



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

Credential Evaluation Training

Michigan Works! Association

August 29th, 2023



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

Office of Global Michigan

The Office of Global Michigan (OGM) works to make Michigan welcoming and inclusive.

Consistent with that mission, we work to strengthen the connection between communities and the State of Michigan by ensuring state programs and opportunities are accessible, inclusive, and positioned to have a positive impact in our diverse communities. The office supports economic and community development, equity and inclusion work, and leads newcomer integration initiatives for the state, striving to minimize or eliminate barriers to accessing state programs and services.



Training Outcomes

By the end of today, you'll be able to:

- Understand the purpose and importance of credential evaluations
- Identify which credential evaluation services are appropriate depending on your client's background and needs
- Direct your clients to additional resources if credential evaluation alone is not enough



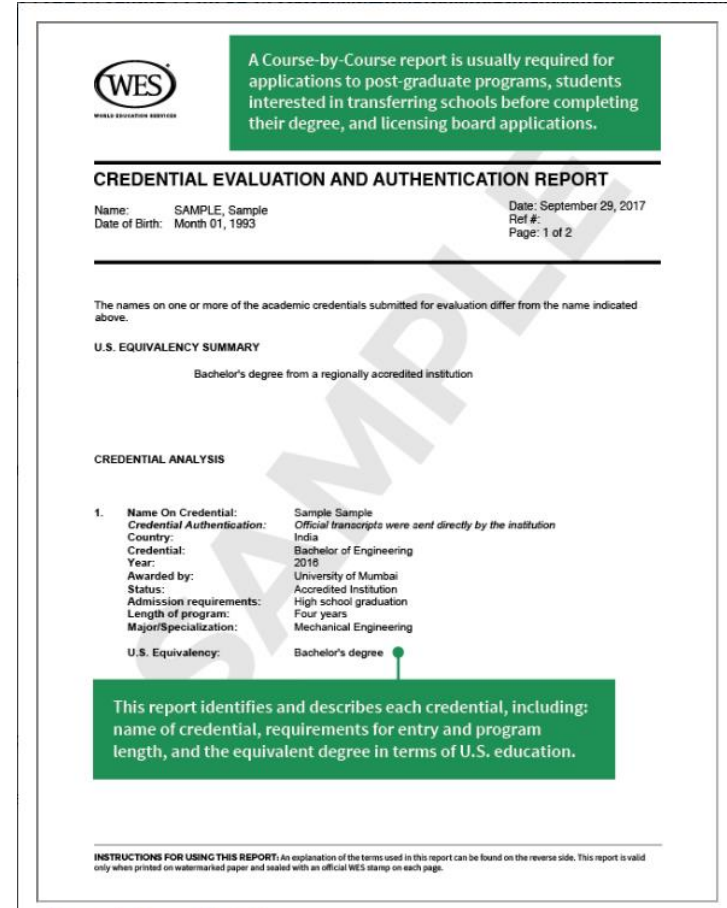
Degree and Credential Evaluation

What is a credential evaluation?

Why are evaluations necessary?

What are the different types of evaluation reports?

Which credential evaluator is best for my client?



The image shows a sample WES (World Education Services) report. At the top left is the WES logo. A green box at the top right contains the text: "A Course-by-Course report is usually required for applications to post-graduate programs, students interested in transferring schools before completing their degree, and licensing board applications." Below this is the title "CREDENTIAL EVALUATION AND AUTHENTICATION REPORT". The report includes fields for Name (SAMPLE, Sample), Date of Birth (Month 01, 1993), Date (September 29, 2017), Ref #, and Page (1 of 2). A note states: "The names on one or more of the academic credentials submitted for evaluation differ from the name indicated above." The "U.S. EQUIVALENCY SUMMARY" section indicates a "Bachelor's degree from a regionally accredited institution". The "CREDENTIAL ANALYSIS" section lists details for a credential: Name On Credential (Sample Sample), Country (India), Credential (Bachelor of Engineering), Year (2018), Awarded by (University of Mumbai), Status (Accredited Institution), Admission requirements (High school graduation), Length of program (Four years), Major/Specialization (Mechanical Engineering), and U.S. Equivalency (Bachelor's degree). A green box at the bottom states: "This report identifies and describes each credential, including: name of credential, requirements for entry and program length, and the equivalent degree in terms of U.S. education." At the very bottom, there are instructions for using the report.

WES
WORLD EDUCATION SERVICES

A Course-by-Course report is usually required for applications to post-graduate programs, students interested in transferring schools before completing their degree, and licensing board applications.

CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

Name: SAMPLE, Sample Date: September 29, 2017
Date of Birth: Month 01, 1993 Ref #: Page: 1 of 2

The names on one or more of the academic credentials submitted for evaluation differ from the name indicated above.

U.S. EQUIVALENCY SUMMARY

Bachelor's degree from a regionally accredited institution

CREDENTIAL ANALYSIS

1. Name On Credential: Sample Sample
Credential Authentication: Official transcripts were sent directly by the institution
Country: India
Credential: Bachelor of Engineering
Year: 2018
Awarded by: University of Mumbai
Status: Accredited Institution
Admission requirements: High school graduation
Length of program: Four years
Major/Specialization: Mechanical Engineering
U.S. Equivalency: Bachelor's degree

This report identifies and describes each credential, including: name of credential, requirements for entry and program length, and the equivalent degree in terms of U.S. education.

INSTRUCTIONS FOR USING THIS REPORT: An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.



Credential Evaluation Basics

What is a credential evaluation?

- A professional assessment of education obtained outside of the United States
- Evaluator determines what the degree would be equivalent to in the US education system

Why are evaluations necessary?

- Many professional employers require credential evaluations for job candidates
- Colleges and universities require evaluations to admit new students
- Professional licensing boards require evaluations as part of the licensing process



Two Types of Evaluations

Document-by-document

- Provides general assessment of a person's educational credentials
- Suitable for most employers and some community colleges
- Usually costs around \$100

Course-by-course

- Provides an in-depth assessment of a person's credentials and the courses they took
- Suitable for colleges/universities and professional licensing boards
- Usually costs between \$170 - \$200



Credential Evaluation: 3 Options



WES Standard Evaluation

- Most widely-accepted credential evaluation
- Requires documents sent from university
- Not available for clients educated in Afghanistan



ECE Evaluation

- Widely accepted by universities, licensing boards
- Requires original documents
- Processing delays for those educated in Afghanistan



WES Gateway Evaluation

- Accepted by some universities, not accepted by most licensing boards
- Accepts any educational documents, original or not
- Free of cost to clients
- Restricted to 7 countries with additional restrictions for Afghanistan



Other Credential Evaluators?



National Association of Credential Evaluation Services (NACES)

19 current members, including WES and ECE

Most employers/schools/licensing boards require an evaluation from a NACES member

WES and ECE are the most reputable, and their prices are comparable to other members



Constraints for Afghan Degree Evaluation

WES is not currently providing traditional evaluations for **any** degrees earned in Afghanistan

ECE verifies all documents from Afghanistan with the issuing body, which may cause significant delays



WES Gateway Program

What is Gateway?

- Alternative degree evaluation program
- Designed for individuals not able to receive traditional WES evaluation
- Global Michigan is affiliate for Michigan
- Application process?

Who's Eligible for Gateway?

- Individuals that have completed full or partial degrees outside US
- Have alternative documentation
- Do not qualify for traditional WES evaluation
- **Educated in***: Afghanistan, Eritrea, Iraq, Syria, Turkey, Ukraine, Venezuela

*Eligibility is determined by where the client was educated, not their nationality or country of origin.



Pop Quiz!

True or False: Clients educated in Afghanistan can obtain a standard WES credential evaluation?

False!

WES is not currently providing traditional evaluations for any degrees earned in Afghanistan

WES Gateway Program

Details

- Vouchers available
- DxD and CxC offered – DxD can later be upgraded to CxC for a small fee
- Accepts alternative documentation
- Supports professional job search
- Can obtain evals for completed HS education and partial or complete post-secondary study
- Translation assistance
- **OGM is the official referral partner for MI**

Limitations

- Not a traditional WES eval
- Cannot evaluate vocational study or professional training
- Not accepted by licensing boards
- Not accepted for industry certifications (ECFMG, NCEES, CGFNS, etc.)
- Possibly accepted by higher education institutions



WES Gateway for Afghan Applicants

- High school diploma evaluation offered (needs to be completed)
- Accepting evaluation from [31 institutions](#) currently
- Education completed before August 15, 2021
- Degrees earned between 1996-2001 excluded



Have a client interested in Gateway?

Email Sharif Krabti at krabtis@michigan.gov or LEO-GLOBALMICHIGAN@michigan.gov

We will schedule a 30-minute virtual appointment with the client to submit their WES Gateway application

Once submitted, the client will be provided with instructions with how to send their documents to WES for evaluation



WES Standard and ECE Evaluations



WES Standard Evaluations

- Requires official, sealed documents:
 - Can be sent from the issuing institution (university) directly to WES or to the client who then sends the documents to WES
- Requires translation of documents into English
- Not accepted for industry certifications (ECFMG, NCEES, CGFNS, etc.)
- **No OGM referral required – clients can begin the process themselves on [WES's website](#)**
- Document-by-document: \$107
- Course-by-course: \$170



Educational Credential Evaluators (ECE)

Secondary (High School)

If you completed post-secondary (university) level study, it is generally not necessary to submit high school level documents. Ask your U.S. institution if an evaluation of your high school documents is needed.

Required Documents

Type of Document

1. **Baccalaureate Certificate or 12 Grade Graduation Certificate** •Original²

Post-Secondary (University)

Required Documents

Type of Document

1. **Diploma / degree** (examples: Certificate, Diploma, Bachelor's degree, Master's degree, Doctor of Medicine, Doctor of Dental Surgery, Doctor of Veterinary Medicine, or Doctoral degree)
It is recommended, but not required, that the documents are stamped by the **Ministry of Foreign Affairs** and certified by the **Embassy of Afghanistan**.

•Photocopy or Scan (both sides of the document)

2. **Grade report / transcript**

It is recommended, but not required, that the documents are stamped by the **Ministry of Foreign Affairs** and certified by the **Embassy of Afghanistan**.

- May accept copies of original documentation
- Requires translation into English
- Not accepted for industry certifications (ECFMG, NCEES, CGFNS, etc.)
- **No OGM referral required – clients can begin the process themselves on [ECE's website](#)**
- Document-by-document: \$100
- Course-by-course: \$195



Funding Opportunities for Credential Evaluations

- Some Michigan Works! agencies may have funding available to cover the cost of evaluation services
- Certain non-profits may be able to cover costs for their clients
- [Global Detroit](#) is planning to launch their Global Talent Attraction and Retention Program (GTARP) in fall 2023, which will include a credential evaluation scholarship fund to help cover costs



Example Scenarios


Scenario #1:

A client from Syria would like a credential evaluation for a bachelor's degree they earned in Lebanon. They need the evaluation report for applying to graduate programs in Michigan and can contact their school to send documents if needed.

Where should they get their credential evaluation?



Scenario #1

- A. WES Gateway program
 - B. WES standard evaluation
 - C. ECE evaluation
 - D. They are not eligible for a credential evaluation
- 



Example Scenarios


Scenario #2:

A Ukrainian client would like to get a credential evaluation for a bachelor degree they earned in Ukraine. They need the evaluation report for employment but may go back to school at some point. They have limited money to spend on fees.

What would you advise them to do?



Scenario #2

- A. WES Gateway program 
- B. WES standard evaluation
- C. ECE evaluation
- D. Wait and save up money for an evaluation

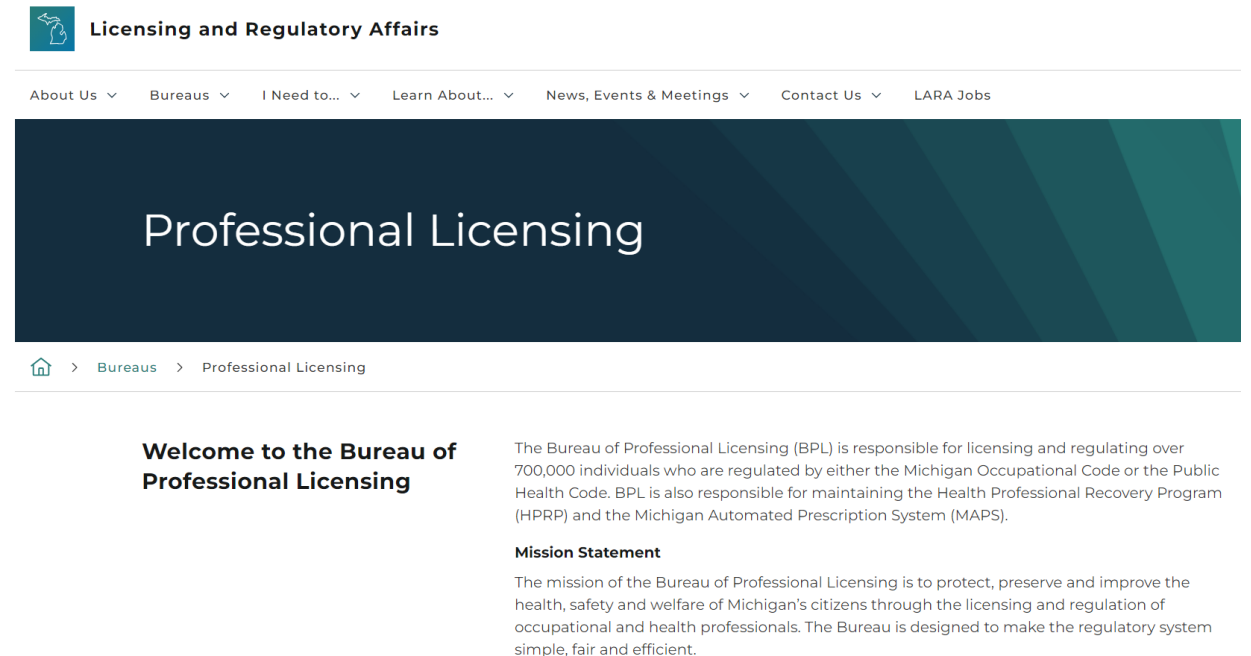


Other Resources



Professional Licensing for Refugees

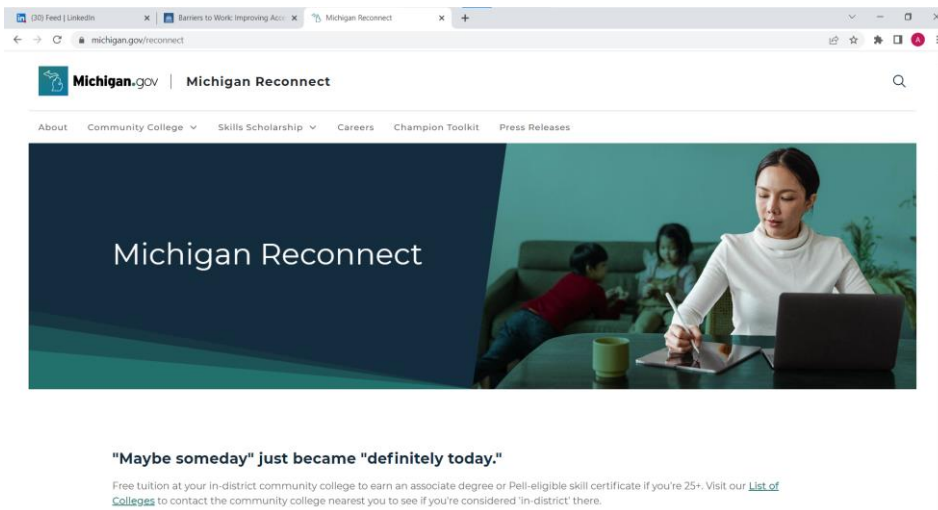
- While WES and ECE evaluations will satisfy licensing requirements for some professions, others have their own evaluation processes
- This is the case for doctors, nurse, engineers, etc.
- Visit the [LARA Bureau of Professional Licensing](#) page for professional licensing guides



The screenshot shows the LARA website header with the logo and navigation menu. The main content area features a dark blue banner with the text "Professional Licensing". Below the banner is a breadcrumb trail: Home > Bureaus > Professional Licensing. The main heading is "Welcome to the Bureau of Professional Licensing". The introductory text states: "The Bureau of Professional Licensing (BPL) is responsible for licensing and regulating over 700,000 individuals who are regulated by either the Michigan Occupational Code or the Public Health Code. BPL is also responsible for maintaining the Health Professional Recovery Program (HPRP) and the Michigan Automated Prescription System (MAPS)." The "Mission Statement" section reads: "The mission of the Bureau of Professional Licensing is to protect, preserve and improve the health, safety and welfare of Michigan's citizens through the licensing and regulation of occupational and health professionals. The Bureau is designed to make the regulatory system simple, fair and efficient."



Michigan Reconnect



www.michigan.gov/reconnect

Who is eligible?

- 25 years or older (will soon expand to 21 and older)
- Have lived in Michigan for a year or more
- Have a high school diploma or equivalent
- Those who have **not** yet completed a college degree (associate or bachelor's)
- Those who are eligible for federal student aid (often excludes those on temporary visas, even if they have work authorization)



Training Outcomes

You should now be able to:

- Understand the purpose and importance of credential evaluations
- Identify which credential evaluation services are appropriate depending on your client's background and needs
- Direct your clients to additional resources if credential evaluation alone is not enough



Q&A

Additional questions? Contact us at
LEO-GLOBALMICHIGAN@michigan.gov



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