Qualifying Experience: Business analyst, business intelligence developer, computer programmer, IT project manager, quality assurance software developer, software architect, software developer, technology business analyst.</p> |
| Industry Certification | A+ , Network+ , CIW , or CISCO |

| Public Health 6-12 (722) | |
|--------------------------|--|
| Minimum Education | Bachelor's degree in Public Health or Public Health Administration |
| Experience | <p>5 years of relevant work experience, completed within the last 10 years;</p> <p>Example Qualifying Experience: Environmental engineer, environmental scientist, epidemiologist, health care administrator, health educator, health services manager, HIV/AIDS educator, midwife, public health nurse, quality investigator, refugee coordinator.</p> |
| Industry Certification | N/A |

| Supply Chain Management 6-12 (776) | |
|---|---|
| Minimum Education | High School Diploma |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 3 years of relevant work experience, completed within the last 10 years and an Associate degree in distribution and logistics; or</p> <p>c. 1 year of relevant work experience, completed within the last 10 years, Bachelor's degree in distribution and logistics.</p> <p>Example Qualifying Experience: Buyer/inventory control specialist, distribution manager, engineer, fulfillment manager, logistician, logistics manager, operations analyst, supply chain analyst, transportation coordinator, warehouse manager.</p> |
| Industry Certification | N/A |

| Welding 6-12 (705) | |
|-------------------------------|---|
| Minimum Education | High School diploma or above |
| Experience | <p>a. 5 years of relevant work experience, completed within the last 10 years;</p> <p>b. 1 year of relevant work experience, completed within the last 10 years and an Associate degree in welding/fabrication; or</p> <p>c. Bachelor's degree in welding/fabrication.</p> <p>Example Qualifying Experience: Welders; individuals with experience in blueprint reading, layout, and fabrication using oxy-fuel cutting SMAW, FCAW, GMAW, GTAW processes on various metals.</p> |
| Industry Certification | AWS Certification , U.S. Department of Labor Office of Apprenticeship Certificate of Completion of Apprenticeship, Certified Welding Educator Certification, or NOCTI assessment (Welding 5279). |