

ALABAMA CTE CAREER READINESS INDICATORS

Effective 8/1/25

Career Readiness Indicators (CRI) Overview

Career Readiness Indicators (CRIs) are credentials or certifications available to CTE students declared in programs where technical skills align with industry standards. While CRIs may not be available for all programs, they serve as proof that a CTE student possesses the necessary skills for entry-level employment. It is essential to include CRIs in each student's information file.

Testing and Assessments

Testing for CRIs is at the discretion of the LEA Career and Technical Education (CTE) Director, based on student readiness. Pre-assessments are required to ensure that CTE students are adequately prepared for certification exams. The CTE Director must ensure each program has a structured method to determine student readiness, which should be driven by program data, classroom performance, and skill acquisition within the student's pathway.

Alignment and Attainment

CRIs are listed in the grid by Cluster and Program alignment. College and Career Readiness status is granted for the CRIs listed for each program. Programs must be declared by the LEA at both the school level and for each individual CTE student. The CTE student must be declared in the program at the time of the administration of the CRI. CRIs may be offered to any CTE student enrolled and declared in a program with sequenced courses that align with the Alabama Course of Study. **Only the credentials on this list can be used to meet the College and Career Readiness requirements of the Alabama High School Diploma regarding post-secondary credentials.**

Roles and Responsibilities

The Program Teacher, CTE Director, and local program Advisory Committee should:

- Review the Alabama State Department of Education (ALSDE) Career Readiness Indicators list to identify appropriate third-party credentials or licenses for each declared program.
- Select the CRI best suited for the declared program, students, and local industry needs.

New CRI Procedure

The CRI list is reviewed and approved annually by the ALSDE. New CRIs may be added when local labor market data justifies the need for new credentials. Recommendations for new CRIs must be submitted by the CTE Director utilizing the [CTE Grant Portal](#). Submissions through any other means will not be considered. Be sure to check the revision date of this document to ensure it is the most up-to-date version.

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CLUSTER: AGRICULTURE, FOOD, AND NATURAL RESOURCES	
Program	Career Readiness Indicators
Animal Science	<ul style="list-style-type: none"> ➤ Adult Beef Quality Assurance (The following three areas required): <ol style="list-style-type: none"> 1. Cow/Calf 2. Stocker/Backgrounder 3. Feedyard ➤ American Meat Science Association (AMSA) Food Safety and Science Certification ➤ American Meat Science Association (AMSA) Meat Evaluation Certification ➤ Aquaculture Training and Online Learning (ATOLL) Aquaculture or Aquaponics ➤ Biotechnician – Skills for Success ➤ Drone Operator – Skills for Success ➤ Elanco Fundamentals of Animal Science Certification ➤ Elanco Veterinary Medical Applications Certification ➤ FAA Part 107 ➤ Forklift – Skills for Success ➤ MSSC – Certified Production Technician (CPT): Each module will count as a CRI. The CPT 4.0 program consists of five individual certificate assessments: <ol style="list-style-type: none"> 1. Safety 2. Quality Practices & Measurement 3. Manufacturing Processes & Production 4. Maintenance Awareness ➤ NCCER Core (Module 6 is an elective and not required for CRI) ➤ National Collegiate Livestock Coaches Association (NCLCA) Principles of Livestock Selection and Evaluation ➤ National Horse Judging Team Coaches Association (NHJTCA) Equine Management and Evaluation ➤ Skid Steer – Skills for Success ➤ Veterinarian Assistant – Skills for Success
Environmental and Natural Resources	<ul style="list-style-type: none"> ➤ Biotechnician – Skills for Success ➤ Bulldozer – Skills for Success ➤ Drone Operator – Skills for Success ➤ Ducks Unlimited Ecology Conservation and Management Certification ➤ Excavator Operator – Skills for Success ➤ FAA Part 107 ➤ Forestry Worker Certification ➤ Integrated Pest Management Certification ➤ Land Survey Helper – Skills for Success ➤ MSSC – Certified Production Technician (CPT): Each module will count as a CRI. The CPT 4.0 program consists of five individual certificate assessments: <ol style="list-style-type: none"> 1. Safety 2. Quality Practices & Measurement 3. Manufacturing Processes & Production 4. Maintenance Awareness ➤ NCCER Core (Module 6 is an elective and not required for CRI) ➤ Nursery & Landscape Worker ➤ Sawmill Worker Credentialing Program ➤ Skid Steer – Skills for Success ➤ Tree Surgery (TS) Permit ➤ Urban Forestry Technician ➤ Water Treatment Operator Grade 2 – Skills for Success

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Program	Career Readiness Indicators
General Agriculture	<ul style="list-style-type: none"> ➤ Adult Beef Quality Assurance (The following three areas required): <ol style="list-style-type: none"> 1. Cow/Calf 2. Stocker/Backgrounder 3. Feedyard ➤ Biotechnician – Skills for Success ➤ Briggs and Stratton Technician (Two of the following areas required) <ol style="list-style-type: none"> 1. Theory of Operation 2. Carburetors and Fuel Systems 3. Governors 4. Compression 5. Ignition Systems ➤ Bulldozer – Skills for Success ➤ Carpentry Helper – Skills for Success ➤ Construction and Skilled Trade Assessment (CAST) ➤ Drone Operator – Skills for Success ➤ Ducks Unlimited Ecology Conservation and Management Certification ➤ Electrical Helper – Skills for Success ➤ Excavator Operator – Skills for Success ➤ FAA Part 107 ➤ Forestry Worker Certification ➤ Forklift – Skills for Success ➤ Home Builders Association of Alabama Residential Construction Skills Certification ➤ Integrated Pest Management Certification ➤ Landscape Design (LD) Permit ➤ Landscape Design and Plant Materials Certification ➤ Landscape Management Technician ➤ Land Survey Helper – Skills for Success ➤ MSSC – Certified Production Technician (CPT): Each module will count as a CRI. The CPT 4.0 program consists of five individual certificate assessments: <ol style="list-style-type: none"> 1. Safety 2. Quality Practices & Measurement 3. Manufacturing Processes & Production 4. Maintenance Awareness ➤ NCCER Core (Module 6 is an elective and not required for CRI) ➤ Nursery & Landscape Worker – Skills for Success ➤ Plumbing Helper – Skills for Success ➤ Sawmill Worker Credentialing Program ➤ Skid Steer – Skills for Success ➤ Specialty Crops ➤ Urban Forestry Technician ➤ Water Treatment Operator Grade 2 - Skills for Success

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Program	Career Readiness Indicators
Industrial Agriculture	<ul style="list-style-type: none">➤ Asphalt Roller – Skills for Success➤ Biotechnician – Skills for Success➤ Briggs and Stratton Technician (Two of the following areas required)<ul style="list-style-type: none">1. Theory of Operation2. Carburetors and Fuel Systems3. Governors4. Compression5. Ignition Systems➤ Bulldozer – Skills for Success➤ Carpentry Helper – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Drone Operator – Skills for Success➤ Electrical Helper – Skills for Success➤ Excavator Operator- Skills for Success➤ FAA Part 107➤ Forestry Worker Certification➤ Forklift – Skills for Success➤ Home Builders Association of Alabama Residential Construction Skills Certification➤ Land Survey Helper – Skills for Success➤ Meat Cutter – Skills for Success➤ MSSC – Certified Production Technician (CPT): Each module will count as a CRI. The CPT 4.0 program consists of five individual certificate assessments:<ul style="list-style-type: none">1. Safety2. Quality Practices & Measurement3. Manufacturing Processes & Production4. Maintenance Awareness➤ NCCER Carpentry Level 1➤ NCCER Core (Module 6 is an elective and not required for CRI)➤ NCCER Welding Level 1➤ Plumbing Helper – Skills for Success➤ Skid Steer – Skills for Success

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Plant Science	<ul style="list-style-type: none">➤ American Meat Science Association (AMSA) Food Safety and Science Certification➤ BASF Plant Science Certification➤ Biotechnician – Skills for Success➤ Bulldozer – Skills for Success➤ Excavator Operator – Skills for Success➤ Drone Operator – Skills for Success➤ FAA Part 107➤ Forestry Worker Certification➤ Forklift – Skills for Success➤ Integrated Pest Management Certification➤ Landscape Design (LD) Permit➤ Landscape Design and Plant Materials Certification➤ Landscape Management Technician➤ Land Survey Helper – Skills for Success➤ MSSC – Certified Production Technician (CPT): Each module will count as a CRI. The CPT 4.0 program consists of five individual certificate assessments:<ul style="list-style-type: none">1. Safety2. Quality Practices & Measurement3. Manufacturing Processes & Production4. Maintenance Awareness➤ NCCER Core (Module 6 is an elective and not required for CRI)➤ Nursery & Landscape Worker – Skills for Success➤ Sawmill Worker Credentialing Program➤ Setting of Landscape Plants (SLP) Permit➤ Skid Steer – Skills for Success➤ Specialty Crops➤ Tree Surgery (TS) Permit➤ Turfgrass Management Certification➤ Urban Forestry Technician

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CLUSTER: ARCHITECTURE AND CONSTRUCTION	
Program	Career Readiness Indicators
Construction Technology	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Asphalt Roller – Skills for Success➤ Bulldozer – Skills for Success➤ Carpentry Helper – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Electrical Helper – Skills for Success➤ Excavator – Skills for Success➤ Flooring Installer – Skills for Success➤ Home Builders Association of Alabama Residential Construction Skills Certification➤ Mastering the Customer Experience – Skills for Success➤ NCCER Cabinetmaking Level 1➤ NCCER Carpentry Level 1➤ NCCER Construction Technology Level 1➤ NCCER Core (Module 6 is an elective and not required for CRI)➤ OSHA 30➤ Plumbing Helper – Skills for Success➤ Skid Steer – Skills for Success
Electrical	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Asphalt Roller – Skills for Success➤ Bulldozer – Skills for Success➤ Carpentry Helper – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Electrical Helper – Skills for Success➤ Excavator – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ NCCER Core (Module 6 is an elective and not require for CRI)➤ NCCER Electrical Level 1➤ OSHA 30➤ Skid Steer – Skills for Success
Heating, Ventilation, and Air Conditioning	<ul style="list-style-type: none">➤ Air Conditioning, Heating, and Refrigeration Institute (AHRI) ICE - Residential Core➤ Alabama Certified Employee (ACE)➤ Asphalt Roller – Skills for Success➤ Bulldozer – Skills for Success➤ Carpentry Helper – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Electrical Helper – Skills for Success➤ EPA Card➤ Excavator – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ NCCER Core (Module 6 is an elective and not required for CRI)➤ NCCER HVAC Level 1➤ OSHA 30➤ Skid Steer – Skills for Success

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Program	Career Readiness Indicators
Masonry	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Asphalt Roller – Skills for Success➤ Bulldozer – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Excavator – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ NCCER Core (Module 6 is an elective and not required for CRI)➤ NCCER Masonry Level 1➤ OSHA 30➤ Skid Steer – Skills for Success
Plumbing	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Asphalt Roller – Skills for Success➤ Bulldozer – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Excavator – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ NCCER Core (Module 6 is an elective and not required for CRI)➤ NCCER Pipefitting Level 1➤ NCCER Plumbing Level 1➤ OSHA 30➤ Plumbing Helper – Skills for Success➤ Skid Steer – Skills for Success
Technical Design	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Autodesk- AutoCAD Certified User➤ Autodesk Fusion 360 Certified User➤ Autodesk- Inventor Certified User➤ Autodesk- Revit Certified User➤ Construction and Skilled Trade Assessment (CAST)➤ Land Survey Helper – Skills for Success➤ OSHA 30➤ Solid Edge Certified Associate➤ SolidWorks Associate
Utility Line Worker	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Asphalt Roller – Skills for Success➤ Bulldozer – Skills for Success➤ CDL A – Skills for Success➤ CDL B – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Excavator – Skills for Success➤ Fiber Optics Technician and Installer – Skills for Success➤ Land Survey Helper – Skills for Success➤ NCCER Core (Module 6 is an elective and not required for CRI)➤ OSHA 30➤ Skid Steer – Skills for Success

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Program	Career Readiness Indicators
Welding	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Asphalt Roller – Skills for Success➤ AWS Certifications (one or more areas):<ul style="list-style-type: none">▪ FCAW 3-G uphill progression D1.1▪ GMAW 3-G uphill progression D1.1▪ GTAW 3-G uphill progression (aluminum) D1.2▪ GTAW 3-G uphill progression (steel)▪ SMAW 3-G uphill progression D1.1➤ Bulldozer – Skills for Success➤ Construction and Skilled Trade Assessment (CAST)➤ Excavator – Skills for Success➤ NCCER Core (Module 6 is an elective and not required)➤ NCCER Welding Level 1➤ OSHA 30➤ Skid Steer – Skills for Success

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CLUSTER: ARTS, A/V TECHNOLOGY, AND COMMUNICATIONS	
Program	Career Readiness Indicators
Entertainment and Media	<ul style="list-style-type: none"> ➤ Adobe Certified Professional – After Effects ➤ Adobe Certified Professional – Dreamweaver ➤ Adobe Certified Professional –Illustrator ➤ Adobe Certified Professional – InDesign ➤ Adobe Certified Professional –Photoshop ➤ Adobe Certified Professional – Premiere Pro ➤ Apple Aperture – Certified Pro– Level One ➤ Apple Certified Pro – Final Cut Pro, Level One ➤ Apple Motion – Certified Pro-Level One ➤ Autodesk 3ds Max Certified User ➤ Autodesk– Maya Certified User ➤ Certified Broadcast Technologist ➤ Certified Professional Photographer ➤ Drone Operator – Skills for Success ➤ FAA Part 107
Printing Technologies	<ul style="list-style-type: none"> ➤ Adobe Certified Professional – After Effects ➤ Adobe Certified Professional –Dreamweaver ➤ Adobe Certified Professional – Illustrator ➤ Adobe Certified Professional – InDesign ➤ Adobe Certified Professional –Photoshop ➤ Adobe Certified Professional – Premiere Pro ➤ Avery Dennison – Certified Wrap Installer
Visual Arts	<ul style="list-style-type: none"> ➤ Adobe Certified Professional – After Effects ➤ Adobe Certified Professional – Animate ➤ Adobe Certified Professional – Dreamweaver ➤ Adobe Certified Professional –Illustrator ➤ Adobe Certified Professional – InDesign ➤ Adobe Certified Professional –Photoshop ➤ Adobe Certified Professional – Premiere Pro ➤ Autodesk 3ds Max Certified User ➤ Autodesk– AutoCAD Certified User ➤ Autodesk– Fusion 360 Certified User ➤ Autodesk– Inventor Certified User ➤ Autodesk– Maya Certified User ➤ Autodesk– Revit Certified User ➤ Avery Dennison – Certified Wrap Installer ➤ Certified Internet Webmaster E-Commerce ➤ Certified Internet Webmaster Enterprise Developer ➤ Certified Internet Webmaster Site Designer ➤ Certified Professional Photographer ➤ Drone Operator – Skills for Success ➤ FAA Part 107 ➤ Microsoft Certified Professional + Internet (MCP+I) ➤ Microsoft Certified Professional Site Building (MCP+ Site Building) ➤ Smith Micro Software: Anime Studio Pro/Moho ➤ Solid Edge Certified Associate ➤ SolidWorks Associate

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CLUSTER: BUSINESS MANAGEMENT AND ADMINISTRATION	
Program	Career Readiness Indicators
Business Administrative Services	<ul style="list-style-type: none">➤ Adobe Certified Associate (ACA) – Dreamweaver➤ Adobe Certified Associate (ACA) – Illustrator➤ Adobe Certified Associate (ACA) – InDesign➤ Adobe Certified Associate (ACA) – Photoshop➤ Adobe Certified Associate (ACA) – Premier Pro➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ ASK Institute – Fundamental Business Concepts➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Certiport – Critical Career Skills: Professional Communication➤ Customer Service – Skills for Success➤ IC3 Global Standard 6 (or higher) Three Exams Required➤ Mastering the Customer Experience – Skills for Success➤ Microsoft Office – Access Expert 2019/O365➤ Microsoft Office – Excel Expert 2019/O365➤ Microsoft Office – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate

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CLUSTER: BUSINESS MANAGEMENT AND ADMINISTRATION	
Program	Career Readiness Indicators
Business Information Technology	<ul style="list-style-type: none">➤ Adobe Certified Professional – Dreamweaver➤ Adobe Certified Professional – Illustrator➤ Adobe Certified Professional – InDesign➤ Adobe Certified Professional – Photoshop➤ Adobe Certified Professional – Premier Pro➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ ASK Institute – Fundamental Business Concepts➤ Certified Internet Web (CIW) – JavaScript Specialist➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Certiport Information Technology Specialist (ITS) – Databases➤ Certiport Information Technology Specialist (ITS) – HTML & CSS➤ Certiport Information Technology Specialist (ITS) – HTML5 Application Development➤ Certiport Information Technology Specialist (ITS) – Java➤ Certiport Information Technology Specialist (ITS) – JavaScript➤ Certiport Information Technology Specialist (ITS) – Python➤ Certiport Information Technology Specialist (ITS) – Software Development➤ Fiber Optics Technician and Installer – Skills for Success➤ IC³ – Global Standard 6 (or higher) – Three Exams Required➤ Microsoft Office Specialist – Access Expert 2019/O365➤ Microsoft Office Specialist – Excel Expert 2019/O365➤ Microsoft Office Specialist – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS)– Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate➤ Oracle Certified Associate (OCA) – Java Programmer

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Program	Career Readiness Indicators
Management	<ul style="list-style-type: none">➤ Adobe Certified Professional – Dreamweaver➤ Adobe Certified Professional – Illustrator➤ Adobe Certified Professional – InDesign➤ Adobe Certified Professional – Photoshop➤ Adobe Certified Professional – Premier Pro➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ ASK Institute – Fundamental Business Concepts➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Certiport Information Technology Specialist (ITS) – Databases➤ IC³ – Global Standard 6 (or higher) – Three Exams Required➤ Microsoft Office Specialist – Access Expert 2019/O365➤ Microsoft Office Specialist – Excel Expert 2019/O365➤ Microsoft Office Specialist – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate➤ National Retail Federation – National Professional Certification in Customer Service and Sales

CLUSTER: EDUCATION AND TRAINING	
Program	Career Readiness Indicators
Early Childhood Education	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ ASK Institute – Concepts of Business Management➤ Child Development Associate (CDA)➤ Customer Service – Skills for Success➤ ETS ParaPro Assessment (must meet or exceed established cut score of 457)➤ ETS Praxis Core Academic Skills (Must pass Reading, Writing, and Mathematics)➤ Google Educator Certification (Levels 1 and 2 Required)➤ Mastering the Customer Experience – Skills for Success➤ Praxis II – Principles of Learning and Teaching: Early Childhood➤ ServSafe Manager➤ Teaching Strategies Gold
Educators in Training	<ul style="list-style-type: none">➤ Customer Service – Skills for Success➤ ETS ParaPro Assessment (must meet or exceed established cut score of 457)➤ ETS Praxis Core Academic Skills (Must pass Reading, Writing, and Mathematics)➤ Google Educator Certification (Levels 1 and 2 Required)➤ Mastering the Customer Experience – Skills for Success➤ Praxis II – Principles of Learning and Teaching: Grades K-6➤ Praxis II – Principles of Learning and Teaching: Grades 7-12

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CLUSTER: FINANCE	
Program	Career Readiness Indicators
Accounting	<ul style="list-style-type: none">➤ ASK Institute – Concepts of Finance➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Certiport Information Technology Specialist (ITS) – Databases➤ IC³ – Global Standard 6 (or higher) – Three Exams Required➤ Intuit QuickBooks Certified User➤ Microsoft Office Specialist – Access Expert 2019/O365➤ Microsoft Office Specialist – Excel Expert 2019/O365➤ Microsoft Office Specialist – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate
Financial Management	<ul style="list-style-type: none">➤ ASK Institute – Concepts of Finance➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Certiport Information Technology Specialist (ITS) – Databases➤ Customer Service – Skills for Success➤ IC³ – Global Standard 6 (or higher) – Three Exams Required➤ Intuit Personal Finance➤ Intuit QuickBooks Certified User➤ Mastering the Customer Experience – Skills for Success➤ Microsoft Office Specialist – Access Expert 2019/O365➤ Microsoft Office Specialist – Excel Expert 2019/O365➤ Microsoft Office Specialist – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate

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Program	Career Readiness Indicators
Insurance	<ul style="list-style-type: none">➤ ASK Institute – Concepts of Finance➤ Certified Insurance Service Representative➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Customer Service – Skills for Success➤ IC³ – Global Standard 6 (or higher) – Three Exams Required➤ Intuit Personal Finance➤ Intuit QuickBooks Certified User➤ Mastering the Customer Experience – Skills for Success➤ Microsoft Office Specialist – Access Expert 2019/O365➤ Microsoft Office Specialist – Excel Expert 2019/O365➤ Microsoft Office Specialist – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate
National Academy of Finance (NAF)	<ul style="list-style-type: none">➤ ASK Institute – Concepts of Finance➤ IC³ – Global Standard 6 (or higher) – Three Exams Required➤ Intuit QuickBooks Certified User➤ Microsoft Office Specialist – Access Expert 2019/O365➤ Microsoft Office Specialist – Excel Expert 2019/O365➤ Microsoft Office Specialist – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate

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CLUSTER: GOVERNMENT AND PUBLIC ADMINISTRATION	
Program	Career Readiness Indicators
Air Force JROTC	<ul style="list-style-type: none">➤ Air Force JROTC Certificate➤ Asphalt Roller Operator – Skills for Success➤ Bulldozer Operator– Skills for Success➤ CDL Class A – Skills for Success➤ CDL Class B – Skills for Success➤ Drone Operator – Skills for Success➤ Excavator Operator – Skills for Success➤ FAA Part 107➤ Fiber Optics Technician and Installer – Skills for Success➤ Forklift Operator– Skills for Success➤ JROTC NOCTI- Leadership and Employability Skills➤ Skid Steer Operator– Skills for Success
Army JROTC	<ul style="list-style-type: none">➤ Army JROTC Certificate➤ Asphalt Roller Operator – Skills for Success➤ Bulldozer Operator– Skills for Success➤ CDL Class A – Skills for Success➤ CDL Class B – Skills for Success➤ Drone Operator – Skills for Success➤ Excavator Operator – Skills for Success➤ FAA Part 107➤ Fiber Optics Technician and Installer – Skills for Success➤ Forklift Operator– Skills for Success➤ JROTC NOCTI- Leadership and Employability Skills➤ Skid Steer Operator– Skills for Success
Coast Guard JROTC	<ul style="list-style-type: none">➤ Asphalt Roller Operator – Skills for Success➤ Bulldozer Operator– Skills for Success➤ Coast Guard JROTC Certificate➤ CDL Class A – Skills for Success➤ CDL Class B – Skills for Success➤ Drone Operator – Skills for Success➤ Excavator Operator – Skills for Success➤ FAA Part 107➤ Fiber Optics Technician and Installer – Skills for Success➤ Forklift Operator– Skills for Success➤ JROTC NOCTI- Leadership and Employability Skills➤ Skid Steer Operator– Skills for Success
Marine Corps JROTC	<ul style="list-style-type: none">➤ Asphalt Roller Operator – Skills for Success➤ Bulldozer Operator– Skills for Success➤ CDL Class A – Skills for Success➤ CDL Class B – Skills for Success➤ Drone Operator – Skills for Success➤ Excavator Operator – Skills for Success➤ FAA Part 107➤ Fiber Optics Technician and Installer – Skills for Success➤ Forklift Operator– Skills for Success➤ JROTC NOCTI- Leadership and Employability Skills➤ Marine Corps JROTC Certificate➤ Skid Steer Operator– Skills for Success

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CLUSTER: GOVERNMENT AND PUBLIC ADMINISTRATION	
Program	Career Readiness Indicators
Navy JROTC	<ul style="list-style-type: none">➤ Asphalt Roller Operator – Skills for Success➤ Bulldozer Operator– Skills for Success➤ CDL Class A – Skills for Success➤ CDL Class B – Skills for Success➤ Drone Operator – Skills for Success➤ Excavator Operator – Skills for Success➤ FAA Part 107➤ Fiber Optics Technician and Installer – Skills for Success➤ Forklift Operator– Skills for Success➤ JROTC NOCTI- Leadership and Employability Skills➤ Navy JROTC Certificate➤ Skid Steer Operator– Skills for Success
Space Force JROTC	<ul style="list-style-type: none">➤ Asphalt Roller Operator – Skills for Success➤ Bulldozer Operator– Skills for Success➤ CDL Class A – Skills for Success➤ CDL Class B – Skills for Success➤ Drone Operator – Skills for Success➤ Excavator Operator – Skills for Success➤ FAA Part 107➤ Fiber Optics Technician and Installer – Skills for Success➤ Forklift Operator– Skills for Success➤ JROTC NOCTI- Leadership and Employability Skills➤ Skid Steer Operator– Skills for Success➤ Space Force JROTC Certificate

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CLUSTER: HEALTH SCIENCE	
Program	Career Readiness Indicators
Health Science	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Alabama Fire College Public Safety Telecommunicator ➤ Ambulance Operator – Skills for Success ➤ BACE – Biotechnology Aptitude and Competency Exam ➤ BLS Instructor ➤ Certified Billing and Coding Specialist (CBCS) ➤ Certified Clinical Medical Assistant (CCMA) ➤ Certified EKG Technician (CET) ➤ Certified Electronic Health Records Specialist (CEHRS) ➤ Certified Medical Administrative Assistant (CMAA) ➤ Certified Nursing Assistant (CNA) ➤ Certified Patient Care Technician/Assistant (CPCTA) ➤ Certified Pharmacy Technician (CPhT) ➤ Community Health Worker – Skills for Success ➤ Elanco Veterinary Medical Applications Certification ➤ Emergency Medical Dispatcher (EMD) ➤ Lifeguard Certification (American Lifeguard Association or American Red Cross) ➤ Mental Health Worker – Skills for Success ➤ National Academy of Sports Medicine Certified Personal Trainer (NASM-CPT) ➤ National Emergency Medical Responder (EMR) ➤ National Emergency Medical Technician (EMT) ➤ Nursing Support Technician – Certified ➤ Veterinarian Assistant – Skills for Success
Project Lead the Way (PLTW) – Biomedical Sciences	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Alabama Fire College Public Safety Telecommunicator ➤ Ambulance Operator – Skills for Success ➤ BACE – Biotechnology Aptitude and Competency Exam ➤ BLS Instructor ➤ Certified Billing and Coding Specialist (CBCS) ➤ Certified Clinical Medical Assistant (CCMA) ➤ Certified EKG Technician (CET) ➤ Certified Electronic Health Records Specialist (CEHRS) ➤ Certified Medical Administrative Assistant (CMAA) ➤ Certified Nursing Assistant (CNA) ➤ Certified Patient Care Technician/Assistant (CPCTA) ➤ Certified Pharmacy Technician (CPhT) ➤ Community Health Worker – Skills for Success ➤ Elanco Veterinary Medical Applications Certification ➤ Emergency Medical Dispatcher (EMD) ➤ Lifeguard Certification (American Lifeguard Association or American Red Cross) ➤ Mental Health Worker – Skills for Success ➤ National Academy of Sports Medicine Certified Personal Trainer (NASM-CPT) ➤ National Emergency Medical Responder (EMR) ➤ National Emergency Medical Technician (EMT) ➤ Nursing Support Technician – Certified ➤ Veterinarian Assistant – Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS

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CLUSTER: HOSPITALITY AND TOURISM	
Program	Career Readiness Indicators
Food and Beverage Services	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Barista – Skills for Success ➤ Customer Service – Skills for Success ➤ Food and Beverage – Skills for Success ➤ Mastering the Customer Experience – Skills for Success ➤ Meat Cutter – Skills for Success ➤ ProStart National Certificate (must pass the final exam for Year 1 and Year 2, complete 400 hours of mentored work experience, and apply for the credential) ➤ ServSafe Manager
Lodging	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Certified Front Desk Representative ➤ Certified Hospitality and Tourism Professional (must pass the final exam for Year 1 and Year 2, complete 100 hours of work experience, and apply for the credential) ➤ Customer Service – Skills for Success ➤ Flawless Delivery + Hotel Operations – Skills for Success (must obtain both) ➤ Hotel Operations – Skills for Success ➤ Mastering the Customer Experience – Skills for Success ➤ ServSafe Manager
Sports, Recreation and Attractions	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Certified Front Desk Representative ➤ Certified Hospitality and Tourism Professional (must pass the final exam for Year 1 and Year 2, complete 100 hours of work experience, and apply for the credential) ➤ Customer Service – Skills for Success ➤ Flawless Delivery + Hotel Operations – Skills for Success (must obtain both) ➤ Food and Beverage – Skills for Success ➤ Hotel Operations – Skills for Success ➤ Mastering the Customer Experience – Skills for Success ➤ ServSafe Manager
Travel and Tourism	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Certified Front Desk Representative ➤ Certified Hospitality and Tourism Professional (must pass the final exam for Year 1 and Year 2, complete 100 hours of work experience, and apply for the credential) ➤ Customer Service – Skills for Success ➤ Flawless Delivery + Hotel Operations – Skills for Success (must obtain both) ➤ Food and Beverage – Skills for Success ➤ Hotel Operations – Skills for Success ➤ Mastering the Customer Experience – Skills for Success ➤ ServSafe Manager

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: HUMAN SERVICES	
Program	Career Readiness Indicators
Clothing, Textiles, and Interior Design	<ul style="list-style-type: none">➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ Customer Service – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ National Retail Federation – National Professional Certification in Customer Service and Sales
Consumer Services	<ul style="list-style-type: none">➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ Customer Service – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ National Retail Federation – National Professional Certification in Customer Service and Sales
Family Studies and Community Services	<ul style="list-style-type: none">➤ Customer Service – Skills for Success➤ Food and Beverage – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ ServSafe Food Handler➤ ServSafe Manager
Nutrition and Wellness	<ul style="list-style-type: none">➤ Customer Service – Skills for Success➤ Food and Beverage – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ ServSafe Food Handler➤ ServSafe Manager

CLUSTER: HUMAN SERVICES	
Program	Career Readiness Indicators
Cosmetology and Barbering	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Barber Licensure➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Cosmetologist Licensure➤ Mastering the Customer Experience – Skills for Success➤ Esthetician Licensure➤ Manicurist Licensure➤ National Retail Federation – National Professional Certification in Customer Service and Sales➤ Natural Hairstylist Licensure

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: INFORMATION TECHNOLOGY	
Program	Career Readiness Indicators
Computer Science	<ul style="list-style-type: none">➤ Certified Internet Web (CIW) – JavaScript Specialist➤ Certiport Information Technology Specialist (ITS) Artificial Intelligence➤ Certiport Information Technology Specialist (ITS) Databases➤ Certiport Information Technology Specialist (ITS) HTML5 Application Development➤ Certiport Information Technology Specialist (ITS) Java➤ Certiport Information Technology Specialist (ITS) JavaScript➤ Certiport Information Technology Specialist (ITS) Python➤ Certiport Information Technology Specialist (ITS) Software Development➤ CompTIA Competency in Tech+➤ CompTIA Tech+➤ Drone Operator – Skills for Success➤ FAA Part 107➤ Microsoft Azure AI Fundamentals➤ Microsoft Azure Data Fundamentals➤ Microsoft Azure Fundamentals➤ Microsoft Office Specialist- Access Expert 2019➤ Microsoft Office Specialist- Excel Expert 2019/O365➤ Microsoft Power Platform Fundamentals➤ Oracle Certified Associate (OCA) – Java Programmer
Cybersecurity and Infrastructure	<ul style="list-style-type: none">➤ Certiport Information Technology Specialist (ITS) Cloud Computing➤ Certiport Information Technology Specialist (ITS) Cybersecurity➤ Certiport Information Technology Specialist (ITS) Networking➤ Cisco Certified Support Technician Cybersecurity➤ CompTIA Competency in Linux+➤ CompTIA Competency in Network+➤ CompTIA Competency in Networking with Cisco Devices➤ CompTIA Competency in Security+➤ CompTIA Competency in Tech+➤ CompTIA Linux+➤ CompTIA Network+➤ CompTIA Security+➤ CompTIA Tech+➤ Drone Operator – Skills for Success➤ FAA Part 107➤ Microsoft 365 Fundamentals➤ Microsoft Azure AI Fundamentals➤ Microsoft Azure Data Fundamentals➤ Microsoft Dynamics 365 Fundamentals CRM➤ Microsoft Dynamics 365 Fundamentals ERP➤ Microsoft Power Platform Fundamentals➤ Microsoft Security, Compliance, and Identity Fundamentals

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: INFORMATION TECHNOLOGY	
Program	Career Readiness Indicators
Information Technology Support and Services	<ul style="list-style-type: none">➤ Certified Electronics Technician (CETa)➤ Certiport Information Technology Specialist (ITS) – Device Configuration and Management➤ Certiport Information Technology Specialist (ITS) – Network Security➤ Cisco Certified Support Technician Networking➤ CompTIA Competency in A+➤ CompTIA Competency in Network+➤ CompTIA Competency in Networking with Cisco Devices➤ CompTIA Competency in Tech+➤ CompTIA A+➤ CompTIA Network+➤ CompTIA Tech+➤ C-Tech Network Cabling Specialist Copper Systems➤ C-Tech Network Cabling Specialist Fiber Optic Systems➤ Drone Operator – Skills for Success➤ FAA Part 107➤ Microsoft 365 Fundamentals➤ Microsoft Azure AI Fundamentals➤ Microsoft Azure Data Fundamentals➤ Microsoft Azure Fundamentals➤ Microsoft Dynamics 365 Fundamentals CRM➤ QuantHub – Applied Data Skills
SREB AC Informatics	<ul style="list-style-type: none">➤ Certified Internet Web (CIW) – Database Specialist➤ Certiport Information Technology Specialist (ITS) – Databases➤ CompTIA Competency in Network+➤ CompTIA Competency in Security+➤ CompTIA Network+➤ CompTIA Security+➤ Oracle Certified Associate, Database
Project Lead The Way (PLTW) – Computer Science	<ul style="list-style-type: none">➤ Certified Internet Web (CIW) – JavaScript Specialist➤ Certiport Information Technology Specialist (ITS) Cybersecurity➤ Certiport Information Technology Specialist (ITS) HTML5 Application Development➤ Certiport Information Technology Specialist (ITS) Java➤ Certiport Information Technology Specialist (ITS) JavaScript➤ Certiport Information Technology Specialist (ITS) Python➤ Certiport Information Technology Specialist (ITS) Software Development➤ CompTIA Competency in Security+➤ CompTIA Security+➤ Drone Operator – Skills for Success➤ FAA Part 107➤ Microsoft Security, Compliance, and Identity Fundamentals➤ Oracle Certified Associate (OCA) – Java Programmer

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: LAW, PUBLIC SAFETY, CORRECTIONS AND SECURITY	
Program	Career Readiness Indicators
Correctional Services	<ul style="list-style-type: none">➤ Alabama Emergency Medical Dispatch➤ Alabama Fire College Public Safety Telecommunicator➤ Community Health Worker – Skills for Success➤ Drone Operator – Skills for Success➤ Emergency Medical Responder (EMR)➤ FAA Part 107➤ Mastering the Customer Experience – Skills for Success➤ Mental Health Worker – Skills for Success
Emergency and Fire Management Services	<ul style="list-style-type: none">➤ Alabama Emergency Medical Dispatch➤ Alabama Fire College Public Safety Telecommunicator➤ Ambulance Operator – Skills for Success➤ Certified EKG Technician (CET)➤ Community Health Worker – Skills for Success➤ Drone Operator – Skills for Success➤ Emergency Medical Responder (EMR)➤ FAA Part 107➤ Mastering the Customer Experience – Skills for Success➤ Mental Health Worker – Skills for Success➤ National Emergency Medical Technician (EMT)➤ National Fire Protection Association (NFPA) Hazardous Materials/WMD Awareness level➤ National Fire Protection Association (NFPA) Hazardous Materials/WMD Operations level➤ National Fire Protection Association (NFPA)'s 470, Hazardous Materials/Weapons of Mass Destruction➤ National Fire Protection Association –Standard NFPA 1001
Law Enforcement Services	<ul style="list-style-type: none">➤ Alabama Emergency Medical Dispatch➤ Alabama Fire College Public Safety Telecommunicator➤ Ambulance Operator – Skills for Success➤ Community Health Worker – Skills for Success➤ Drone Operator – Skills for Success➤ Emergency Medical Responder (EMR)➤ FAA Part 107➤ Mastering the Customer Experience – Skills for Success➤ Mental Health Worker – Skills for Success
Legal Services	<ul style="list-style-type: none">➤ Accredited Legal Professional (ALP)➤ Mastering the Customer Experience – Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: MANUFACTURING	
Program	Career Readiness Indicators
Additive Manufacturing	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Autodesk – AutoCAD Certified User➤ Autodesk – Design for Manufacturing➤ Autodesk – Fusion 360 Certified User➤ Autodesk – Inventor Certified User➤ Autodesk – Inventor for Mechanical Design➤ Solid Edge Certified Associate➤ SolidWorks Associate
Electronics	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Electrical Helper – Skills for Success➤ Electronics Technicians Association – Basic AC➤ Electronics Technicians Association – Basic Analog➤ Electronics Technicians Association – Basic DC➤ Electronics Technicians Association – Basic Digital➤ Electronics Technicians Association – Comprehensive➤ Electronics Technicians Association – Student Electronics Technician➤ Forklift Operator – Skills for Success➤ Machine Operator – Skills for Success➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI)➤ NCCER Core (module 6 is an elective and is not required for CRI)➤ NCCER Electronic Systems Technician, Electronics➤ Operator Technician – Skills for Success
Industrial Maintenance Electrical and Instrumentation	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Electrical Helper – Skills for Success➤ FANUC CERT – Handling Tool Operations and Programming➤ Forklift Operator – Skills for Success➤ Machine Operator – Skills for Success➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI)➤ NCCER Core (module 6 is an elective and is not required for CRI)➤ NCCER Industrial Maintenance E&I Level 1➤ Operator Technician – Skills for Success
Industrial Maintenance Mechanical	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Electrical Helper – Skills for Success➤ FANUC CERT – Handling Tool Operations and Programming➤ Forklift Operator – Skills for Success➤ Machine Operator – Skills for Success➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI)➤ NCCER Core (module 6 is an elective and is not required for CRI)➤ NCCER Industrial Maintenance Mechanic Level 1➤ Operator Technician – Skills for Success
Modern Manufacturing	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Electrical Helper – Skills for Success➤ FANUC CERT – Handling Tool Operations and Programming➤ Forklift Operator – Skills for Success➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI)➤ NCCER Core (module 6 is an elective and is not required for CRI)➤ Operator Technician – Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS

Effective 8/1/25

CLUSTER: MANUFACTURING	
Program	Career Readiness Indicators
Modern Manufacturing – Center of Excellence	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Forklift Operator – Skills for Success
Precision Machining	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Autodesk – Fusion 360 Certified User ➤ Forklift Operator – Skills for Success ➤ Machine Operator – Skills for Success ➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI) ➤ NIMS Level 1 CNC Milling: Programming Setup and Operations ➤ NIMS Level 1 CNC Turning: Programming Setup and Operations ➤ NIMS Level 1 Drill Press Skills ➤ NIMS Level 1 Grinding Skills ➤ NIMS Level 1 Job Planning, Benchwork and Layout ➤ NIMS Level 1 Manual Milling Skills ➤ NIMS Level 1 Measurement, Materials and Safety ➤ NIMS Level 1 Milling Operations ➤ NIMS Level 1 Turning: Operations ➤ NIMS Level 1 Turning Operations: Turning Between Centers ➤ NIMS Level 1 Turning Operations: Turning Chucking Skills ➤ Operator Technician – Skills for Success
Robotics and Automated Manufacturing	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Autodesk – AutoCAD Certified User ➤ Autodesk – Inventor Certified User ➤ Electrical Helper – Skills for Success ➤ Electronics Technicians Association – Basic AC ➤ Electronics Technicians Association – Basic Analog ➤ Electronics Technicians Association – Basic DC ➤ Electronics Technicians Association – Basic Digital ➤ Electronics Technicians Association – Comprehensive ➤ Electronics Technicians Association – Student Electronics Technician ➤ Forklift Operator – Skills for Success ➤ Machine Operator – Skills for Success ➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI) ➤ NCCER Core (module 6 is an elective and is not required for CRI) ➤ NCCER Electronic Systems Technician, Electronics ➤ Operator Technician – Skills for Success ➤ Solid Edge Certified Associate ➤ SolidWorks Associate
SREB AC Automated Materials Joining Technology	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Forklift Operator – Skills for Success ➤ Machine Operator – Skills for Success ➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI) ➤ NCCER Core (module 6 is an elective and is not required for CRI) ➤ Operator Technician – Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: MANUFACTURING	
Program	Career Readiness Indicators
SREB AC Energy and Power	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Autodesk – AutoCAD Certified User➤ Autodesk – Fusion 360 Certified User➤ Autodesk – Inventor Certified User➤ Machine Operator – Skills for Success➤ NCCER Core (module 6 is an elective and is not required for CRI)➤ Operator Technician – Skills for Success➤ Solid Edge Certified Associate➤ SolidWorks Associate
SREB AC Integrated Production Technologies	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ FANUC CERT – Handling Tool Operations and Programming➤ Forklift Operator – Skills for Success➤ Machine Operator – Skills for Success➤ MSSC – Certified Production Technician (CPT) (Each module will count as a CRI)➤ NCCER Core (module 6 is an elective and is not required for CRI)➤ Operator Technician – Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: MARKETING	
Program	Career Readiness Indicators
Marketing	<ul style="list-style-type: none">➤ Adobe Certified Associate (ACA) – Dreamweaver➤ Adobe Certified Associate (ACA) – Illustrator➤ Adobe Certified Associate (ACA) – InDesign➤ Adobe Certified Associate (ACA) – Photoshop➤ Adobe Certified Associate (ACA) – Premier Pro➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ ASK Institute – Fundamental Business Concepts➤ ASK Institute – Fundamental Marketing Concepts➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Customer Service – Skills for Success➤ IC3 Global Standard 6 (or higher) Three Exams Required➤ Mastering the Customer Experience – Skills for Success➤ Meta Certified Digital Marketing Associate➤ Microsoft Office – Access Expert 2019/O365➤ Microsoft Office – Excel Expert 2019/O365➤ Microsoft Office – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate➤ National Retail Federation – National Professional Certification in Customer Service and Sales

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: MARKETING	
Program	Career Readiness Indicators
Professional Sales	<ul style="list-style-type: none">➤ Adobe Certified Associate (ACA) – Dreamweaver➤ Adobe Certified Associate (ACA) – Illustrator➤ Adobe Certified Associate (ACA) – InDesign➤ Adobe Certified Associate (ACA) – Photoshop➤ Adobe Certified Associate (ACA) – Premier Pro➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ ASK Institute – Fundamental Business Concepts➤ ASK Institute – Fundamental Marketing Concepts➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Certiport Information Technology Specialist (ITS) Databases➤ Customer Service – Skills for Success➤ IC3 Global Standard 6 (or higher) Three Exams Required➤ Mastering the Customer Experience – Skills for Success➤ Meta Certified Digital Marketing Associate➤ Microsoft Office – Access Expert 2019/O365➤ Microsoft Office – Excel Expert 2019/O365➤ Microsoft Office – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate➤ National Retail Federation – National Professional Certification in Customer Service and Sales

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: MARKETING	
Program	Career Readiness Indicators
Real Estate Sales	<ul style="list-style-type: none">➤ Adobe Certified Associate (ACA) – Dreamweaver➤ Adobe Certified Associate (ACA) – Illustrator➤ Adobe Certified Associate (ACA) – InDesign➤ Adobe Certified Associate (ACA) – Photoshop➤ Adobe Certified Associate (ACA) – Premier Pro➤ ASK Institute – Concepts of Business Management➤ ASK Institute – Concepts of Entrepreneurship➤ ASK Institute – Fundamental Business Concepts➤ ASK Institute – Fundamental Marketing Concepts➤ Certiport – Entrepreneurship and Small Business (must hold concentrator status)➤ Customer Service – Skills for Success➤ Mastering the Customer Experience – Skills for Success➤ Meta Certified Digital Marketing Associate➤ Microsoft Office – Access Expert 2019/O365➤ Microsoft Office – Excel Expert 2019/O365➤ Microsoft Office – Word Expert 2019/O365➤ Microsoft Office Specialist (MOS) – Associate 2019/O365 (Two of the following areas REQUIRED)<ul style="list-style-type: none">○ Excel Associate○ Outlook Associate○ PowerPoint Associate○ Word Associate➤ National Retail Federation – National Professional Certification in Customer Service and Sales

ALABAMA CTE CAREER READINESS INDICATORS

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CLUSTER: STEM	
Program	Career Readiness Indicators
CTE Engineering	<ul style="list-style-type: none"> ➤ Autodesk – AutoCAD Certified User ➤ Autodesk – Fusion 360 Certified User ➤ Autodesk – Inventor Certified User ➤ Autodesk – Revit Certified User ➤ Certified OnShape Professional ➤ Certiport Information Technology Specialist (ITS) – Databases ➤ Certiport Information Technology Specialist (ITS) – HTML & CSS ➤ Certiport Information Technology Specialist (ITS) – HTML5 Application Development ➤ Certiport Information Technology Specialist (ITS) – Java ➤ Certiport Information Technology Specialist (ITS) – JavaScript ➤ Certiport Information Technology Specialist (ITS) – Python ➤ Certiport Information Technology Specialist (ITS) – Software Development ➤ Drone Operator – Skills for Success ➤ Electronic Systems Associate – ESA 1 Direct Current ➤ Electronic Systems Associate – ESA 2 Alternating Current ➤ Electronic Systems Associate – ESA 3 Semiconductors Devices and Circuits ➤ Electronic Systems Associate – ESA 4 Digital Devices and Circuits ➤ FAA Part 107 ➤ FANUC CERT – Handling Tool Operations and Programming ➤ Microsoft Office – Access Expert 2019/O365 ➤ Microsoft Office – Excel Expert 2019/O365 ➤ Oracle Certified Associate (OCA) – Java Programmer ➤ QuantHub- Applied Data Skills ➤ Solid Edge Certified Associate ➤ SolidWorks Associate
Greenpower	<ul style="list-style-type: none"> ➤ Autodesk – AutoCAD Certified User ➤ Autodesk – Fusion 360 Certified User ➤ Autodesk – Inventor Certified User ➤ Autodesk – Revit Certified User ➤ Certified OnShape Professional ➤ Certiport Information Technology Specialist (ITS) – Databases ➤ Certiport Information Technology Specialist (ITS) – HTML & CSS ➤ Certiport Information Technology Specialist (ITS) – HTML5 Application Development ➤ Certiport Information Technology Specialist (ITS) – Java ➤ Certiport Information Technology Specialist (ITS) – JavaScript ➤ Certiport Information Technology Specialist (ITS) – Python ➤ Certiport Information Technology Specialist (ITS) – Software Development ➤ FAA Part 107 ➤ FANUC CERT – Handling Tool Operations and Programming ➤ Microsoft Office – Access Expert 2019/O365 ➤ Microsoft Office – Excel Expert 2019/O365 ➤ Oracle Certified Associate (OCA) – Java Programmer ➤ Solid Edge Certified Associate ➤ SolidWorks Associate

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: STEM	
Program	Career Readiness Indicators
Project Lead The Way (PLTW) Engineering	<ul style="list-style-type: none">➤ Autodesk – AutoCAD Certified User➤ Autodesk – Fusion 360 Certified User➤ Autodesk – Inventor Certified User➤ Autodesk – Revit Certified User➤ Certified OnShape Professional➤ Certiport Information Technology Specialist (ITS) – Databases➤ Certiport Information Technology Specialist (ITS) – HTML & CSS➤ Certiport Information Technology Specialist (ITS) – HTML5 Application Development➤ Certiport Information Technology Specialist (ITS) – Java➤ Certiport Information Technology Specialist (ITS) – JavaScript➤ Certiport Information Technology Specialist (ITS) – Python➤ Certiport Information Technology Specialist (ITS) – Software Development➤ Drone Operator – Skills for Success➤ Electronic Systems Associate – ESA 1 Direct Current➤ Electronic Systems Associate – ESA 2 Alternating Current➤ Electronic Systems Associate – ESA 3 Semiconductors Devices and Circuits➤ Electronic Systems Associate – ESA 4 Digital Devices and Circuits➤ FAA Part 107➤ FANUC CERT – Handling Tool Operations and Programming➤ Microsoft Office – Access Expert 2019/O365➤ Microsoft Office – Excel Expert 2019/O365➤ Oracle Certified Associate (OCA) – Java Programmer➤ QuantHub- Applied Data Skills➤ Solid Edge Certified Associate➤ SolidWorks Associate

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: STEM	
Program	Career Readiness Indicators
SREB AC Aerospace Engineering	<ul style="list-style-type: none">➤ Autodesk – AutoCAD Certified User➤ Autodesk – Fusion 360 Certified User➤ Autodesk – Inventor Certified User➤ Autodesk – Revit Certified User➤ Certified OnShape Professional➤ Certiport Information Technology Specialist (ITS) – Databases➤ Certiport Information Technology Specialist (ITS) – HTML & CSS➤ Certiport Information Technology Specialist (ITS) – HTML5 Application Development➤ Certiport Information Technology Specialist (ITS) – Java➤ Certiport Information Technology Specialist (ITS) – JavaScript➤ Certiport Information Technology Specialist (ITS) – Python➤ Certiport Information Technology Specialist (ITS) – Software Development➤ Drone Operator – Skills for Success➤ Electronic Systems Associate – ESA 1 Direct Current➤ Electronic Systems Associate – ESA 2 Alternating Current➤ Electronic Systems Associate – ESA 3 Semiconductors Devices and Circuits➤ Electronic Systems Associate – ESA 4 Digital Devices and Circuits➤ FAA part 107➤ FANUC CERT-Handling Tool Operations and Programming➤ Microsoft Office – Access Expert 2019/O365➤ Microsoft Office – Excel Expert 2019/O365➤ Oracle Certified Associate (OCA) – Java Programmer➤ Solid Edge Certified Associate➤ SolidWorks Associate

ALABAMA CTE CAREER READINESS INDICATORS

Effective 8/1/25

CLUSTER: STEM	
Program	Career Readiness Indicators
SREB AC Clean Energy	<ul style="list-style-type: none"> ➤ Autodesk Inventor Certified User ➤ Autodesk – AutoCAD Certified User ➤ Autodesk – Fusion 360 Certified User ➤ Autodesk – Revit Certified User ➤ Certified OnShape Professional ➤ Certiport Information Technology Specialist (ITS) – Databases ➤ Certiport Information Technology Specialist (ITS) – HTML & CSS ➤ Certiport Information Technology Specialist (ITS) – HTML5 Application Development ➤ Certiport Information Technology Specialist (ITS) – Java ➤ Certiport Information Technology Specialist (ITS) – JavaScript ➤ Certiport Information Technology Specialist (ITS) – Python ➤ Certiport Information Technology Specialist (ITS) – Software Development ➤ Construction and Skilled Trade Assessment (CAST) ➤ FAA Part 107 ➤ FANUC CERT – Handling Tool Operations and Programming ➤ Microsoft Office – Access Expert 2019/O365 ➤ Microsoft Office – Excel Expert 2019/O365 ➤ NCCER Core (Module 6 is an elective and not required for CRI) ➤ Oracle Certified Associate (OCA) – Java Programmer ➤ Solid Edge Certified Associate ➤ SolidWorks Associate
SREB AC Innovations in Science and Technology	<ul style="list-style-type: none"> ➤ Autodesk – AutoCAD Certified User ➤ Autodesk – Fusion 360 Certified User ➤ Autodesk – Revit Certified User ➤ Autodesk – Inventor Certified User ➤ Certified OnShape Professional ➤ Certiport Information Technology Specialist (ITS) – Databases ➤ Certiport Information Technology Specialist (ITS) – HTML & CSS ➤ Certiport Information Technology Specialist (ITS) – HTML5 Application Development ➤ Certiport Information Technology Specialist (ITS) – Java ➤ Certiport Information Technology Specialist (ITS) – JavaScript ➤ Certiport Information Technology Specialist (ITS) – Python ➤ Certiport Information Technology Specialist (ITS) – Software Development ➤ Electronic Systems Associate – ESA 1 Direct Current ➤ Electronic Systems Associate – ESA 2 Alternating Current ➤ Electronic Systems Associate – ESA 3 Semiconductors Devices and Circuits ➤ Electronic Systems Associate – ESA 4 Digital Devices and Circuits ➤ FAA part 107 ➤ FANUC CERT – Handling Tool Operations and Programming ➤ Microsoft Office – Access Expert 2019/O365 ➤ Microsoft Office – Excel Expert 2019/O365 ➤ Oracle Certified Associate (OCA) – Java Programmer ➤ Solid Edge Certified Associate ➤ SolidWorks Associate

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: TRANSPORTATION, DISTRIBUTION AND LOGISTICS	
Program	Career Readiness Indicators
Automotive Technology	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ ASE ADAS Certification➤ ASE Entry-Level – Automobile –Automatic Transmission and Transaxle➤ ASE Entry-Level – Automobile – Automotive Service Technology➤ ASE Entry-Level – Automobile – Brakes➤ ASE Entry-Level – Automobile – Electrical/Electronic Systems➤ ASE Entry-Level – Automobile – Engine Performance➤ ASE Entry-Level – Automobile – Engine Repair➤ ASE Entry-Level – Automobile – Heating and Air Conditioning➤ ASE Entry-Level – Automobile – Maintenance and Light Repair➤ ASE Entry-Level – Automobile – Manual Drive Train and Axles➤ ASE Entry-Level – Automobile – Suspension and Steering➤ Customer Service Technician - Skills for Success➤ Forklift Operator – Skills for Success➤ Hunter Engineering ADAS Certification➤ Hunter Engineering Alignment Level 1 Certification➤ Hunter Engineering Alignment Level II Certification➤ Hunter Engineering Alignment Level III Certification➤ Hunter Engineering Rolling Smooth Certification➤ Mastering the Customer Experience – Skills for Success➤ Operator Technician - Skills for Success➤ Skid Steer Operator – Skills for Success
Aviation Technology	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Customer Service Technician - Skills for Success➤ Drone Operator – Skills for Success➤ FAA Part 107➤ Mastering the Customer Experience – Skills for Success➤ Forklift Operator - Skills for Success➤ Operator Technician – Skills for Success➤ Skid Steer Operator - Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25**

CLUSTER: TRANSPORTATION, DISTRIBUTION AND LOGISTICS	
Program	Career Readiness Indicators
Collision Repair	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ ASE Entry-Level – Collision – Mechanical and Electrical Components➤ ASE Entry-Level – Collision – Non-structural Analysis and Damage Repair➤ ASE Entry-Level – Collision – Painting and Refinishing➤ ASE Entry-Level – Collision – Structural Analysis and Damage Repair➤ Customer Service – Skills for Success➤ Forklift Operator – Skills for Success➤ Hunter Engineering ADAS Certification➤ Hunter Engineering Alignment Level 1 Certification➤ Hunter Engineering Alignment Level II Certification➤ Hunter Engineering Alignment Level III Certification➤ Hunter Engineering Rolling Smooth Certification➤ ICAR Academy – Aluminum and Steel Small Dent Removal➤ ICAR Academy – Disassembly and Reassembly➤ ICAR Academy – Fundamentals of Collision Repair➤ ICAR Academy – Plastic Repair➤ ICAR Academy – Refinishing➤ Mastering the Customer Experience – Skills for Success➤ Operator Technician – Skills for Success➤ Skid Steer Operator – Skills for Success
Diesel Technology	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ ASE Entry-Level – Medium/Heavy Truck – Brakes➤ ASE Entry-Level – Medium/Heavy Truck – Diesel Engines➤ ASE Entry-Level – Medium/Heavy Truck – Electrical/Electronic Systems➤ ASE Entry-Level – Medium/Heavy Truck – Inspection Maintenance and Minor Repair➤ ASE Entry-Level – Medium/Heavy Truck – Suspension and Steering➤ Asphalt Roller Operator – Skills for Success➤ Bulldozer Operator – Skills for Success➤ CDL A – Skills for Success➤ CDL B – Skills for Success➤ Excavator Operator – Skills for Success➤ Forklift Operator – Skills for Success➤ Skid Steer Operator – Skills for Success
Flight Technology	<ul style="list-style-type: none">➤ Alabama Certified Employee (ACE)➤ Drone Operator – Skills for Success➤ FAA Part 107

ALABAMA CTE CAREER READINESS INDICATORS

Effective 8/1/25

CLUSTER: TRANSPORTATION, DISTRIBUTION AND LOGISTICS	
Program	Career Readiness Indicators
Logistics	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Asphalt Roller Operator – Skills for Success ➤ Bulldozer Operator – Skills for Success ➤ CDL A – Skills for Success ➤ CDL B – Skills for Success ➤ Excavator Operator – Skills for Success ➤ Drone Operator – Skills for Success ➤ FAA Part 107 ➤ Forklift Operator – Skills for Success ➤ MSSC Certified Logistics Associate ➤ MSSC Certified Logistics Technician ➤ Operator Technician – Skills for Success ➤ Skid Steer Operator – Skills for Success
SREB AC Global Logistics and Supply Chain Management	<ul style="list-style-type: none"> ➤ MSSC Certified Logistics Associate ➤ MSSC Certified Logistics Technician

ACADEMY OF CRAFT TRAINING	
Program	Career Readiness Indicators
Commercial Construction	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Asphalt Roller – Skills for Success ➤ Bulldozer – Skills for Success ➤ Carpentry Helper – Skills for Success ➤ Construction and Skilled Trade Assessment (CAST) ➤ Electrical Helper – Skills for Success ➤ Excavator – Skills for Success ➤ Flooring Installer – Skills for Success ➤ Home Builders Association of Alabama Residential Construction Skills Certification ➤ Mastering the Customer Experience – Skills for Success ➤ NCCER Cabinetmaking Level 1 ➤ NCCER Carpentry Level 1 ➤ NCCER Construction Technology Level 1 ➤ NCCER Core (Module 6 is an elective and not required for CRI) ➤ OSHA 30 ➤ Plumbing Helper – Skills for Success ➤ Skid Steer – Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS

Effective 8/1/25

ACADEMY OF CRAFT TRAINING	
Program	Career Readiness Indicators
Electrical	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Asphalt Roller – Skills for Success ➤ Bulldozer – Skills for Success ➤ Carpentry Helper – Skills for Success ➤ Construction and Skilled Trade Assessment (CAST) ➤ Electrical Helper – Skills for Success ➤ Excavator – Skills for Success ➤ Mastering the Customer Experience – Skills for Success ➤ NCCER Core (Module 6 is an elective and not required for CRI) ➤ NCCER Electrical Level 1 ➤ OSHA 30 ➤ Skid Steer – Skills for Success
HVACR and Mechanical Systems	<ul style="list-style-type: none"> ➤ Air Conditioning, Heating, and Refrigeration Institute (AHRI) ICE - Residential Core ➤ Alabama Certified Employee (ACE) ➤ Asphalt Roller – Skills for Success ➤ Bulldozer – Skills for Success ➤ Carpentry Helper – Skills for Success ➤ Construction and Skilled Trade Assessment (CAST) ➤ Electrical Helper – Skills for Success ➤ EPA Card ➤ Excavator – Skills for Success ➤ Mastering the Customer Experience – Skills for Success ➤ NCCER Core (Module 6 is an elective and not required for CRI) ➤ NCCER HVAC Level 1 ➤ OSHA 30 ➤ Skid Steer – Skills for Success
Industrial Metal and Fabrication	<ul style="list-style-type: none"> ➤ Alabama Certified Employee (ACE) ➤ Asphalt Roller – Skills for Success ➤ AWS Certifications (one or more areas): <ul style="list-style-type: none"> ▪ FCAW 3-G uphill progression D1.1 ▪ GMAW 3-G uphill progression D1.1 ▪ GTAW 3-G uphill progression (aluminum) D1.2 ▪ GTAW 3-G uphill progression (steel) ▪ SMAW 3-G uphill progression D1.1 ➤ Bulldozer – Skills for Success ➤ Construction and Skilled Trade Assessment (CAST) ➤ Excavator – Skills for Success ➤ NCCER Core (Module 6 is an elective and not required) ➤ NCCER Welding Level 1 ➤ OSHA 30 ➤ Skid Steer – Skills for Success

ALABAMA CTE CAREER READINESS INDICATORS**Effective 8/1/25****LOCALLY DEVELOPED CAREER READINESS INDICATORS****(ONLY AVAILABLE TO THE CERTIFIED LEA)**

Program	Career Readiness Indicators
12 For Life – Florence City	Satisfactory completion of 12 For Life program as laid out in application by Florence City Schools.
ADEM Water Operator – Anniston City	Satisfactory completion of the Water Operator Certification exam as laid out in application by Anniston City Schools.
Apprenticeship CRI – Tuscaloosa County	Satisfactory completion of the Mercedes Program.
Apprenticeship CRI – Chickasaw City	Satisfactory completion of the Information Technology Apprenticeship Program requirements.
Apprenticeship CRI – Dallas County	Satisfactory completion of the Collision Repair Apprenticeship Program.
Aerospace Electrical IPC 620 – Huntsville City	Satisfactory completion of the IPC 620 credential offered through Calhoun Community College.